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The Hong Kong College of Community and Public Health Nursing

Advanced Practice Certification Programme Training Curriculum and Syllabus

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Competency Framework for Advanced Practice Nurse

Key domains of the competence framework for advanced practice nurses

Domain 1 Managing clients with complex health conditions

Domain 2 Enhancing therapeutic nurse-client relationship

Domain 3 Demonstrating effective leadership and team work

Domain 4 Enhancing quality assurance and improvement

Domain 5 Managing and negotiating innovative and effective approaches to care delivery

Domain 6 Enhancing professional attributes of general and advanced practice

Domain 7 Enhancing personal attributes

Domain 1 Managing clients with complex health condition

- 1.1. Manages complete episode of care for complicated health cases and refers aspects of care to own and other professions.
- 1.2. Provides case management services to meet multiple client health care needs.
- 1.3. Plans and implements diagnostic strategies and therapeutic interventions to help clients with unstable and complex health care problems regain stability and restore health in collaboration with the client and multidisciplinary health care team.
- 1.4. Rapidly assesses client's unstable and complex health care problems through synthesis and prioritization of historically and immediately derived data.
- 1.5. Selects, may perform, and interprets common screening and diagnostic laboratory tests.
- 1.6. Diagnoses and manages acute and chronic diseases while attending to the illness experience.
- 1.7. Diagnoses unstable and complex health care problems utilizing collaboration and consultation with the multidisciplinary health care team as indicated by setting, specialty, and individual knowledge and experience.
- 1.8. Reviews medication regime and counsels clients concerning drug regimens, drug side effects, and interactions.
- 1.9. Assesses and adjusts plans for continuous management of client's health status by monitoring variation in wellness and illness.
- 1.10. Obtains specialist and referral care for clients while remaining the primary care provider.
- 1.11. Monitors client data base for follow-up, consultation, referral, and outcomes.

Domain 2 Enhancing therapeutic nurse-client relationship

- 2.1. Demonstrates skills in promoting therapeutic interaction to effect clients' change in health behavior.
- 2.2. Provides guidance and counseling regarding symptom management.
- 2.3. Provides emotional and informational support to clients and their families.
- 2.4. Uses human skills to enhance effectiveness of relationship.
- 2.5. Applies principles of self-efficacy/empowerment in promoting behavior change.
- 2.6. Monitors and reflects own emotional response to client interaction and uses as data to further therapeutic interaction.
- 2.7. Facilitates staff to debrief on overwhelming emotion and grief associated with nurse-client relationship.
- 2.8. Communicates a sense of "being present" with the client.

Domain 3 Demonstrating effective leadership and team work

- 3.1. Coordinates human and environmental resources necessary to manage rapidly changing situations.

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- 3.2. Leads hospital/community health education and promotional activities.
- 3.3. Empowers staff to assume increasing responsibilities for complicated client care with delegation, support and supervision.
- 3.4. Provides leadership in the interdisciplinary team through the development of collaborative practices or innovative partnerships.
- 3.5. Demonstrate effective leadership skills and be able to exert influence in a group.
- 3.6. Provides leadership in professional activities.

Domain 4 Enhancing quality assurance and improvement

- 4.1. Leads the on-going process of setting and revising guidelines, protocols, standards and contingency plan.
- 4.2. Develops a tracking system within the practice to ensure that clients receive appropriate preventive services.
- 4.3. Monitors peers, self and delivery system through Quality Assurance, Total Quality Management, as part of Continuous Quality Improvement.
- 4.4. Manages complaints and monitors malpractice.
- 4.5. Benchmarks various care programs with outcome measures and advises on clinical management or recommends review of intervention as indicated.
- 4.6. Initiates and implements quality improvement strategies and clinical audits in collaboration with various health disciplines.

Domain 5 Managing and negotiating innovative and effective approaches to care delivery

- 5.1. Employs appropriate diagnostic and therapeutic interventions and regimens for specific client groups with attention to safety, cost, acceptability, efficacy and cost-effectiveness.
- 5.2. Suggests implementation of evidenced-based practice and facilitates changes.
- 5.3. Uses evidence and rationale to leverage senior and other on decision making.
- 5.4. Contributes to the development of overall client care delivery system and adopts appropriate nursing models in system to achieve optimal outcomes.
- 5.5. Re-engineers the work process.
- 5.6. Establishes detailed implementation schedules, resources planning, achievement indicators, and monitoring mechanisms to support the service development plan.
- 5.7. Envisions change impacts. Is prepared to take reasonable risk to facilitate change and open to innovations.

Domain 6 Enhancing professional attributes of general and advanced practice

- 6.1. Applies principles of epidemiology and demography in clinical practice.
- 6.2. Promotes and fosters ethical practice and advocacy for clients.
- 6.3. Applies/develops a theory-based conceptual framework to guide practice.
- 6.4. Attains self-advancement professionally through initiating and being involved in evidence based practice and research activities.
- 6.5. Masters the application of advanced health care technology in specific areas and shows knowledge of the evidence found.
- 6.6. Critically evaluates and applies research studies pertinent to client care management and outcomes.
- 6.7. Applies/conducts research studies pertinent to primary care and/or specialty practice management.
- 6.8. Demonstrates expertise in area(s) of nursing. As a resource person for referrals in these areas.

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- 6.9. Interprets own professional strengths, role, and scope of ability to peers, clients and colleagues.
- 6.10. Acts as a role model and sets exemplary standard of professional behaviors.
- 6.11. Supports socialization, education, and training of novice practitioners by serving as a preceptor, role model and mentor.
- 6.12. Motivates and supports staff to be self-developing and to achieve higher professional goals.
- 6.13. Interprets and markets the advanced practicing nurse role to the public and other health care professionals.
- 6.14. Participates in legislative and policy-making activities which influence advanced nursing practice and health services.

Domain 7 Enhancing personal attributes

- 7.1. Analyzes situations critically and draws relationships among issues.
- 7.2. Maintains active membership in professional organization.

