



NURSES AND MIDWIVES COUNCIL OF MALAWI

PROFESSIONAL PRACTICE STANDARDS FOR REGISTERED NURSES



ACRONYMS

CHAM	Christian Health Association of Malawian
CPD	Continuing Professional Development
ECSACON	East Central and Southern Africa Colleges of Nursing
EmONC	Emergency Obstetric and Neonatal Care
HIV	Human Immunodeficiency Virus
IEC	Information, Education and Communication
ICM	International Confederation of Midwives
ICN	International Council for Nurses
MoH	Ministry of Health
NMCM	Nurses and Midwives Council of Malawi
PHC	Primary Healthcare
PLWHA	People Living with HIV/AIDS
PMTCT	Prevention of Mother to Child Transmission
SWAP	Sector Wide Approach
WHO	World Health Organization

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The participants were as follows:

Mr. Thokozani Bvumbwe	Mzuzu University
Mr. Thom Ngwira	Mzuzu Central Hospital
Mrs. Mary Hara	Queen Elizabeth Central Hospital
Mrs. Feggie Bodole	Queen Elizabeth Central Hospital
Mrs. Felistas Kanthifi	Ministry of Health
Mrs. Mary Mwale	NONM Representative
Mrs. Mable Chinkhata	Kamuzu Central Hospital
Mrs. Mary Chosamata	Likuni Mission Hospital
Mrs. Mayamiko Gama	Dayaeng Mission Hospital
Ms. Iness Kadangwe	Nkhoma College of Nursing
Ms. Jane Makwakwa	Zomba Central Hospital
Mrs. Moyo	Community Representative
Ms. Esnart Likoya	Mulanje Mission Hospital
Ms. Barbara Hoyle	Nurses and Midwives Council of MW
Mrs. Linley Linyenga	Nurses and Midwives Council of MW
Mrs. Chrissie Chilomo	Nurses and Midwives Council of MW
Mr. John Nepiyala	Nurses and Midwives Council of MW
Mrs. Stella Kamphinda	Nurses and Midwives Council of MW
Mrs. Thokozire Lipato	Nurses and Midwives Council of MW
Mrs. Martha Mondwa(Registrar)	Nurses and Midwives Council of MW

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FOREWORD

The Nurses and Midwives Council of Malawi (NMCM) has the legislated mandate through the *Nurses and Midwives Act No 16 of 1995* to develop, maintain and administer professional nursing and midwifery standards. This is to protect the public from unsafe practice.

There are five significant professional characteristics that form the foundation of the *Standards of Practice for Registered Nurses*:

- Professional service to the public,
- Knowledge-based practice,
- Continuing competence,
- Ethical practice, and
- Professional responsibility and accountability.

The *Standards of Practice for Registered Nurses* are statements that describe the desirable and achievable level of performance expected of all registered nurses in their practice, regardless of their role. As members of a self-regulating profession, registered nurses are to practice in accordance with established code of conduct and practice standards as set out by NMCM.

It is expected that all registered nurses will be able to articulate how they apply the standards to their practice.

The revised nursing practice standards in this document define acceptable requirements for determining the quality of nursing care a client receives. When nurses use the standards of nursing practice, and the code of ethics and professional conduct to guide their daily practice, they are acting in the best interest of the public safety.

As professional nurses in Malawi, let us continue to demonstrate that we can regulate ourselves, within the provisions of the Act by collectively and consistently upholding the standards of nursing practice to maintain the trust of the public.

REGISTRAR NURSES AND MIDWIVES COUNCIL

Nurses and Midwives of Council, PO Box 30361, Lilongwe 3;
Telephone: +265(0)772 044/730; Fax: +265(0)773932
Email: nmcm@nmcm.org.mw; Website: www.nmcm.org.mw

1.0 BACKGROUND

The Ministry of Health with its development partners developed the Health Sector Strategic Plan (HSSP) 2011-2016 after successful implementation Joint Program of Work through the Sector Wider Approach (SWAP) 1.

Section 5.2.2.6, the HSSP stipulates the importance of quality assurance whose objective is to develop and implement a comprehensive approach to quality improvement at all levels for effective service delivery.

The role of Nurses and Midwives Council is to strengthen the implementation of quality assurance programs in all health facilities in Malawi.

The goal of Nurses and Midwives Council of Malawi (NMCM) is to ensure the provision of quality nursing and midwifery service to the public.

NMCM strives to achieve the goal by implementing the following strategic objectives:

- Enhance quality nursing and midwifery education and training.
- Promote safe practice for nurses and midwives according to standards
- Promote evidence based quality nursing and midwifery care
- Strengthen management systems.

It is against this background that NMCM in collaboration with Ministry of Health (MOH) through technical and financial assistance from World Health Organization (WHO) decided to develop the nursing and midwifery standards to guide the nursing and midwifery profession.

1.1 Process of developing the standards

The development process involved five steps:

- (i) Bringing together a core group of stakeholders who need standards to guide their education and practice; those who have the potential to promote use of the developed standards and will take leadership and be accountable for standard implementation and reinforcement.
- (ii) Generating a clear understanding of the professional vision, mission and philosophy which form the basis /foundation for standard development as stipulated by NMCM
- (iii) Identification of principles which are core to the professional practice of nursing

- (iv) Description of the beneficiaries of the developed standards.
- (v) Review of different existing frameworks for standards of nursing practice which formed the basis for structuring standards for nursing practice for Malawi.
The ECSACON framework was chosen to form the basis for Malawi Nursing Practice Standards.

2.0 INTRODUCTION

It is important that nurses understand their roles, scopes of practice and contribution to health care if standards guiding their practice are to be fully appreciated and implemented. Legislation, standards and other regulatory instruments or tools determine the overall scope of practice for professional registered nurses approved to practice nursing in their respective countries. The other factors influencing nursing practice include (ICN 2007):

- individual practitioners' competencies;
- requirements and policies of the employer;
- clients' needs; and
- Practice settings

Nursing — A Self-Regulating Profession

As stated earlier, the Nurses and Midwives Council of Malawi has the legislated mandate through the *Nurses Act* to develop, establish, maintain and administer professional standards for its members with an obligation to protect the public and serve the public interest.

Five significant professional characteristics form the foundation of the *Standards of Practice for Registered Nurses*:

- Professional service to the public,
- Knowledge-based practice,
- continuing competence,
- Ethical practice, and
- Professional responsibility and accountability

3.0 Definition of Terms

A Nurse: is a person who has successfully completed a prescribed program of basic nursing education from an accredited institution and is qualified and authorized by the appropriate regulatory authority in her/his country to practice nursing.

Nursing: is a profession that encompasses autonomous and collaborative care of individuals of all ages, families, groups and communities, sick or well and in all settings. Nursing includes the promotion of health, prevention of illness, and the care of ill, disabled and dying people. Advocacy, promotion of a safe environment, research, participation in shaping health policy and in patient and health systems management, and education are also key nursing roles. (Adapted from ICN 2010)

Scope of practice for nursing:

The scope of practice defines the range of roles, functions, responsibilities and activities, which a registered/licensed professional nurse is educated for, competent in, and is authorized to perform. It defines the accountability and limits of practice¹. The scope of practice is **not limited** to specific tasks, functions or responsibilities (ICN, 2007). It **includes:**

- Direct care giving and evaluation of its impact;
- Advocating for patients and for health;
- Supervising and delegating to others;
- Leading, managing, teaching;
- Undertaking research; and
- Developing policy for health care systems.

