UH Hawai‘i Statewide Nursing Competencies

1. A competent nurse’s professional actions are based on core nursing values, professional standards of practice, and the law.
   
   1.1 Core nursing values include social justice (from the ANA statement), caring, advocacy, respect for self and others, collegiality, and ethical behavior
   
   1.2 Ethical dilemmas are embedded in clinical practice; an obligation of nurses is to notice, interpret respond and reflect on these dilemmas using ethical principles and frameworks as a guideline
   
   1.3 It is essential for nurses to participate in discussions of ethical issues in health care as they affect communities, society, and health professions
   
   1.4 Professional nursing functions within legally defined standards of practice and state specific regulations

2. A competent nurse develops insight through reflective practice, self-analysis, and self care through the understanding that...
   
   2.1 Ongoing reflection, critical examination and evaluation of one’s professional and personal life improves nursing practice
   
   2.2 Reflection and self-analysis encourage self-awareness and self-care
   
   2.3 Pursuing and advocating healthy behaviors enhance nurses’ ability to care for client

3. A competent nurse engages in ongoing self-directed learning and provides care based on evidence supported by research with the understanding that . . .
   
   3.1 Knowledge and skills are dynamic and evolving, in order to maintain competency one must continuously update their knowledge using reliable, current sources of information from the biological, social, medical, public health, and nursing sciences
   
   3.2 The nurse uses legitimate sources of evidence for decision-making such as research evidence, standards of care, community perspectives and practical wisdom gained from experience
   
   3.3 As “best practices” are continuously modified and new interventions are constant, the nurse incorporates changes into practice

4. A competent nurse demonstrates leadership in nursing and health care through the understanding that ...
   
   4.1 An effective nurse is able to take a leadership role to meet client needs, improve the health care system and facilitate community problem solving
   
   4.2 A competent nurse effectively uses management principles, strategies, and tools
   
   4.3 An effective nurse works with the health care team including the delegation of responsibilities and supervision
5. **A competent nurse collaborates as part of a health care team**

5.1 The client is an essential member of the healthcare team

5.2 A collegial team is essential for success in serving clients

5.3 Effective team members must be able to give and receive constructive feedback

5.4 Colleagues create a positive environment for each other that values holistic client care

6. **A competent nurse practices within, utilizes, and contributes to the broader health care system**

6.1 All components of the healthcare system must be incorporated when providing interdisciplinary care

6.2 The effective nurse contributes to improvements of the health care system through involvement in policy, decision-making processes and political activities

7. **A competent nurse practices client-centered care**

7.1 Effective care is centered around a respectful relationship with the client that is based on empathy, caring, mutual trust, and advocacy

7.2 Nursing practice should reflect the attitudes, beliefs and values of clients

7.3 An understanding of the culture and history of the community is fundamental in the practice of nursing

8. **A competent nurse communicates effectively through the understanding that …**

8.1 Effective use of communication is an essential part of all interventions to establish caring and therapeutic relationships to educate and advocate for clients

8.2 When working with colleagues or clients, it is important to insure that accurate, timely and complete communication has occurred

8.3 Successful communication requires attention to elements of cultural influences, variations in the use of language and a participatory approach

9. **A competent nurse demonstrates clinical judgment/critical thinking in the delivery of care of clients while maintaining safety through:**

9.1 Analysis and integration of available data

9.2 Implementation of prioritized care based on evaluation of data

9.3 Evaluation and analysis of the nurses’ personal clinical performance

9.4 A competent nurse engages in risk reduction activities, recognize, communicate and intervene to promote client safety