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Generic Training Core of Training Curriculum and Syllabus
(For Community Health Nursing, Public Health Nursing, Primary Health Care Nursing and Occupational Health Nursing)

(Minimum Hours: 167 hours)

Item	Topics	Minimum Hours
Competence Area 1: Research		
1	Professional Community and Public Health Nursing Practice	38
1.1	<i>Research methodology in community health care practice</i> <ul style="list-style-type: none"> • Ability to apply the knowledge and skills in initiating and conducting research in different health care settings and in the community 	
1.2	<i>Appraising and utilizing research findings</i> <ul style="list-style-type: none"> • Ability to interpret and use research data to improve nursing and health care practices 	
1.3	<i>Research and evidence based practice in community health care practice</i> <ul style="list-style-type: none"> • Implementing evidence-base practice in community setting 	
Competence Area 2: Healthcare Policy		
2	Healthcare Policy	12
2.1	<i>Foundation of health policy</i> <ul style="list-style-type: none"> • Understand the foundation of health care policy 	
2.2	<i>Policy analysis in context of social complexity</i> <ul style="list-style-type: none"> • Ability to identify contemporary health issues, and environmental, socio-cultural, socio-economic issues in health 	
2.3	<i>Politic and public opinion in setting the health care agenda</i> <ul style="list-style-type: none"> • Intervene appropriately to safe guard the interests and well-being of the client. 	
2.4	<i>Policy & direction in community health care</i> <ul style="list-style-type: none"> • Describe the contemporary health care policy and its effect on the direction of community health care and service development 	
Competence Area 3: Healthcare System		
3	Healthcare System	12
3.1	<i>An Introduction to health system theory</i> <ul style="list-style-type: none"> • Understand different principles and theory of health system 	
3.2	<i>Health care system in Hong Kong</i> <ul style="list-style-type: none"> • Describes the structure of local health care system. 	
3.3	<i>Health care reform</i> <ul style="list-style-type: none"> • Familiar with the historical foundation and the latest health care reform report. 	

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	<ul style="list-style-type: none"> Identifies public health laws and regulations relevant to community health nursing practices 	
3.4	<i>Global economy and future of health care</i> <ul style="list-style-type: none"> Describes the influence of global economy in future of health care. 	

Competence Area 4: Healthcare Financing

4.	Healthcare Financing	10
4.1	<i>Health financial management</i> <ul style="list-style-type: none"> Describes the impact of budget constraints on the delivery of community / public health nursing care to individuals, families, and groups 	
4.2	<i>Sources and distribution of health funding</i> <ul style="list-style-type: none"> Identifies potential funding sources and support to meet community and population health needs. 	
4.3	Case mix and case payment funding <ul style="list-style-type: none"> Evaluates and recommends strategies for determining budget priorities. 	

Competence Area 5: Legal and Ethics

5	Legal and Ethics	8
5.1	<i>Legal and ethical issues in community health nursing practice</i> <ul style="list-style-type: none"> Think analytically, critically and reflectively Maintain confidentiality and respect to the client's right to privacy Acknowledge the client's rights to dignity, autonomy and access to information 	

Competence Area 6: Professional Role Development

6	Professional Role Development	33
6.1	<i>Contemporary development of community health nursing and evolving roles of the community health nurses</i> <ul style="list-style-type: none"> Articulates the role of community / public health nursing to internal and external audiences. Serves as an expert in utilizing community / public health and nursing science in the design of public health practice environments. 	
6.2	<i>Standards of community health nursing, clinical audit</i> <ul style="list-style-type: none"> Understand the standard of community health nursing. Designs and implements clinical audit to maintain standard and quality of community health nursing. 	
6.3	<i>Quality assurance, continuous quality improvement and accreditation</i> <ul style="list-style-type: none"> Familiar of quality assurance, continuous quality improvement and accreditation process to improve service quality, efficiency and effectiveness and sustainability in community health care services. 	

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6.4	<i>Risk management: risk registry</i> <ul style="list-style-type: none"> Familiar with risk management and clinical governance. 	
6.5	<i>Patient safety and staff safety (occupational safety and health in community services)</i> <ul style="list-style-type: none"> Identify clinical / non-clinical risk at the organizational / systems level with implementation of safety programs to improve patient and staff safety health in community services 	
6.6	<i>Outcome indicators, key performance indicator</i> <ul style="list-style-type: none"> Set out outcome indicators, key performance indicator to improve organizational processes and performance 	
6.7	<i>Complaint management</i> <ul style="list-style-type: none"> Applies basic human relations and conflict management skills in interaction with health care team members and clients. 	
6.8	<i>Nursing informatics and advanced technology in community health nursing</i> <ul style="list-style-type: none"> Identifies opportunities to use health care technologies and informatics to improve public health program and business operations. 	

Competence Area 7: Theoretical Function of Nursing Practice

7	Theoretical Function of Nursing Practice	20
7.1	<i>Therapeutic nurse-client Relationship - Advanced communication & interpersonal skills into practice; Therapeutic communication/transactional analysis; Resolving conflicts</i> <ul style="list-style-type: none"> Communicates in a culturally responsive and relevant manner. 	
7.2	Health counseling skills to individuals, families and groups <ul style="list-style-type: none"> Offers support counseling effectively with individuals, families, groups. 	

Competence Area 8: Human Diversity and Social Issue

8	Human Diversity and Social Issue	10
8.1	<i>Determinants of health and health behaviours</i> <ul style="list-style-type: none"> Develops system level health programs using knowledge of social determinants of health. 	
8.2	<i>Cultural diversity in health beliefs and behaviours</i> <ul style="list-style-type: none"> Plans for health services delivery at the systems level to address the needs of culturally diverse populations. 	

Competence Area 9: Health Promotion, Health Education and Disease Prevention

9	Health Promotion , Health Education and Disease Prevention	24
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9.1	<i>Health promotion and strategies in community health care setting</i> <ul style="list-style-type: none"> • Use educational principles and counseling techniques appropriately and effectively. 	
9.2	<i>Health needs of individual, family, groups, communities and strategies of health promotion in the community</i> <ul style="list-style-type: none"> • Identify health-related learning needs of clients 	
9.3	<i>Health education in community health care setting: theories and practice</i> <ul style="list-style-type: none"> • Recognize the factors affecting health and the appropriate actions to take for the promotion of health 	
9.4	<i>Principle of epidemiology and demography in community practice</i> <ul style="list-style-type: none"> • Seek and utilize information from a variety of reliable source for planning and improving health promotion and health education 	
		Total: 167



Advanced Practice Core of Training Curriculum and Syllabus
(For **Community Health Nursing**)

(Minimum Hours: 167 hours)