Standards of Practice for Registered Nurses:

These are statements that describe the desirable and achievable level of performance expected of all registered nurses in their practice, regardless of their role. As members of a self-regulating profession, registered nurses are to practice in accordance with ethical and practice standards as set by NMCM.

It is expected that all registered nurses will be able to articulate how they apply the standards to their practice.

¹ **Professional nursing service:** describes nursing practice, and recognizes the four major areas of practice (direct client care, administration, education and research) identified within the practice of nursing and the variety of settings where nurses practice. Depending on the practice setting, one or more of these areas will be the main focus of a nurse's practice. The direct client care role is fundamental to nursing. All other roles within the profession exist to maintain and support clinical practice.

4.0 Principles related to the *Standards of Practice for Registered Nurses*

The NMCM principles related to the *Standards of Practice for Registered Nurses* are:

- Clients² are the central focus of the professional care nurses provide, and are partners in decision-making;
- The goal of nursing practice is the best possible health outcome for the client, with no unnecessary exposure to risk or harm;
- Improvement is a necessary component of practice and public interest is best served when nurses constantly improve their application of knowledge, skill, judgment and personal attributes;
- Reflective practice, that is, the process of continually assessing one's own practice to identify learning needs and opportunities for constant growth, is key to continuing competence;
- On-going feedback from peers, co-workers and clients contributes to and complements reflective practice; and
- The quality of the practice setting has a direct impact on the ability of the nurse to provide competent, professional care.

² **Client:** For consistency purposes, the term client is used to mean individuals, families, groups, populations or entire communities who require nursing expertise. The term "client" reflects the range of individuals and/or groups with whom nurses may be interacting. In some settings, other terms may be used such as patient or resident. In education, the client may also be a student; in administration, the client may also be an employee; and in research, the client is usually a subject or participant.

5.0 Standard statements

Broad standards statements capture the varied practice settings and roles in which nurses' practice. The standards statements apply at all times to all nurses regardless of their role.

5.1 The standards:

- Provide guidance to assist nurses in decision-making;
- Support nurses by outlining practice expectations of the profession;
- Inform the public and others about what they can expect from practicing nurses; and
- Are used as a legal reference for reasonable and prudent practice.

5.2 Indicators

To help nurses apply the standards, there are corresponding indicators that serve as examples of activities which demonstrate how a standard may be applied.

The indicators provide the criteria against which an individual nurse's actual performance may be measured by self and others. Not all of the indicators will apply to all nurses, at all times, in all situations.

The indicators:

- Are not written in order of importance;
- May be further refined or developed to specifically describe their application in a given context of practice; and
- May be expanded to describe the practice expectations of nurses of varying levels of competency, ranging from entry level to advanced level.

Therefore registered nurses practicing in Malawi should be familiar with these practice standards as well as other developments that can impact or inform the evidence based practice of nursing in Malawi.

Registered nurses are accountable for their own practice, whether they are employed by a health care provider or are self – employed.

There are specifically three key roles of the nurse as follows:

- Provider and collaborator;
- Professional
- Advocacy

6.0 STANDARDS STATEMENTS AND INDICATORS

6.1.0 Provider and Collaborator Role

The provider and collaborator role of a nurse is to focus on the provision and management of comprehensive nursing care to clients along the life span of the health continuum.

It involves use of scientific approaches - assessment planning, implementation, and evaluation in addressing clients' needs in a variety of settings and utilises cognitive and attitudinal skills critical to client care.

The role also provides for the nurse to work in collaboration with the client, other health professionals, and stakeholders in the provision of quality health care. The nurse coordinates the care to the best of her/his professional knowledge and responsibility in accordance with the scope of practice.

6.1.1 Standards

The nurse:

- i) Bases practice on scientific approaches of assessment, planning, implementation and evaluation in all settings;
- ii) Demonstrates autonomy, responsibility, accountability commitment and compassion in the effective management in the provision of professional nursing services in all settings to ensure quality of care;
- iii) Documents and reports accurately all relevant information on the client situation and care to facilitate continuity of care and to contribute to the body of knowledge of the profession;
- iv) Responds efficiently and effectively to emergency and disaster situations to save life and prevent disability;
- v) Conducts research and utilises research findings to improve client care and contributes to the body of knowledge of the nursing profession;
- vi) Manages and maximizes utilization of resources to improve quality of health care services

- vii) Provides nursing services in collaboration with other members of the health care team.

6.2.0 Standard 1

The nurse shall base practice on scientific approaches of assessment, planning, implementation and evaluation, in all settings.

6.2.1 Areas of Competence

- Assessment.
- Planning.
- Implementation (including client education).
- Evaluation.
- Communication, interpersonal relationships, client-provider interaction skills

6.2.2 Performance Indicator

Clinical Practice	Education
<p>Assessment</p> <ul style="list-style-type: none">• Utilises communication, interpersonal and client-provider interaction skills in conducting nursing assessment.• Collects and analyses data using subjective information from the client or their significant others and makes objective observations, and performs necessary physical examination.• Interprets data against a body of scientific knowledge.• Formulates accurate nursing diagnosis to clarify client's needs including learning, information/and counselling.• Prescribes necessary investigations within her/his scope of practice.• Arranges client's health needs according to order of priority.• Forms partnerships with clients in assessing their health care needs	<ul style="list-style-type: none">• Designs and implements a teaching plan with active involvement of the client to meet the client's learning needs.• Undertakes regular review of own practice by engaging in reflection, critical examination and evaluation and seeking peer review (Continuing Professional Development (CPD))• Assumes responsibility of life-long learning, own professional development and maintenance of competences• Takes opportunities to learn with others contributing to healthcare.• Assumes responsibility for teaching students and peers.

and determining appropriate intervention strategies to address them.

PLANNING

- **Arranges** client's health needs according to order of priority.
- **Determines** client-centred goals for care in collaboration with the client, family and other members of the health care team.
- **Identifies** and **outlines** objectives for the plan of care (taking into account the capacities of the client), which are clear, measurable, achievable and outcome-oriented.
- **Identifies** and outlines priority and other nursing interventions to achieve expected outcomes.
- **Documents** the plan of care to facilitate communication with other health care team members for continuity of care.

IMPLEMENTATION

- **Initiates, directs** and actively **participates** in providing nursing care to clients in varying situations.
- **Manages** (including prescribing treatment) common or minor primary health conditions presented at primary care facilities in accordance with the country's norms and standards and standard treatment guidelines.

- **Creates** an enabling environment that is therapeutic to meet the client's need for privacy, confidentiality, well-being and dignity.
- **Carries** out nursing interventions with active involvement of the client, family, and other members of the health team.
- **Utilises** the principles, concepts and components of Primary Health Care (PHC) and other relevant theories in providing care.
- **Monitors** progress and outcome of interventions on the physical, psychological and psychosocial well being of the client.
- **Collaborates** with client, family and other stakeholders in developing a discharge plan.
- **Communicates** client needs to the client, family and health providers at various levels of health care for continuity of care.
- **Documents** interventions and progress of client status to facilitate continuity of care.
- **Determines** the effectiveness of nursing care interventions based on intended client outcomes.
- **Reviews** the nursing care plan and makes the necessary changes.

<ul style="list-style-type: none"> • Identifies and outlines areas for collaboration and networking. • Links client care to family, community and other relevant health care providers. • Supports community based health care providers in an effort to empower households with accurate health information. <p>EVALUATION</p> <ul style="list-style-type: none"> • Monitors progress and outcome of interventions on the physical, psychological and psychosocial well being of the client. • Determines the effectiveness of nursing care interventions based on intended client outcomes. • Reviews the nursing care plan and makes the necessary changes. 	
<p>Administration</p>	<p>Research</p>
<ul style="list-style-type: none"> • Identifies, mobilises and organises resources to carry out the planned activities. • Selects partners considered relevant to the areas for collaboration and networking including the client. • Coordinates and monitors health outcomes of collaboration activities. 	<ul style="list-style-type: none"> • Interprets data against a body of scientific knowledge. • Communicates, collaborates and consults with nurses and other researchers about research. • Interprets research evidence to guide policy development regarding assignment and delegation. • Guides and supervises members of the research team as appropriate.

<ul style="list-style-type: none"> • Promotes dissemination, use, monitoring and review of professional standards and best practice guidelines • Coordinates services and specific care activities within multidisciplinary teams, organizations and special interest groups (e.g. Diabetic Associations, People Living with AIDS etc.) involved in client care. • Provides supportive supervision to the other members of the health team under his/ her jurisdiction in the provision of care. • Participates in performance appraisals under his/ her jurisdiction. • Creates an enabling environment for the nurse to provide quality care to client. 	<ul style="list-style-type: none"> • Advocates and participates in changes that promote evidence-based client care and improved conduct of research. • Assists colleagues, students and others to learn about the health care system and the influence of research on nursing practice and health care services.
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6.3.0 Standard 2

The nurse shall demonstrate autonomy, responsibility, accountability commitment and compassion in the effective management in the provision of professional nursing services in all settings to ensure quality of care;

6.3.1 Areas of Competence

- Accountability, commitment and responsibility for own practice.
- Responsibility for performance of others under her/his direction.
- Demonstrates empathetic understanding and sensitive caring attitude.

6.3.2 Performance indicators

Clinical practice	Education
<ul style="list-style-type: none"> • Independently implements client management activities guided by the professional code of ethics and in accordance with her level of competence. • Accepts responsibility for continued competence in accordance with the scope of practice, increasing/ emerging responsibilities, legislative acts and regulations. • Assumes responsibility for the duties entrusted to her by management for the purpose of client care. • Justifies own decisions and actions using scientific evidence and approaches, rather than routines and speculation. • Identifies own role and the role of nursing, and recognises self as key 	<ul style="list-style-type: none"> • Contributes information, knowledge and skills to the continuing development of the nursing profession and for the nurse. • Promotes current evidence – informed best practices • Follows and/or develops agency, department or education policies and evidence-based care standards. • Takes actions to promote the provision of safe, appropriate and ethical care.

player in nursing care responsibilities where collaborative action is required.

- **Protects** the image of nursing by maintaining professional conduct at all times.
- **Identifies**, gaps/omissions in client's needs, and takes action as necessary.
- **Recognises** the limits of the scope of practice and own competence and seeks assistance as necessary
- **Contributes** information, knowledge and skills to the continuing development of the nursing profession and for the nurse.
- **Ensures** that she/he is available and accessible and committed to clients whenever on duty to address clients' needs.
- Carefully and comprehensively **documents** nursing care activities using appropriate tools and formats to facilitate continuity and provides evidence of care given.
- **Demonstrates** holistic approach towards nursing care.

Administration	Research
<ul style="list-style-type: none"> • Identifies own role and the role of nursing, and recognises self as key player in nursing care responsibilities where collaborative action is required. • Recognises and prevents possible damage to the well being of clients due to the malpractice of self and others. • Organises or advocates for services and schedules that make nursing and other team members available to clients round the clock, without undue stress to the practitioner. • Participates in the analysis, development, implementation and evaluation of clinical practices, care delivery frameworks and policies that guide the delivery of care 	<ul style="list-style-type: none"> • Recognises and prevents possible risks and harm to the well being of clients due to research malpractice. • Contributes information and knowledge to the continuing development of the nursing profession and for the nurse. • Promotes current evidence – informed best practices

6.4.0 STANDARD 3

The nurse shall document and report accurately all relevant information on the client situation and care to facilitate continuity of care.

6.4.1 Areas of Competence

- Documentation.
- Reporting.
- Information use.

6.4.2 Performance Indicators

Clinical Practice	Education
<ul style="list-style-type: none">• Writes, in the care plan, meaningful reports of the assessment, implementation and evaluation of client care using predetermined protocol in clinical settings.• Gives verbal reports to other care providers with particular emphasis on critical areas relevant to continuity of care, in consultation with the client or family.• Utilises documented information to improve client care for continuity of care.• Shares relevant information to colleagues using appropriate channels of communication such as meetings, seminars, in-service education.• Consults team members and makes recommendations on areas in nursing which require research.	<ul style="list-style-type: none">• Shares relevant information to colleagues and students using appropriate channels of communication..• Consults team members and makes recommendations on areas in nursing education which require research.• Establishes and maintains appropriate educational records

Administration	Research
<ul style="list-style-type: none"> • Shares relevant information to colleagues using appropriate channels of communication. • Participates in activities for identifying information and improving the documentation of health information aimed at improving the quality of care. • Consults team members and makes recommendations on areas in nursing which require research. • Identifies and uses available resources for social support and economic activities for those affected 	<ul style="list-style-type: none"> • Utilises documented information acquired through research to improve client care for continuity of care. • Shares relevant information to colleagues using appropriate channels of communication. • Participates in activities for identifying information and improving the documentation of health information aimed at improving the quality of care. • Consults team members and makes recommendations on areas in nursing which require research.

6.5.0 STANDARD 4

The nurse shall respond efficiently and effectively to emergency and disaster situations to save life and prevent disability.

6.5.1 Areas of Competence

- Management of emergency and disaster situations.
- Application of life saving skills and emergency care skills.

6.5.2 Performance Indicators

Clinical Practice	Education
<ul style="list-style-type: none">• Initiates client care and life-saving measures and activities in accordance with disaster preparedness and emergency plans and protocols.• Implements critical care activities according to standard management guidelines.• Demonstrates knowledge, skills and understanding of the physical, psychological and emotional responses as well as the immediate needs of clients, families, communities and team members in the face of emergencies and disasters.• Participates effectively as a health team member in implementing a laid down strategy for classifying client needs for care in emergency and disaster situations.• Participates with communities and other stakeholders in the management of emergency or disaster situations as well as in the determination of the roles of	<ul style="list-style-type: none">• Familiarises self, team members and others on existing institutional, national and regional emergency preparedness plans, strategies, organizations and protocols.• Utilises the principles of crisis interventions in educating and counselling individuals, families, groups and communities including utilization of spiritual, social and emotional support.• Imparts knowledge and skills of the physical, psychological and emotional responses as well as the immediate needs of clients, families, communities and team members in the face of emergencies and disasters.

various groups.