Competence Area 1: Advanced Clinical Nursing Practice		
Item	Topics	Minimum Hours
1	Advanced Clinical Nursing Practice	45
1.1	Physical Assessment and consultation skill Interpretation of laboratory data Interpretation of radiological findings Electro-diagnostic examinations Cognitive and psychosocial assessment Community, Family and home assessment Advanced risk assessment , risk stratification and appropriate risk management	
1.2	Familiar with analytic and assessment skills	
1.3	Conducts comprehensive and in-depth assessment related to population health	
1.4	Evaluate organization / system capacity to analyze the health status of the community / population effectively.	
Competence Area 2: Advanced Physiology and Pathophysiology of Chronic Diseases		
2	Advanced Physiology and Pathophysiology of Chronic Diseases and Sociology	56
2.1	<i>Physiology and Pathophysiology of Chronic Diseases</i> <ul style="list-style-type: none"> Familiar with epidemiology and the impact of the non-communicable diseases Utilizes a comprehensive set of relevant source data within and across systems to measure health condition Practice evidence-based community / public health nursing to create and / or modify systems of care. 	
Competence Area 3: Advanced Sociology		
3	Advanced Sociology	7
3.1	<i>Income maintenance; Living arrangements and social support; Family and intergenerational issues; Social inequalities in health</i> <ul style="list-style-type: none"> Show awareness and alertness on social inequalities and gaps in planning population level healthcare interventions for population, such as at risk groups and minority. Design health care interventions that are tailor-made for targeted 	



populations.

Competence Area 4: Advanced Pharmacology

4	Advanced Pharmacology	12
4.1	<i>Pharmaceutics, pharmacokinetics and pharmacodynamics</i>	
4.2	<i>Pharmacology in common chronic conditions e.g. Respiratory, vascular, CNS, cardiovascular, endocrine, gastrointestinal skeletal disorders.</i>	
4.3	<i>Principle of safe drug administration and monitoring process - The related laws and ordinances</i> <ul style="list-style-type: none"> • Identify the reliable data source about pharmacodynamics of drugs. • Possession of skills in safe administration and monitoring. 	

Competence Area 5: Evidence Based Nursing Practice

5	Evidence Based Nursing Practice	26
5.1	<i>Principle and Processes of Evidence Based Practice</i> <ul style="list-style-type: none"> • Understand evidence-based theories and principles • Possession of skills in applying evidence-based knowledge into practice. 	
5.2	<i>Formulating question and finding evidence</i> <ul style="list-style-type: none"> • Provides input to research design while formulating question and finding evidence. 	
5.3	<i>Level of evidence and appraising research</i> <ul style="list-style-type: none"> • Identifies valid and reliable data relevant to health issues targeted o communities and populations. 	
5.4	<i>Systematic Review</i> <ul style="list-style-type: none"> • Critiques the research designs and findings with evidence-based models. 	
5.5	<i>Implement research based practice and evaluating outcome</i> <ul style="list-style-type: none"> • Plans population-level interventions guided by relevant evidence-based models and research findings. • Uses evidence-based models to enhance the organization's cultural competence. 	

Competence Area 6: Disaster and Emergency Management

6	Disaster and Emergency Management	7
6.1	<i>Introduction of type of disaster</i> <ul style="list-style-type: none"> • Describe different types of disaster 	
6.2	<i>Emergency nursing management in different scenarios</i> <ul style="list-style-type: none"> • Articulate different methods for management of public health crises and disaster in different scenarios 	
6.3	<i>International collaboration in disaster</i>	



- Describes current practice and policies to seek continuous improvement with reference to contemporary policies and guidelines to protect the public at large.

Competence Area 7: Clinical Teaching and Mentoring**7 Clinical teaching and mentorship**

7

7.1 Introduction of learning theories

- Describe the concept of learning theories

7.2 Learning need analysis and developing teaching plan

- Demonstrate the ability to use learning need analysis, and develop teaching plan

7.3 Mentorship skills

- Adopt mentorship skills in coaching new comers and inexperienced healthcare team members.

Competence Area 8: Team Collaboration and Communication**8 Team Collaboration and Communication**

7

8.1 Interdepartmental collaboration

- Possession of effective managerial and leadership skills in provision of quality nursing service

8.2 Community collaboration

- Work in partnership with other health care providers, clients, families and the community in preventing illness, promoting and protecting the health of the individual and society.

8.8 Multidisciplinary collaboration

- Ability to initiate and implement change conducive to improvement of health care provision

Total: 167

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Specialty Core of Training Curriculum and Syllabus

(For Community Health Nursing)

(Minimum Hours: 167 hours)

Competence Area 1: Clinical leadership and Patient Advocacy		
Item	Topics	Minimum Hours
1.	Clinical leadership and Patient Advocacy	19
1.1	Discuss models and strategies used in effective change leadership and their application to the health care environment including the following aspects: <ul style="list-style-type: none"> • Clinical leadership • Leadership theories in clinical practice • Developing leadership potential • Demonstrate the ability to apply effective leadership behavior in clinical practice • Change management in health care 	
1.2	Articulate the importance of patient advocate roles to support client and families in treatment decisions, crisis interventions, or to help individuals access resources in healthcare system	
Competence Area 2: Advanced Case Management and Patient Care		
2	Advanced Physiology and Pathophysiology of Chronic Diseases and Long Term Conditions	82
2.1	Understand the chronic disease management model and apply case management approach to support clients with complex needs in community	
2.2	Integrate the pre-discharge health assessment findings into discharge planning and support discharge client in transitional support model	
2.3	Apply advanced skills including cognitive behavioral therapy and motivational interviewing in nursing practice for enabling clients' self-management of diseases	



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2.4	Demonstrate professional nursing role in coordinating client care within the intersectoral collaboration and to empower clients living with chronic disease and their carers to enhance their confidence and efficacy in managing their own health including : <ul style="list-style-type: none"> • Multidisciplinary approach in the management of cardiovascular conditions • Multidisciplinary approach respiratory conditions e.g. Chronic Obstructive Pulmonary Disease, TB, Asthma in the community, and management , smoking cessation • Multidisciplinary approach in the management of stroke in the community • Multidisciplinary approach in the management of Diabetes Mellitus 	
2.5	Understand the dietary management of patients with cardiac/respiratory/ diabetic problem	
2.6	Demonstrate holistic approach and perform health education to patients in the community experiencing different long term conditions including: <ul style="list-style-type: none"> • patients with muscular skeletal problems: arthritis and fracture • patient with mental health problems: anxiety, emotional disturbance, depression, insomnia • patient with geriatric problem e.g. fever, oedema, dizziness, failure to thrive, fall, dementia, parkinsonism 	
2.7	Understand the concept of End of life care <ul style="list-style-type: none"> • Demonstrate the ability to apply End of life care to support client suffered from cancer or with organ failure in the community 	

Competence Area 3: Advanced Nursing Practice in Home Setting

3	Advanced Nursing Practice in Home Setting	42
3.1	Apply evidence-based knowledge and to perform advanced nursing practice and care including: <ul style="list-style-type: none"> • Care of patients with End Stage Renal Failure (ESRF) • Renal palliative care, Home Haemodialysis, • Continuous Ambulatory Peritoneal Dialysis (CAPD),Continuous Cycling Peritoneal Dialysis (CCPD), home assessment and trouble shooting • Care of patients with home Non Invasive Positive Pressure Ventilation (NIPPV) • Care of patient with complex wound with advanced wound management • Care of patient with Central Venous Catheter (Hickman line) / Peripherally Inserted Central Catheter(PICC) • Care of patient with urinary & faecal incontinence 	

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Competence Area 4: Obstetric, postnatal & infant care; Infection Control, Medication Management , Enteral feeding Management; Knowledge of Community Resources		
4	Special Intervention	24
4.1	Demonstrate knowledge and skill to provide specific care and education to client or care giver in community setting including <ul style="list-style-type: none"> • Obstetric, postnatal & infant care • Infectious disease, infection control and outbreak management • Medication management in community • Enteral Feeding and Nutritional Management • Artificial feeding • Percutaneous Endoscopic Gastrostomy (PEG) management in Home Setting 	
4.2	Identify different community resources to support community clients with different needs.	
Total:		167

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Advanced Practice Core of Training Curriculum and Syllabus
(For Public Health Nursing)

(Minimum Hours: 167 hours)

Competence Area 1: Advanced Health Assessment		
Item	Topics	Minimum Hours
1	Advanced Health Assessment 1.1 <i>Community health assessment /assessment of aggregate needs/families in health and illness</i> 1.2 <i>In-depth health assessment across lifespan</i> 1.3 <i>Physical assessment and consultation skill</i> <ul style="list-style-type: none"> • Interpretation of laboratory data • Interpretation of radiological findings • Electro-diagnostic examinations • Cognitive and psychosocial assessment • Individual and family assessment • Advanced risk assessment, risk stratification and appropriate risk management 	45
Competence Area 2: Health Protection and Health Maintenance		
2	Health protection and health maintenance 2.1 <i>Communicable diseases</i> <ul style="list-style-type: none"> • Physiology and pathophysiology of communicable diseases • Emerging and re-emerging of communicable disease • Communicable disease prevention and control • Infection Control 2.2 <i>Non-communicable diseases</i> <ul style="list-style-type: none"> • Physiology and pathophysiology of non-communicable diseases • Combat non -communicable disease and control strategies 2.3 <i>Epidemiology and population health</i> 2.4 <i>Biostatistics</i>	52

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Competence Area 3: Advanced Sociology and Environmental Health		
3	Advanced Sociology and Environmental Health	9
	<p>3.1 <i>Income maintenance; living arrangements and social support; family and intergenerational issues; social inequalities in health</i></p> <p>3.2 <i>Environmental Health</i></p>	
Competence Area 4: Advanced Pharmacology and Immunisation		
4	Advanced Pharmacology and Immunisation	8
	<p>4.1 <i>Advanced Pharmacology</i></p> <ul style="list-style-type: none"> • Pharmaceutics, pharmacokinetics and pharmacodynamics • Pharmacology in common chronic conditions e.g. Respiratory, vascular, CNS, cardiovascular, endocrine, gastrointestinal skeletal disorders • Pharmacology in HIV/AIDS, sexually transmitted diseases and tuberculosis • Principle of safe drug administration and monitoring process - related laws and ordinances <p>4.2 <i>Immunisation</i></p> <ul style="list-style-type: none"> • Advanced Immunisation practice • Safe vaccine administration and cold chain management 	
Competence Area 5: Evidence Based Nursing Practice		
5	Evidence Based Nursing Practice	26
	<p>5.1 <i>Principle and processes of evidence based practice</i></p> <ul style="list-style-type: none"> • Understand evidence-based theories and principles • Possession of skills in applying evidence based knowledge into practice <p>5.2 <i>Formulating question and finding evidence</i></p> <ul style="list-style-type: none"> • Provides input to research design while formulating question and finding evidence 	

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5.3 *Level of evidence and appraising research*

- Identifies valid and reliable data relevant to health issues targeted communities and populations

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5.4	<p><i>Systematic review</i></p> <ul style="list-style-type: none"> • Use systematic methods to perform literature reviews • Formulate research questions and implement them in practice 	
5.5	<p><i>Implement research based practice and evaluating outcome</i></p> <ul style="list-style-type: none"> • Plans population-level interventions guided by relevant evidence based models and research findings • Uses evidence-based models to enhance the organisation’s cultural competence 	

Competence Area 6: Nursing Response and Management in Disaster and Emergency

6	<p>Nursing Response and Management in Disaster and Emergency</p>	7
6.1	<p><i>Introduction of types of disaster</i></p> <ul style="list-style-type: none"> • Describe different types of disaster 	
6.2	<p><i>Emergency nursing management in different scenarios</i></p> <ul style="list-style-type: none"> • Articulate different methods for management of public health crises and disasters in different scenarios 	
6.3	<p><i>International collaboration in disasters</i></p> <ul style="list-style-type: none"> • Describes current practice and policies to seek continuous improvement with reference to contemporary policies and guidelines to protect the public at large 	