- **Utilises** the principles of crisis interventions in managing critical care of individuals, families and groups in critical care situations.
- Together with the nursing team:
 - i) **Evaluates** immediately the nursing interventions and the care provided subsequent to the critical and emergency care;
 - ii) **Determines** a plan for enhancing current levels of performance as well as for eliminating areas of poor practice, which may have been identified during the monitoring and evaluation of the client's status.
- **Demonstrates** awareness of community based, and national structures, policies and procedures for establishing rehabilitation programs and activities.
- **Identifies** and **uses** available resources for social support and economic activities for those affected.
- **Anticipates** the needs of groups, families and individuals for modifying the impact of various emergency and disaster situations by reducing the possibility of permanent disability.

<ul style="list-style-type: none"> • Implements nursing interventions to reduce pain promote optimum health and prevent complications resulting in disability or permanent damage. 	
<p>Administration</p>	<p>Research</p>
<ul style="list-style-type: none"> • Participates in the development of a database on emergency and disaster management. • Coordinates client care and life-saving measures in accordance with disaster preparedness and emergency plans and protocols. • Demonstrates knowledge, skills and understanding of the physical, psychological and emotional responses as well as the immediate needs of clients, families, communities and team members in the face of emergencies and disasters. • Facilitates effectively in implementing a laid down strategy for classifying client needs for care in emergency and disaster situations. • Coordinates the management of emergency or disaster situations as well as in the determination of the roles of various groups. • Identifies and allocates available resources for social support and 	<ul style="list-style-type: none"> • Determines through research the needs of groups, families and individuals for mitigating the impact of various emergency and disaster situations by reducing the possibility of permanent disability.

economic activities for those affected.

- **Demonstrates** awareness of community based, and national structures, policies and procedures for establishing rehabilitation programs and activities.
- **Participates** in formulation of national structures, policies and procedures for establishing rehabilitation programs and activities.

6.6.0 Standard 5

The nurse shall conduct research and utilises research findings to improve client care and contributes to the body of nursing knowledge.

6.6.1 Areas of Competence

- Research process.
- Application of research findings.
- Critiquing research findings

6.6.2 Performance Indicators

Clinical Practice	Education
<ul style="list-style-type: none"> • Utilises the research findings in nursing and health for the well-being of clients. • Solicits and provides support from nursing leadership, the clients, the medical and other stakeholders for integration of research in the provision and management of care. • Knows how and where to find needed information to support evidence-based, safe, appropriate and ethical nursing practice and client care. 	<p>Ñ Knows how and where to find needed information to support the delivery of safe, appropriate and ethical nursing and health education.</p> <p>Ñ Interprets and uses current evidence from research and other credible sources to make education decisions.</p> <p>Ñ Uses relevant learning and communication theory to create a professional learning environment.</p> <p>Ñ Utilises the research process in promoting student and practitioner's understanding in research.</p>
Administration	Research
Ñ Uses knowledge of organizational	Ñ Collects research information from

<p>behaviour and communication theory to create an environment in which cooperation, professional growth, and mutual respect can flourish.</p> <p>Ñ Monitors research derived nursing intervention outcomes to further test out the validity of findings.</p>	<p>a variety of sources using valid and reliable data collection instruments and methods.</p> <p>Ñ Identifies analyses and uses relevant and valid information in nursing research projects.</p> <p>Ñ Develops and communicates research questions or hypotheses that are relevant and researchable.</p> <ul style="list-style-type: none"> • Writes research proposals to address stated questions/hypotheses. • Sets priorities when planning and conducting research. • Conducts research in accordance with accepted research methods and procedures and/or supervises research assistants. • Analyzes, interprets and critiques qualitative and quantitative data. • Disseminates research findings with clients, colleagues, students, the scientific community and others. • Interprets and uses current evidence from research and other credible sources to plan and conduct research. • Understands and communicates nursing's contribution to the health of clients. • Uses knowledge of communication theory to share the practice implications and policy relevance of research in a meaningful way with nurses and others. • Advocates for and utilises research findings for improving client care.
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| | <ul style="list-style-type: none">• Ensures that clients' rights and safety are protected during the process of scientific inquiry.• Applies simple procedures for disseminating research findings.• Participates as a member of the health team in various types of research as tools for assessing and evaluating nursing and health needs of individuals, families, groups and communities. |
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6.7.0 STANDARD 6

The nurse shall manage and maximise utilisation of resources to improve quality of health care services.

6.7.1 Areas of Competence

- Management of Resources.
- Resource mobilisation.
- Rational drug use and knowledge of national formulary.

6.7.2 Performance indicators

Clinical Practice	Education
<ul style="list-style-type: none">• Participates in conducting inventories to gain accurate information on the following:<ul style="list-style-type: none">i) the human resources available to clients, their numbers, skills mix and specialisation within the practice setting;ii) Staff distribution and accessibility to clients in accordance with the establishment or as per service package levels.• Utilises resources effectively based on information gathered regarding acceptability of services, the health care setting and technologies used for providing care.	<ul style="list-style-type: none">• Provides continuous support, information and education to other health providers to ensure rational use of resources

<ul style="list-style-type: none"> • Familiarises self and others in the team with costs of material resources and budget procedures. • Promotes/identifies ways of containing health care costs without compromising standards. • Implements and upholds rational drug use policy and promotes the non-drug management of diseases and health conditions among the community and clients she/he serves. 	
<p>Administration</p> <ul style="list-style-type: none"> • Creates an enabling environment for the nurse to provide quality care to client. • Effectively supports human resource to maintain motivation and performance • Participates in conducting inventories to gain accurate information on the following: <ul style="list-style-type: none"> i. the human resources available to clients, their numbers, skills mix and specialisation within the practice setting; ii. Staff distribution and accessibility to clients in accordance with the establishment or as per service package levels. • Utilises resources effectively based on information gathered regarding acceptability of 	<p>Research</p> <ul style="list-style-type: none"> • Utilises resources effectively based on information gathered regarding acceptability of services, the health care setting and technologies used for providing care. • Knows how and where to find needed information to support knowledge development for evidence-based, safe, appropriate and ethical nursing practice and client care.

services, the health care setting and technologies used for providing care.

- **Familiarises** self and others in the team with costs of material resources and budget procedures.
- **Promotes/identifies** ways of containing health care costs without compromising standards.

6.8.0 STANDARD 7:

The nurse shall provide nursing services in collaboration with other members of the health care team.

6.8.1 AREAS OF COMPETENCE

- Collaboration
- Coordination
- Communication
- Team building

6.8.2 Performance Indicator

Clinical Practice	Education
<ul style="list-style-type: none">• Collaborates with other nurses and members of the health care Team on the client's care.• Delegates appropriately to other members of the health care team.• Guides other members of the health care team as appropriate.	<ul style="list-style-type: none">• Collaborates with colleagues about client, student education.• Advocates and provides education for nurses and others regarding assignment and delegation.• Supervises educational staff and Students as appropriate.• Advocates and takes action to implement changes that improve client care and educational practice.• Reports unsafe practice or professional misconduct to appropriate person or body.• Assists colleagues, students and others to learn about nursing practice and health care services.