Competence Area 7: Clinical teaching and mentoring in Clinical Environment

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7	<p>Clinical teaching and mentoring in Clinical Environment</p> <p>7.1 <i>Introduction of learning theories</i></p> <ul style="list-style-type: none"> Describe the concept of learning theories <p>7.2 <i>Learning need analysis and developing teaching plan</i></p> <ul style="list-style-type: none"> Demonstrate the ability to use learning need analysis, and develop teaching plan <p>7.3 <i>Mentorship skills</i></p> <ul style="list-style-type: none"> Adopt mentorship skills in coaching new comers and inexperienced health care team members 	14
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Competence Area 8: Team Collaboration and Communication		
8	<p>Team Collaboration and Communication</p> <p>8.1 <i>Interdepartmental collaboration</i></p> <ul style="list-style-type: none"> • Possession of effective managerial and leadership skills in provision of quality nursing services <p>8.2 <i>Community collaboration</i></p> <ul style="list-style-type: none"> • Work in partnership with other health care providers, clients, families and the society in preventing illness, promoting and protecting the health of the individual and society <p>8.3 <i>Multidisciplinary collaboration</i></p> <ul style="list-style-type: none"> • Ability to initiate and implement change conducive to improvement of health care provision 	6
Total:		167

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Special Core of Public Health Nursing Specialty Training Curriculum and Syllabus

(For Public Health Nursing)

(Minimum Hours: 167 hours)

Competence Area 1: Professional Public Health Nursing Practice		
Item	Topics	Minimum Hours
1	Professional Public Health Nursing Practice	72
1.1	<i>Public health nursing (PHN)</i> <ul style="list-style-type: none"> • Articulate the definition, history, cornerstones, principles and roles of public health nursing • Use nursing process approach in PHN practice. • Demonstrate ability in achieving professional competencies and meeting standards of PHN 	
1.2	<i>Scope of practice of public health nursing</i> <ul style="list-style-type: none"> • Programme development and implementation • Administration management • Research and quality assurance • Clinical practice counselling • Health promotion, protection and prevention • Teaching, training and academic appointment • Regulatory, enforcement, policy and licensing • Prevention, surveillance, investigation and control of infectious diseases 	



1.3 Scope of public health service in Hong Kong

- ***Preventive and promotive service across lifespan***
 - Family Centered Health Care
 - Maternal and Child Health
 - Student Health
 - Adolescent Health
 - Adult Health (Women Health and Men Health)
 - Elderly Health

- ### ***1.4***
- ***Public health services under Centre of Health Protection***
 - ***Other public health service***
 - ***Public health emergency***

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	<ul style="list-style-type: none"> • <i>Management and leadership</i> 	
Competence Area 2: Population-based Assessment		
2	Population-based Assessment	15
2.1	<i>Community health assessment / assessment of aggregate needs</i>	
2.2	Conduct comprehensive and in-depth assessment across life-span	
2.3	<i>Public Health Strategies on different culture among minorities and at-risk groups</i> <ul style="list-style-type: none"> • Comparative public health care Systems – Hong Kong and overseas countries • implications for the development of public health strategies for minorities and at risk groups 	
Competence Area 3: Public Health Care Policies and Management		
3	Public Health Care Policies and Management	20
3.1	<i>Health Care System and Public Health Policies</i> <ul style="list-style-type: none"> • Health care policies and their impact on the health of the community • Health policies in population / community settings to draw implications for public health nursing. 	
3.2	<i>Legal & Ethical Issues in Public Health Nursing</i> <ul style="list-style-type: none"> • Ethical theories and principles • Relevancy of ethics to public health nursing • Ethical implications and principles of nursing code 	



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3.3 *Quality and safety issues in public health care*

- Health informatics in public health care
- Protect the health of the public at large.

3.4 *Human and resource management*

- Leadership
- Change management
- Decision making

**Competence Area 4: Population-based Health Education, Health Promotion, Disease Prevention and Health Protection****4 Population-based Health Education and Health Promotion**

60

4.1 Health promotion methods and strategies for the population

- Define and implement preventive health strategies and
- Promulgate the related health messages effectively to the public

4.2 Public health promotion interventions and evaluation

- Planning, organising, implementing and evaluating different public health promotion strategies and interventions
- Conduct evaluations to elicit continuous quality improvement of public health promotion interventions

4.3 Strategic planning and organising of Health Education and Health Promotion Programme for the population

- Assessing on learning needs
- Setting of priorities
- Setting of aims and objectives
- Section of contents and teaching methods
- Writing of lesson plans
- Community support resources
- Strategies use e.g. Social-media
- Organising and managerial skills

4.4 Implementation of Health Education and Health Promotion Programme for the population

- Effective communication
- Collaboration and cooperation of stakeholders and community partners

4.5 Evaluation of Population-based Health Maintenance and Promotion Programmes:

- Structure
- Process
- Outcome

4.6 Combat Non-Communicable Diseases (NCD)

- Epidemiology and statistic

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- Strategies and control of NCD in Hong Kong

4.7 Emerging and re-emerging of Communicable Disease

- Epidemiology and statistic
- Case finding, contact tracing and data collection
- Prevention and control of infectious disease
- Infection control practice
- Immunisation practice

Total: 167

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Advanced Practice Core of Training Curriculum and Syllabus
(For Primary Health Care Nursing)

(Minimum Hours: 167 hours)

Items	Topics	Minimum Hours
Competence Area 1: Advance Clinical Nursing Practice		
1.	Advanced Health Assessment	45
1.1	<i>Advanced Physical & Health Assessment with</i> <ul style="list-style-type: none"> • Interpretation of laboratory data • Interpretation of radiological findings • Electro-diagnostic examinations • Cognitive and psychosocial assessment • Community, family and individual client assessment • Comprehensive health examination technique • Interviewing and history taking skill <i>familiar with analytic and assessment skills, diagnostic reasoning, effective communication skill and proper documentation</i>	
Competence Area 2: Health protection and health maintenance		
2.	Health protection and health maintenance	56
2.1.	<i>Communicable disease</i> <ul style="list-style-type: none"> • Physiology and pathophysiology of communicable diseases • Emerging and re-emerging of communicable disease • Communicable disease prevention and control • Infection Control 	
2.2.	<i>Non-communicable disease</i> <ul style="list-style-type: none"> • Physiology and pathophysiology of non-communicable diseases • Combat non communicable disease and control strategies 	
2.3.	<i>Epidemiology and population health</i>	
2.4.	<i>Biostatistics</i>	
Competence Area 3: Advanced sociology		
3.	Advanced sociology	8
3.1.	<i>Income maintenance; living arrangements and social support; family and intergenerational issues; social inequalities in health</i> <ul style="list-style-type: none"> • Show awareness and alertness on social inequalities and gaps in planning population level healthcare interventions for population, such as at risk groups and minority • Design health care interventions that are tailor-made for targeted populations 	
Competence Area 4: Advanced Pharmacology		
4.	Advanced Pharmacology	8