Administration	Research
<ul style="list-style-type: none"> • Collaborates with nurses and members of the health care team about the provision of health care services. • Advocates for development of policies that clearly specify responsibility and accountability of those involved in assignment. • Supervises staff and others involved in the planning and delivery of health care services. • Advocates for changes to improve client care and practice. • Takes appropriate action or reports unsafe practice or professional misconduct to appropriate person or body. 	<ul style="list-style-type: none"> • Collaborates with nurses and other researchers about research. • Provides research evidence to guide policy development that will improve service delivery. • Advocates for changes that promote evidence-based client care. • Reports unethical research practices or professional misconduct to appropriate person or body. • Assists colleagues, students and others to learn about the influence of research on nursing practice and health care services.

7.0 PROFESSIONAL ROLE

The professional role of nurses provides an avenue through which they demonstrate responsibility and accountability for professional practice. In this role, nurses participate in quality improvement activities and seek continuing education and development to improve their own practice.

Nurses promote and adhere to the professional Code of Ethics and practice according to legislation that governs client care and the profession. They participate in research and monitor changing social, economic and environmental conditions and their impact on the health of clients. Nurses promote professional values of caring, altruism, autonomy, human dignity, and social justice in delivering client care.

7.1.0 Standards

The nurse

- i) applies a specialised body of knowledge and skills in the provision of care to optimise client's health status;
- ii) functions within the NMCM Act and recognises relevant legislation to maintain safe practice;
- iii) recognises the implications of social-cultural, economic and political trends and their influences on the client's health status and the profession in order to develop appropriate nursing care responses;
- iv) maintains professional excellence, credibility and competence through *continuing education* for professional growth and development;
- v) applies the NMCM and national philosophies, values and the Code of Ethics in the provision of care that is congruent to the culture and rights of the clients;
- vi) designs and participates in the education of client and other members of the health team and stakeholders to improve health care; and
- vii) Upholds and fosters the professional code of ethics and helps others to observe the code and project a positive image of the profession.

7.2.0 STANDARD 1:

The nurse shall apply specialized body of knowledge and skills in the provision of care to optimize the client's health status

7.2.1 Areas of Competence

- Application of the concept and philosophy of PHC to plan and implement care for clients in a variety of settings.
- Awareness and appreciation of the legal, statutory and ethical aspects of nursing practice and other professions.
- Application of nursing, behavioural and biomedical science and selected nursing theories.
- Possession of skills of inquiry, problem solving, judgement, decision-making, critical thinking and management skills.
- Application of the Code of Ethics in ensuring the provision of comprehensive health care.

7.2.2 Performance indicators

Clinical Practice	Education
<ul style="list-style-type: none">• Applies the concepts and philosophy of Primary Health Care (PHC) in planning and implementing care in a variety of settings.• Utilises principles of professional self-regulation in his / her professional practice.• Familiarises self with the legal, statutory, and ethical principles and parameters, which guide nursing practice.• Utilises scientific information and knowledge drawn from nursing,	<ul style="list-style-type: none">• Familiarizes self with the legal, statutory, and ethical principles and parameters, which guide nursing education.• Knows how and where to find needed information to support the learning process.• Shares nursing knowledge with clients, Colleagues, students and others.• Interprets and uses current evidence from research and other credible sources to make education decisions.• Uses relevant learning and

biomedical and behavioural sciences and humanities in the provision and management of client care.

- **Applies** problem solving, critical thinking, research and other skills for reaching nursing diagnoses and outlining a concise care plan in partnership with the client/family.
- **Utilises** appropriate skills, knowledge and attitudes as an integral part of nursing interventions to assist clients to deal with their health care needs.
- **Applies** the principles, beliefs, norms and values enshrined in the Code of Ethics to ensure provision of care in line with the ethos of the profession.
- **Applies** knowledge and skills in contemporary information and communication technologies in health care services.
- **Delivers** care consistent with professional and organizational standards, policies, protocols and procedures.
- **Applies** cultural sensitivity in meeting clients' needs.
- **Evaluates** effectiveness of nursing interventions and acts accordingly

communication theories to create a conducive learning environment for the learner.

- **Provides** information and education to clients to improve life styles, adopt illness/injury prevention activities and cope with changes in health/, disability and death.
- **Facilitates** critical thinking abilities of students on practical/clinical attachments in health facilities
- **Shares** knowledge and skills in contemporary information and communication technologies in teaching and learning process.
- **Utilises** principles underlying professional self-regulation to ensure consistency in professional practice.

Administration	Research
<ul style="list-style-type: none"> • Knows how and where to find needed information to support the provision of safe, appropriate and ethical nursing practice and client care. • Interprets and uses current evidence from research and other credible sources to make administrative decisions. • Understands and communicates nursing's contribution to the delivery of healthcare services. • Uses knowledge of organizational behavior and communication theories to create an environment in which cooperation, professional growth, and mutual respect can flourish. • Evaluates effectiveness of nursing interventions and acts accordingly • Promotes principles of professional self-regulation in his / her professional practice. • Familiarises self with the legal, statutory, and ethical principles and parameters, which guide nursing management. 	<ul style="list-style-type: none"> • Knows how and where to find needed information to support knowledge development for evidence-based, safe, appropriate and ethical nursing practice and client care. • Shares research findings with clients, colleagues and students in order to improve nursing outcomes. • Applies current evidence from research and other credible sources to plan and conduct further research. • Communicates research findings to inform policy on education and practice.

7.3.0 STANDARD 2:

The nurse shall recognize the relationship between social-cultural, economic and political trends and the client's health status in order to develop appropriate nursing care interventions

7.3.1 Areas of Competence

- Knowledge and understanding of prevailing economic, socio-cultural, political, demographic trends and other factors affecting the health of the people.
- Knowledge and interpretation of the actual and potential effects of the trends and impact on client health status.
- Identification of strategies to address the emerging health needs.

7.3.2 Performance Indicators

Clinical Practice	Education
<ul style="list-style-type: none">• Identifies the influence of political, ethnic and cultural beliefs on health practices, health seeking behaviours and the utilization of health services by clients at all levels.• Utilises nursing and community diagnosis and vital statistics information when planning nursing care• Demonstrates ability to use social and health data from own work sites as a basis for improvement of own competencies and client care.	<ul style="list-style-type: none">• Recognises the role of cultural diversity in planning for health care and adjusts plans to meet client's educational needs.• Utilizes knowledge of cultural diversity to educate other healthcare team members• Demonstrates ability to use social and health data from own work sites as a basis for improvement of own competencies and those of the learners.

Administration	Research
<ul style="list-style-type: none"> • Recognises the role of cultural diversity in planning for health care. • Demonstrates ability to use social and health data from own work sites as a basis for improvement of providers' competencies and client care. • Utilises nursing and community diagnosis and vital statistics information when planning nursing services. 	<ul style="list-style-type: none"> • Analyses clients problems, the health- illness factors and health needs in relation to the family and community survey results • Examines the influence of ethnic and cultural beliefs on health practices, health seeking behaviors and the utilization of health services by clients at all levels • Demonstrates ability to use social and health data from own work sites as a basis for conducting research

7.4.0 STANDARD 3:

The nurse shall maintain professional excellence, credibility and competence through continuing education for professional growth and development

7.4.1 Areas of Competence

- Understanding the role of continuing education in the maintenance of practice standards and competence to maintain excellence in nursing.
- Understanding linkages between pre-service training, in-service training and professional practice.

7.4.2 Performance Indicators

Clinical Practice	Education
<ul style="list-style-type: none"> • Recognises the need to continuously reviewing own practice, knowledge and attitudes to identify gaps resulting from the emergence of new approaches to practice • Explores various sources of professional information to maintain competence and actively seeks opportunities for professional development. • Participates in self-directed learning activities aimed at updating and upgrading own competencies for professional practice. • Takes own responsibility to maintain current registration and licensure with NMCM 	<ul style="list-style-type: none"> Ñ Recognises the need to continuously reviewing own practice, knowledge and attitudes to identify gaps resulting from the emergence of new approaches in education to improve own practice. Ñ Explores various sources of professional information to maintain competence and actively seeks opportunities for professional development. Ñ Identifies colleagues and students' learning needs for improving practice, and enhancing professional development. Ñ Assumes responsibility for life long learning for professional

	Ñ development for self and others
Administration	Research
<ul style="list-style-type: none"> • Ensures that all nurses maintain current registration and licensure with Nurses and Midwives Council of Malawi • Creates opportunities for lifelong learning for professional development for self and others • Explores various sources of professional information to maintain competence for self and others and actively seeks opportunities for professional development. • Promotes self-directed learning activities aimed at updating and upgrading competencies for professional practice. 	<ul style="list-style-type: none"> • Explores various sources of professional information to maintain competence and actively seeks opportunities for professional development. • Promotes evidence based self-directed learning activities aimed at updating and upgrading own competencies for professional practice.

7.5.0 STANDARD 4:

The nurse shall uphold and foster the professional Code of Ethics and projects a positive image of the profession.

7.5.1 Areas of Competence

- Knowledge, understanding and use of the Code of Ethics in all areas of professional practice.
- Mechanisms and procedures for promoting adherence to the Professional Code of Practice and the consistent use of the self-regulatory elements.
- Use of standardized monitoring tool for assessing progress in the use of self-regulatory elements.

7.5.2 Performance Indicator

Clinical Practice	Education
<ul style="list-style-type: none">• Demonstrates competence in application of Code of Ethics in all areas of professional practice.• Participates in the design and development of procedures to promote consistent use of the self-regulatory elements in all areas of professional practice.• Utilizes data or information that will be used to improve professional practice.• Applies the principles of the Code of Ethics in assuring the protection of public interest in all areas of professional practice.• Advocates for the profession in ways that promote a positive	<ul style="list-style-type: none">• Utilizes data or information that will be used to improve nursing education• Participates in professional activities to enhance the development of the profession• Maintains confidentiality and security of written, verbal and electronic information acquired in a professional capacity• Participates in the design and development of procedures to promote consistent use of the self-regulatory elements in all areas of professional practice.

image of the profession.

- **Participates** in professional activities to enhance the development of the profession
- **Adheres** to Code of Ethics and projects a positive image of self as a role model of the profession.
- **Engages** in effective ethical decision-making with respect to own professional scope of practice
- **Maintains** confidentiality and security of written, verbal and electronic information acquired in a professional capacity
- Professionally **challenges** behavior and health care practice that could compromise client safety, privacy or dignity
- **Wears** the professional prescribed identification, distinguishing devices and standard dress code when in clinical area.
- **Be** in possession and **utilizes** documents guiding professional practice i.e. the code of ethics, professional conduct and any other relevant documents.
- **Utilize** the Nurses and Midwives Act and the ethical principles to address legal and statutory parameters through which nursing care is provided
- **Identifies** and be familiar with legislation governing nursing practice and its implication on nursing interventions

Administration	Research
<ul style="list-style-type: none"> • Promotes competence in application of Code of Ethics in all areas of professional practice. • Utilizes data or information that will be used to improve professional practice. • Applies the principles of the Code of Ethics in assuring the protection of public interest in all areas of professional practice. • Advocates for the profession in ways that promote a positive image of the profession. • Participates in professional activities to enhance the development of the profession • Adheres to Code of Ethics and projects a positive image of self as a role model of the profession. • Engages in effective ethical decision-making with respect to own professional scope of practice 	<ul style="list-style-type: none"> • Promotes competence in application of Code of Ethics in all areas of professional practice. • Promotes use of data or information which will improve professional practice. • Participates in professional activities to enhance the development of the profession • Maintains confidentiality and security of written, verbal and electronic information acquired in a professional capacity • Professionally challenges behavior and research practice that could compromise client safety,

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|---|--|
| <ul style="list-style-type: none">• Maintains confidentiality and security of written, verbal and electronic information acquired in a professional capacity• Professionally challenges behavior and health care practice that could compromise client safety, privacy or dignity. | |
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7.6.0 STANDARD 5

The nurse shall design and participate in the education of client and other members of the health team and stakeholders to improve health care.

7.6.1 Areas of competence

- Application of theories and principles of teaching and learning of clients, colleagues, health and non-health groups.

7.6.2 Performance Indicator

CLINICAL PRACTICE	EDUCATION
<p>Ñ Participates in identifying training needs, assessment studies, and works with others in mapping out the learning needs of members of the health team.</p> <p>Ñ Participates in training and skills transfer in different settings.</p> <p>Ñ Seeks support of trained personnel to provide technical assistance in the design and planning of systematic in-service education and on the job training.</p>	<p>Ñ Participates in identifying training needs, assessment studies, and works with others in mapping out the learning needs of members of the health team, students and clients.</p> <p>Ñ Seeks support of trained personnel to provide technical assistance in the design and planning of systematic in-service education and on the job training.</p> <p>Ñ Participates in training and skills transfer in different settings.</p> <p>Ñ Participates in the evaluation of the training programmes.</p> <p>Ñ Identifies other relevant training programmes available in the country</p>
Administration	Research
<p>Ñ Identifies training needs, and works with others in mapping out the learning needs of members of the health team.</p>	<p>Ñ Identifies training needs, and works with others in mapping out the learning needs of members of the health team.</p>

<p>Ñ Outlines main areas for which training plans are to be designed.</p> <p>Ñ Seeks support of trained personnel to provide technical assistance in the design and planning of systematic in-service education and on the job training.</p> <p>Ñ Identifies potential trainers amongst colleagues in order to mobilise support for their training as trainers.</p> <p>Ñ Participates in training and promotes skills transfer among staff in different settings.</p> <p>Ñ Participates in the evaluation of the staff development programmes.</p> <p>Ñ Identifies other opportunities in training programmes available in the country</p>	<p>Ñ Participates in the evaluation of the training programmes.</p>
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7.7.0 STANDARD 6

The nurse shall function within the Nurses and Midwives Act No 16 of 1995 - and recognises relevant legislation to maintain safe practice.