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4.1	<ul style="list-style-type: none"> • Pharmaceutics, pharmacokinetics and pharmacodynamics • Pharmacology in common chronic conditions e.g. Respiratory, vascular, CNS, cardiovascular, endocrine, gastrointestinal skeletal disorders. • Principle of safe drug administration and monitoring process - The related laws and ordinances • Identify the reliable data source about pharmacodynamics of drugs. • Possession of skills in safe administration and monitoring. 	
Competence Area 5: Evidence-Based Nursing Practice		
5.	Evidence-Based Nursing Practice	26
5.1	<i>Principle and Processes of Evidence Based Practice</i> <ul style="list-style-type: none"> • Understand evidence-based theories and principles • Possession of skills in applying evidence-based knowledge into practice. 	
5.2	<i>Formulating research question and finding evidence</i> <ul style="list-style-type: none"> • Provides input to research design while formulating question and finding evidence. 	
5.3	<i>Level of evidence and appraising research</i> <ul style="list-style-type: none"> • Identify valid and reliable data relevant to health issues targeted to communities and populations. 	
5.4	<i>Systematic Review</i> <ul style="list-style-type: none"> • Critique the research designs and findings with evidence-based models. 	
5.5	<i>Implement research based practice and evaluating outcome</i> <ul style="list-style-type: none"> • Plan population –level interventions guided by relevant evidence based models and research findings • Use evidence-based models to enhance the organization’s cultural competence. 	

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Competence Area 6: Disaster and emergency management

6.	Disaster and emergency management	8
6.1	<i>Introduction of type of crisis in community related to health</i> <ul style="list-style-type: none"> Describe different types of health crisis 	
6.2	<i>Emergency nursing management in different scenarios</i> <ul style="list-style-type: none"> Articulate different methods for management of public health crises and disasters in different scenarios 	
6.3	<i>International collaboration in disaster</i> <ul style="list-style-type: none"> Describes current practice and policies to seek continuous improvement with reference to contemporary policies and guidelines to protect the public at large. 	

Competence Area 7: Clinical teaching and mentoring

7.	Clinical teaching and mentoring	8
7.1	<i>Introduction of learning theories</i> <ul style="list-style-type: none"> Describe the concept of learning theories 	
7.2	<i>Learning need analysis and developing teaching plan</i> <ul style="list-style-type: none"> Demonstrate the ability to use learning need analysis, and develop teaching plan 	
7.3	<i>Mentorship skills</i> Adopt mentorship skills in coaching new comers and inexperienced health care team members	

Competence Area 8: Team collaboration and communication

8.	Team collaboration and communication	8
8.1	<i>Interdepartmental collaboration</i> <ul style="list-style-type: none"> Possess of effective managerial and leadership skills in provision of quality nursing service 	
8.2	<i>Community collaboration</i> <ul style="list-style-type: none"> Work in partnership with other health care providers, clients, families and the community in preventing illness, promoting and protecting the health of the individual and society. 	
8.3	<i>Multidisciplinary collaboration</i> <ul style="list-style-type: none"> Able to initiate and implement changes conducive to improvement of heath care provision 	
Total		167 hours

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Specialty Core of Training Curriculum and Syllabus

(For Primary Health Care Nursing)

(Minimum Hours: 167 hours)

Items	Topics	Minimum Hours
Competence Area 1: Integrated Community Based Approach to Primary Health Care		
1.	Integrated Community Based Approach to Primary Health Care	16
1.1.	<i>Fundamental concept of primary health care and primary health care nursing practices</i> <ul style="list-style-type: none"> • Able to define Primary Health Care (PHC), the three pillars and state its application in PHC setting • Understand the global perspective and development of PHC • Understand the role of nurses in PHC and its scope of practice in different perspective 	2
1.2.	<i>Prevention and promotive health service across life-span</i> <ul style="list-style-type: none"> • Understand the service Family Centered Health Care, Maternal and Child Health, Student Health, Adolescent Health, Adult Health (Women Health and Men Health) and Elderly Health 	2
1.3.	<i>Community resources and medical-health-social partnership</i> <ul style="list-style-type: none"> • Identify and understand the different health care partners in the community • Understand the scope of service and service models provided by community health care partners 	2
1.4.	<i>Community nursing service and outreach service home visiting</i> <ul style="list-style-type: none"> • Understand the Community nursing service and outreach service home visiting 	2
1.5.	<i>Multi-disciplinary approach in primary health care</i> <ul style="list-style-type: none"> • Understand and state the multidisciplinary team approach program in PHC • Identify the benefit of collaboration in application of multidisciplinary approach • State the role of nurse and other professional in the collaboration service 	4
1.6.	<i>Traditional Chinese Medicinal Nursing Approach in primary health care</i> <ul style="list-style-type: none"> • Appreciate the Traditional Chinese Medicinal Nursing Approach in primary health care 	2
1.7.	<i>Outcome measures and evaluation of primary health care</i> <ul style="list-style-type: none"> • Understand the approach of outcome measure and evaluation in primary health care 	1
1.8.	<i>Patient Empowerment Programme</i> <ul style="list-style-type: none"> • Understand the concept and service scope of Patient Empowerment Programme 	1
Competence Area 2: Episodic case and Chronic disease management in Primary Health Care		
2	Episodic case and Chronic disease management in primary health care	115
2.1.	<i>Episodic case management</i> <ul style="list-style-type: none"> • Understand the types common episodic diseases and its management in primary health care setting • Understand the management of emergency conditions in primary health care setting, the role and preparation. 	8

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2.2.	<p><i>Chronic diseases care model and risk assessment and management</i></p> <ul style="list-style-type: none"> Identify the impact of chronic illnesses in primary care & introduce Chronic Care Model Acquire basic understanding of clients with common chronic disease and update management in primary care setting Understand the concept of case management model and the role of case manager Provide update d nursing management on common chronic disease in community Describe the barriers in chronic disease education and essential elements of successful patient education 	2
2.3.	<p><i>Common Eye problems, assessment and Ophthalmic care in primary health care</i></p> <ul style="list-style-type: none"> Understand the general anatomy of eye and common emergency eye conditions in primary care setting Provide appropriate eye assessment and nursing management on common eye problem and emergency care in clinic Describe the advice for patients and their families on daily eye care 	2
2.4.	<p><i>Immunization and disease prevention & Vaccination Principles and Practice</i></p> <ul style="list-style-type: none"> Understand the overview immunization program in HK and common types of vaccines used in PHC setting Understand the importance of vaccination & disease prevention and the advice to patient in PHC setting 	2
2.5.	<p><i>Smoking counseling and cessation</i></p> <ul style="list-style-type: none"> Demonstrate the knowledge and skills for serving as smoking counseling and cessation Assist the promotion and development of the Smoking Counseling and Cessation 	2
2.6.	<p><i>Diabetic Mellitus risk assessment and management</i></p> <ul style="list-style-type: none"> Understand the concept of DM Risk Assessment & Management Program Able to apply the communication skills in the education and management of people with diabetes Demonstrate the assessment skills in complication screening and ability to provide therapeutic nursing intervention in diabetes management 	20
2.7.	<p><i>Hypertension risk assessment and management</i></p> <ul style="list-style-type: none"> Understand the concept of HT Risk Assessment & Management Program Able to apply the communication skills in the education and management of people with hypertension Demonstrate the assessment skills in complication screening and ability to provide therapeutic nursing intervention in hypertension management 	10
2.8.	<p><i>Geriatric and dementia care</i></p> <ul style="list-style-type: none"> Understand the update knowledge and skill of geriatric and dementia care 	4
2.9.	<p><i>Musculoskeletal disorder and pain management</i></p> <ul style="list-style-type: none"> Understand the update knowledge and skill of musculoskeletal disorder and pain management 	10

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2.10.	<i>Respiratory care</i> <ul style="list-style-type: none"> • Able to describe and manage the common respiratory conditions in primary care setting • Identify evidence-based strategies in the management of respiratory conditions • Demonstrate the assessment skills in implementation of a risk assessment and screening service in respiratory management 	20
2.11.	<i>Mental health care</i> <ul style="list-style-type: none"> • Understand the nursing assessment tool of mental health patients in primary health care setting • Able to identify and early detection of patient with mental health in primary health care setting • Describe the common nursing management and skills for related patients 	20
2.12.	<i>Advanced wound care</i> <ul style="list-style-type: none"> • Understand the update knowledge and skill of geriatric and dementia care • Able to provide advanced wound care in primary health care setting 	20

Competence Area 3: Advanced communication and counseling skill of primary health care nursing intervention

3	Advanced communication and counseling skill of primary health care nursing	26
3.1.	<i>Motivation interviewing in primary health care setting</i> <ul style="list-style-type: none"> • Able to get advance technique for helping people to change by motivational interviewing and problem solving technique 	20
3.2.	<i>Health Literary</i> <ul style="list-style-type: none"> • Able to help people to obtain, process and understand basic health information and services needed to make appropriate health decision 	2
3.3.	<i>Health Counseling</i> <ul style="list-style-type: none"> • Able to provide health counseling to people to solve any health problems 	1
3.4.	<i>Health Communication</i> <ul style="list-style-type: none"> • Able to influence personal health choices by improving health literacy through health communication 	1
3.5.	<i>Primary health care nurse clinical assessment and consultation skills</i> <ul style="list-style-type: none"> • Able to provide quality clinical assessment and consultation to people 	2

Competence Area 4: Community rehabilitation service

4.1.	<i>Rehabilitation services from hospital to community</i> <ul style="list-style-type: none"> • Understand the Rehabilitation Services in the community 	1
4.2.	<i>Update management on Hip Fracture</i> <ul style="list-style-type: none"> • Understand the update knowledge of management of Hip Fracture 	1
4.3.	<i>Physiotherapy for Hip Fracture rehabilitation in Community</i> <ul style="list-style-type: none"> • Understand role of Physiotherapist in the team of Hip Fracture management 	1
4.4.	<i>Occupational Therapy for Hip Fracture rehabilitation in community</i> <ul style="list-style-type: none"> • Understand role of Occupational Therapist in the team of Hip Fracture management 	1

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4.5.	<i>Update management on stroke rehabilitation</i>	2
	<ul style="list-style-type: none"> Understand the update knowledge and skill of stroke rehabilitation service 	
4.6.	<i>Post AMI rehabilitation</i>	1
	<ul style="list-style-type: none"> Understand the post AMI rehabilitation service 	
Competence Area 5: Contemporary and global development of primary health care		
5.1.	<i>Using technology in primary health care</i>	2
	<ul style="list-style-type: none"> Understand the update technology and its application in primary health care 	
5.2.	<i>Telecare in primary health care (Patient support call center)</i>	1
	<ul style="list-style-type: none"> Understand the update telecare and its application in primary health care 	
	Total	167 hours



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Advanced Practice Core of Training Curriculum and Syllabus
(For Occupational Health Nursing)

(Minimum Hours: 167 hours)

Competence Area 1: Advanced Clinical Nursing Practice		
Item	Topics	Minimum Hours
1	Advanced Health Assessment	45
1.1	Epidemiological data on national work-related injury and disease	
1.2	Biological sciences relevant to the causation and treatment of work-related diseases.	
Competence Area 2: Health Protection and Health Maintenance		
2	Health protection and health maintenance	54
2.1	The healthy and safe working environment	
2.2	Development of occupational health services in the workplace	
Competence Area 3: Advanced Sociology and Environmental Health		
3	Advanced Sociology and Environmental Health	9
3.1	The impact of work-related injury and disease on the economy of the country.	
3.2	The impact of work-related injury and disease on the economy on the individual worker and his/her family	
Competence Area 4: Health Hazard at Work		
4	Health Hazard at Work	8
4.1	General and specific health hazards at work	
4.2	Techniques for the survey of risks in the working environment	