7.7.1 Areas of Competence

- Knowledge and understanding of how NMCM and other professional bodies function
- Application of the Nurses and Midwives Act No 16 of 1995 for safe practice.

7.7.2 Performance indicator

Clinical Practice	Education
<p>Ñ Demonstrates knowledge of the Nurses and Midwives Act and its legal provisions and its impact on practice.</p>	<p>Ñ Demonstrates knowledge of the Nurses and Midwives Act and its provisions and its impact on education and practice</p>
<p>Ñ Explains the relationships among the elements of the Nurses and Midwives Act.</p>	<p>Ñ Explains the relationships among the elements of the Nurses and Midwives Act</p>
<p>Ñ Utilises the elements of the Nurses and Midwives Act (Scope of Practice, Standards of Practice, and Core Competencies) and the Code of Ethics to monitor and assess quality of care.</p>	<p>Ñ Utilises the elements of the Nurses and Midwives Act (Scope of Practice, Standards of Practice, Core Competencies) and the Code of Ethics to monitor and assess quality of care.</p>
<p>Ñ Assumes responsibility and accountability for maintaining own competencies.</p>	<p>Ñ Assumes responsibility and accountability for maintaining own competencies.</p>
<p>Ñ Performs within the prescribed scope of practice and recognises own competence limits.</p>	<p>Ñ Performs within the prescribed scope of practice and recognises own competence limits.</p>
<p>Ñ Monitors own practice regularly to assess self for fitness to practice.</p>	<p>Ñ Monitors own practice regularly to assess self for fitness to - practice.</p>
<p>Ñ Maintains current registration and licensure with NMCM and other professional bodies as required</p>	<p>Ñ Monitors own practice regularly to assess self for fitness to - practice.</p>

Administration	Research
<p>Ñ Demonstrates knowledge of the concepts and themes enshrined in the Nurses and Midwives Act and its legal provisions and impact on practice.</p> <p>Ñ Explains the relationships among the elements of the Nurses and Midwives Act and how each impacts on practice.</p> <p>Ñ Reinforces the use of the elements of the Nurses and Midwives Act (Scope of Practice, Standards of Practice and Core Competencies) and the Code of Ethics to monitor and assess quality of care.</p> <p>Ñ Assumes responsibility and accountability for maintaining own competencies.</p> <p>Ñ Performs within the prescribed scope of practice and recognises own competence limits.</p> <p>Ñ Monitors own practice regularly to assess self for fitness to practice.</p>	<p>Ñ Generates new evidence that will contribute to the improvement of the Nurses and Midwives Act and its provisions and impact on practice.</p> <p>Ñ Utilises the elements of the Nurses and Midwives Act (Scope of Practice, Standards of Practice, Core Competencies) and the Code of Ethics to improve quality of care.</p> <p>Ñ Assumes responsibility and accountability for maintaining own competencies.</p> <p>Ñ Performs within the prescribed national ethical requirements and recognises own limits.</p>

8.0 Advocacy Role

The advocacy role is one in which the nurse acts on behalf of clients to help them gain greater independence or self-determination and to make the system more responsive and relevant to their needs.

Nurses are responsible for advocating for clients, the health care system and the profession. In this role, they advocate for provision of resources necessary to provide high quality health care and policies that promote equitable allocation and use of resources. In addition, nurses advocate for the rights of the providers and the development of the profession.

8.1.0 Standards

The nurse:

- i) Advocates for continued development of education, practice, research and management of comprehensive quality health care in Malawi.
- ii) Advocates for meaningful and effective participation in health policy development to improve health services.
- iii) Advocates for the rights and responsibilities of providers to make the practice settings safe for themselves and the client.
- iv) Advocates for empowerment of clients and recognition of their rights and responsibilities in planning, implementing and evaluating care aimed at improving their health status.

8.2.0 STANDARD 1

The nurse shall advocate for sustainable development of nursing education, practice, research as well as management of comprehensive quality health care in Malawi.

8.2.1 Areas of Competence

- Application of the principles of advocacy.
- Application of the Code of Ethics to professional development.
- Understanding the concept of equity as it relates to access to health services.

8.2.2 Performance Indicators

Clinical Practice	Education
<p>Ñ Demonstrates understanding of the advocacy process in the provision of care.</p> <p>Ñ Advocates patient safety by guiding other members of the health team to improve client outcomes.</p> <p>Ñ Negotiates for resources (material, financial, human) necessary for providing quality care.</p> <p>Ñ Collaborates with colleagues, the community, and other sectors to mobilise resources to improve clients' health.</p> <p>Ñ Demonstrates knowledge in identifying problems and finding possible solutions for policy change.</p> <p>Ñ Utilises advocacy principles to influence other nurses to comply with the Code of Ethics.</p>	<p>Ñ Utilises principles of advocacy to promote continued development in education for improvement in health care.</p> <p>Ñ Imparts knowledge to the providers and students in the decision making process.</p> <p>Ñ Utilises advocacy principles to educate and influence nurses and students to comply with the Code of Ethics.</p>
Administration	Research
<p>Ñ Demonstrates understanding of the advocacy process in nursing management.</p> <p>Ñ Demonstrates understanding of the decision making process in nursing management.</p> <p>Ñ Negotiates for resources (material, financial, human) necessary for</p>	<p>Ñ Utilises principles of advocacy to promote continued development in research for improvement in health care.</p> <p>Ñ Advocates for ethical compliance in research/clinical trials in order to protect clients from exploitation.</p>

providing quality care.

Ñ **Collaborates** with colleagues, the community, and other sectors to mobilise resources to improve clients' health.

Ñ **Demonstrates** knowledge in identifying problems and finding possible solutions for policy change.

Ñ **Utilises** advocacy principles to influence other nurses to comply with the Code of Ethics.

Ñ **Participates** in soliciting and advocating support for the development of programs or projects to bridge identified gaps in health care.

8.3.0 STANDARD 2

The nurse shall advocate for, and meaningfully, actively and effectively participates in health policy development to improve health services.

8.3.1 Areas of Competence

- Understanding Policy development, formulation, translation into action, review and policy change.
- Awareness, knowledge, and attitudes of program and project development to address clients' unmet needs.
- Assessment of professional areas likely to benefit from review, modification or change in policy.

8.3.2 Performance indicators

Clinical Practice	Education
<p>Ñ Participates in operational policy development for nursing and health care of clients.</p> <p>Ñ Markets the potential influence nursing has on improving quality of health services. .</p> <p>Ñ Advocates for unmet client needs.</p>	<p>Ñ Participates in soliciting and advocating support for the programs development or projects to bridge identified gaps.</p>
Administration	Research
<p>Ñ Participates in operational policy development for nursing and health care of clients.</p> <p>Ñ Advocates for involvement in policy formulation to ensure that client' needs are addressed.</p> <p>Ñ Markets the potential influence nursing has on improving quality of health services.</p>	<p>Ñ Advocates for involvement of nurses in research to ensure that client's needs are addressed.</p> <p>Ñ Participates in reviewing/analysing of the nursing situation to identify areas requiring policy review, changes or redirection.</p>

Ñ **Advocates** for clients and providers unmet needs to influence policy change.