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Competence Area 5: Evidence Based Nursing Practice		
5	Evidence Based Nursing Practice	24
5.1	Concepts of risk management	
5.2	Concepts of health and wellbeing at work	
5.3	An introduction to the social psychology of work	
Competence Area 6: Nursing Response and Management in Health Promotion		
6	Nursing Response and Management in Occupational Health Promotion	7
6.1	Health promotion, health education and health surveillance in the work setting	
6.2	Roles and functions of employers' and employees' organizations in promoting health and safety in the workplace	
Competence Area 7: Clinical teaching and mentoring in Clinical Environment		
7	Clinical teaching and mentoring in Clinical Environment	14
7.1	Ethical and legal issues in occupational health nursing practice	
7.2	Learning need analysis and developing teaching plan <ul style="list-style-type: none"> • Demonstrate the ability to use learning need analysis, and develop teaching plan 	
7.3	Mentorship skills <ul style="list-style-type: none"> • Adopt mentorship skills in coaching new comers and inexperienced health care team members 	
Competence Area 8: Team Collaboration and Communication		
8	Team Collaboration and Communication	6
8.1	Different models of occupational health nursing, e.g.: as a member of the multidisciplinary occupational health team, as the sole health care professional in the work setting	
Total:		167

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Specialty Core of Training Curriculum and Syllabus

(For Occupational Health Nursing)

(Minimum Hours: 167 hours)

Competence Area 1: Concepts, Practice and Theory		
Item	Topics	Minimum Hours
1	Understand the concepts, practice and theory in Occupational Health	12
1.1	Introduction to Occupational Health	
1.2	Occupational Health Services: Law & Legislation in Hong Kong	
1.3	Standard of practice / Code of ethics	
1.4	Principles of Occupational Toxicology	
Competence Area 2: Occupational Health Nursing I		
2	Occupational Health Nursing I : Identify the hazards and risks in association with the work of the people and design control measures	15
2.1	Chemical Hazards:	
2.1.1	Gases & Vapours	
2.1.2	Organic Compounds	
2.1.3	Metals and Dusts	
2.2	Physical Hazards:	
2.2.1	Thermal Environment / Air Pressure	
2.2.2	Non-ionizing / Ionizing Radiation	
2.2.3	Noise & Vibration	
2.3	Biological Hazards	
2.3.1	Microorganisms and their toxins (e.g. E. coli, salmonella, botulism, psittacosis)	
2.3.2	Infectious and communicable disease (e.g. TB, West Nile Virus, hepatitis, MRSA, SARS)	
2.3.3	Allergens and toxins from plants	
Competence Area 3: Information Management and Research		
3	Apply skills and techniques for research and information management	10
3.1	Research methodology in occupational health practice	
3.2	Appraising and utilizing research findings	
3.3	Research and evidence based practice in occupational health practice	
Competence Area 4: Occupational Health Nursing II		
4	Occupational Health Nursing II : Demonstrate the advance practice in the management of occupational safety and health hazards including:	38
4.1	Ergonomics Hazards	



- 4.1.1 Work environment (e.g. optimal lighting and temperature)
- 4.1.2 Person/ machine interface
- 4.1.3 Work demands (e.g. posture, force , repetition)
- 4.1.4 Organization of work (e.g. rotation of activities, cross-training, overuse syndrome)
- 4.1.5 Musculoskeletal disorder
- 4.1.6 **Ergonomics assessment on Display Screen Equipment (DSE) / Visual Display Unit (VDU) work**
- 4.1.7
- 4.2 Psychological Hazards
- 4.2.1 Mental Health in the Workplace
- 4.2.2 Organizational risk factors (e.g. organizational change, scheduling , shift work, workload, burnout, management-labour relations and employee participation in decision-making)
- 4.2.3 Workplace conflicts (e.g. physical/psychological violence , inappropriate workplace conduct, interpersonal relationships and harassment
- 4.3 Building Relationship Hazards
- 4.3.1 Sick Building Syndrome and associated disorders
- 4.3.2 Sickness absence and management issues in occupational health
- 4.3.3 Idiopathic environment intolerance
- 4.4 Safety Hazards:
- 4.4.1 Human factors (e.g., work practice)
- 4.4.2 Material factors (e.g. material handling)
- 4.4.3 Equipment factors (e.g. machine hazard, energy)
- 4.4.4 Environment factors (e.g. confined space, height)
- 4.4.5 Employer’s manufacturing of service process (e.g. assembly line, facing public)
- 4.5 Environmental assessment and monitoring in the Workplace
- 4.5.1 Indoor Air Quality / Ventilation
- 4.5.2 Lighting & Noises
- 4.5.3 Chemical Substances
- 4.5.4 Heat / Cold
- 4.6 Musculoskeletal Diseases
- 4.6.1 Work-related musculoskeletal disorder / upper limb disorders
- 4.7 Occupational Diseases
- 4.7.1 Occupational Skin Diseases
- 4.7.2 Occupational Deafness
- 4.7.3 Occupational Eye disease & Injuries
- 4.7.4 Occupational Lung Diseases

**Competence Area 5: Leadership and Managing Resources**

5	Act as the leadership to manage resources and establish role model in Occupational Health Practice	10
5.1	Leadership theories in clinical practice	
5.2	Developing leadership potential	
5.3	Effective leadership behavior in occupational health practice	
5.4	Change management	

Competence Area 6: Occupational Health Nursing III

6	Occupational Health Nursing III : Capable to tackle complicated occupational health situation and develop strategy for improving workplace safety and health.	36
6.1	Risk Assessment and Control Strategies	
6.2	Principles of Occupational Health Practice	
6.3	Health Promotion and Health Education	
6.4	Communication & Counselling Skills	
6.5	Organization and administration of occupational health services in corporations	
6.6	Control of Occupational Hazards and design contingency plan	
6.7	Safety in the Workplace	
6.8	Sickness Absence and Management Issues in Occupational Health	
6.9	Developing, Implementing, and Evaluating Occupational Health and Safety Programs	
6.10	Managing Psychosocial Factors in the Occupational Setting	
6.11	Environmental Impact of Industry	
6.12	Occupational Health Surveillance and Medical Examination	

Competence Area 7: Advanced Concepts in Environmental Safety & Health Management

7	Advanced concepts in environmental safety & health management	28
7.1	Legal aspect of environmental safety and health	
7.2	Environmental hazards identification	
7.3	Waste management (Biological Waste / Chemical Waste / Radioactive Waste / Municipal Waste)	
7.4	Environmental safety and health management	

Competence Area 8: Reflection, Sharing of Advanced OSH Services

8	Reflection, sharing of advanced OSH services	18
8.1	Sharing of practice with OSH experts / institutes + visit report	
8.2	Attending OSH professional conference / seminar	
8.3	Conducting talk / training in OSH related topics	

Total:	167
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