Ñ **Participates** in soliciting and advocating support for the development of programs or projects to bridge identified gaps in health care.

Ñ **Participates** in reviewing/analysing of the nursing situation to identify areas requiring policy review, changes or redirection.

8.4.0 STANDARD 3

The nurse shall advocate for the rights and responsibilities of providers to make the practice settings safe for themselves and the client.

8.4.1 Areas of Competence

- Understanding providers' and client's rights and responsibilities in the workplace/practice setting.
- Understanding occupational health and safety policy, and protection of workers' rights.
- Understanding the role of workers' unions and nurses association and forging alliances of advocacy for clients and providers.
- Negotiating and bargaining for improvement in conditions of service.

8.4.2 Performance Indicators

Clinical Practice	Education
Ñ Identifies gaps in relation to occupational safety in the workplaces/practice setting.	Ñ Educates colleagues, students and clients on their rights and responsibilities.
Ñ Implements guidelines to promote and protect the human rights of clients, nurses and the public in health care settings.	
Ñ Promotes client safety in health care settings.	
Ñ Reports unsafe practices or professional misconduct to relevant authorities.	
Ñ Lobbies management and nursing leadership for support in pursuing the cause of human rights in workplaces.	
Ñ Contributes to workers' unions and other professional associations' efforts to improve conditions of	

service.	
Administration	Research
<p>Ñ Advocates for improved practice and safe environment</p> <p>Ñ Reports unsafe practices or professional misconduct to relevant authorities.</p> <p>Ñ Identifies gaps in relation to occupational safety in the workplaces/practice setting.</p> <p>Ñ Facilitates in establishing and implementing guidelines to promote and protect the human rights of clients, nurses and the public in health care settings.</p> <p>Ñ Lobbies management and nursing leadership for support in pursuing the cause of human rights in workplaces.</p> <p>Ñ Participates in identifying relevant issues related to professional practice in negotiating for improved conditions of service and client care.</p> <p>Ñ Contributes to workers' unions and other professional associations' efforts to improve conditions of service.</p> <p>Ñ Ensures availability and utilization of all relevant policy documents in order to promote client and providers safety in workplace.</p>	<p>Ñ Identifies gaps in relation to safety in the workplaces/practice setting.</p> <p>Ñ Participates in identifying relevant issues related to professional practice in negotiating for improved conditions of service and client care.</p> <p>Ñ identifies unsafe research practices and reports to relevant authorities</p>

8.5.0 STANDARD 4

The nurse shall advocate for recognition of clients' rights and responsibilities in planning, implementing and evaluating care aimed at improving their health status.

8.5.1 Areas of Competence

- Recognition and awareness of clients' rights in health care.
- Awareness of knowledge and appreciation of the human rights of clients and implications of the bill of client's rights, including the autonomy in decision-making on one's health.
- Community participation and partnerships.
- Advocacy principles in support of the human rights of clients in health.

8.5.2 Performance Indicators

Clinical Practice	Education
<p>Ñ Recognises client's rights for participation in matters pertaining to their health.</p>	<p>Ñ Informs clients of their rights and responsibilities to participate in matters pertaining to their health.</p>
<p>Ñ Protects clients from violation of their privacy, confidentiality, physical and emotional abuse.</p>	<p>Ñ Informs providers of their rights and responsibilities in relation to health care.</p>
<p>Ñ Advocates for strategies to promote access to special groups in the community such as children, adolescents, women, mentally ill, and others.</p>	
<p>Ñ Informs clients of their rights and responsibilities in relation to health care.</p>	
<p>Ñ Establishes and maintains meaningful community participation in planning and implementing health related</p>	

<p>activities.</p> <p>Ñ Participates in the supervision, monitoring and follow-up activities aimed at promoting the clients' rights to care.</p>	
<p>Administration</p> <p>Ñ Facilitates development of guidelines and protocols for implementing and upholding clients' rights in health care.</p> <p>Ñ Establishes and maintains meaningful community participation in planning and implementing health related activities.</p> <p>Ñ Participates in the supervision, monitoring and follow-up activities aimed at promoting the clients' rights and responsibilities in relation to care.</p> <p>Ñ Safeguards providers' rights in relation to health care provision.</p>	<p>Research</p> <p>Ñ Advocates and participates in changes that promote evidence based clients' and providers' rights.</p>

9.0 Glossary of Terms

Assignment:

Allocation of clients or client care activities among care providers in order to meet client care needs. Assignment occurs when the required care falls within the employing agency's policies and role descriptions and within the regulated care providers' scope of practice.

Client:

An individual, family, group, population or entire community who requires nursing expertise. In some clinical settings the client may be referred to as a patient.

Competence:

The integration and application of knowledge, skills, attitude and judgment required for safe, ethical and appropriate performance in an individual's nursing practice.

Delegation:

Sharing authority with other health care providers to provide a particular aspect of care. Delegation among regulated care providers occurs when an activity is within the scope of one profession and outside the scope of the other profession. Delegation to unregulated providers occurs when the required task is outside the role description and training of the unregulated care provider.

Ethical:

The fundamental disposition of the nurse toward what is good and right and action toward what the nurse recognizes or believes to be the best good in a particular situation (Benner, Tanner and Chesla, 1996).

Evidence-based practice:

Practice based on successful strategies that improve client outcomes and are derived from various sources of evidence including research, national guidelines, policies, consensus statements, expert opinion, quality improvement data and client preference.

Fitness to practice:

All the qualities and capabilities of an individual relevant to his or her capacity to practice as a registered nurse, including, but not limited to, any cognitive, physical, psychological or emotional condition, or a dependence on alcohol or drugs, that impairs his or her ability to practice nursing.

Health care team:

Clients, families, health care professionals, paraprofessionals, students, volunteers and others who may be involved in providing care.

Indicator:

Indicators illustrate how each Standard is applied and met in each area of nursing practice (i.e., clinical practice, education, administration and research). Indicators provide specific criteria which are used, when applicable, to measure the actual performance of an individual registered nurse.

Nursing science:

Knowledge (e.g., concepts, constructs, principles, theories) of nursing derived from systematic observation, study and research.

Professional conduct:

Behaving in a way that upholds the profession. This includes, but is not limited to, practicing in accordance with relevant legislation,

Registered nurse:

According to the Nurses and Midwives Act No 16 of 1995; Cap 36.01 a registered nurse means a person whose name appears on the register. For the purposes of this document, “registered nurse” also refers to a person who holds a temporary permit to practice nursing in Malawi.

Scope of nursing practice:

The activities nurses are educated and authorized to perform, as established through legislated definitions of nursing practice complemented by standards, guidelines and policy positions issued by nursing regulatory bodies.

Standard:

A standard is a desired and achievable level of performance against which actual performance can be compared. It provides a benchmark below which performance is unacceptable.

The Standards for Registered Nursing Practice are statements about levels of performance that registered nurses in Malawi are expected to achieve in their practice and represent the criteria against which the performance of all registered nurses in the territory is measured

10.0 References

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