



Lao People's Democratic Republic
Peace Independence Democracy Unity Prosperity

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(ສະບັບປັບປຸງ)

National Competencies for Licensed Nurses
in Lao P.D.R. (Revised Version)

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Lao People's Democratic Republic
Peace Independence Democracy Unity Prosperity

Ministry of Health

Healthcare Professional Council

No.0104/HPC

Vientiane Capital, Dated: 26 October 2021

Decision on Approval of National Competency for Licensed Nurses in Lao PDR

(Revised)

- Pursuant to Decree on Organization and Operation of the Ministry of Health, No. 570/PM, date 16 September 2021;
- Pursuant to Human Resource Development Plan of Ministry of Health;
- Pursuant to an official letter of the Department of Health Education, No. 1306/MOH, date 20 October 2021

The President of Healthcare Professional Council Agreed:

- Article 1 Approved and utilized National Competency for Licensed Nurses in Lao PDR
(Revised)
- Article 2 Assigned to Department of Health Personnel, Department of Healthcare and Rehabilitation to be centered of coordinating in cooperation with the relevant organizations to implement this National Competency for Licensed Nurses in Lao PDR.
- Article 3 Assigned to Department of Health Personnel, Department of Healthcare and Rehabilitation and relevant entities to implement this decision based on their roles and responsibilities.
- Article 4 This Decision is effective from the date of signing.

President of Healthcare Professional Council

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Prof. Dr. Ponemek Dalaloy

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Annex2. Ministerial Decision on Appointing Technical Committee for Health Professional Council (No. 940/MoH, 21May2018) – Lao only

Annex3. Decision on Appointing Technical Committee for Nurses and Midwiferies Board (No. 190/HPC, 23Oct2019) – Lao only

Preface

The revision of the National Competency for Licensed Nurses in Lao PDR in 2021 was carried out by the nursing and midwifery board in collaboration with the Project for Sustainable Development and Quality Assurance of Healthcare Professionals by JICA, partially supported by UNFPA technical assistance. The objective was to improve the nursing competency in Lao PDR and demonstrate nursing service delivery to serve the people or clients within ASEAN and internationally.

The goal of revising the nursing competency focuses on the development of nurses to express themselves in three aspects of nursing practice: 1. Cognitive Domain, 2. Affective Domain, and 3. Psychomotor Domain, which nursing and midwifery board has defined the core competencies that are in line with the five core domains of ASEAN Nursing: 1) Professional, Legal, and Ethical Nursing Practice; 2) Professional Nursing Practice; 3) Leadership and Nursing Management, 4) Nursing Research, and 5) Professional Nursing and Personal Development.

The nursing and midwifery board expects Lao nurses need to improve their nursing competency and utilize this competency framework in their daily practice for personal development. Licensed nurses obtain competency to provide healthcare services effectively and efficiently during the era of social and cultural change. Therefore, professional nursing services will be recognized for their higher value in the health system.

The Nursing and Midwifery Board

Background of revising the National Competencies for Licensed Nurses in Lao PDR

Changes in the economic, social, cultural, environmental, and technological advances affect the health of more complex people. In addition, people of different ethnic groups have different beliefs, customs, and health behaviors. It has long been a practice in health care, affecting the risk of developing acute respiratory infections (Covid-19) prevalent worldwide. At the same time, chronic disease (non-communicable disease) is a silent disease that causes illness and death as a challenge in prevention and control. Medical services sometimes carry a high risk of infection. Nurses faced difficulties treating diseased infectious cases. Therefore, there is a need to develop the capacity of nurses as well.

Nurses play an essential role in the health care system in Lao PDR. They are actively involved in improving the quality of public health services by implementing the five good and 1 Satisfaction Policies of the Ministry of Health.

Nursing is one of the seven professions under the ASEAN Mutual Recognition Arrangement, promoting service cooperation among ASEAN member countries. To improve efficiency and competitiveness, diversify production capabilities to supply and expand services to consumers within and outside ASEAN. To remove barriers to services between ASEAN member states, accept ASEAN as a free professional nurse. In each ASEAN member state, there is a need to improve laws, regulations, ethics, professionalism, and licensed nurses' level of education to be minimum of three years. Therefore, the Ministry of Health developed “National competency for licensed nurses” in 2013, which defined the framework and mechanism for monitoring, promoting, and managing the quality of licensed nurses. So nurses will be able to provide higher quality health care for the people.

Through the application and evaluation of licensed nursing competencies, most nurses still have limited knowledge, skills, attitudes, leadership, analytical thinking, research, innovation, and motivation in providing a nursing service, and professional value promotion. Furthermore, the competencies contents are not aligned with the ASEAN structure as communication, risk management, research, and ongoing nursing professional development.

The ASEAN Mutual Recognition Arrangement on Nursing service was signed on December 8, 2005, on the transfer of qualified individuals only in accordance with the standards outlined in the MRA (commencing in 2015), which aims to strengthen the capacity of professionals by promoting the exchange of knowledge, experts and/or expertise on standard and qualification according to the needs of the member countries. Therefore, the nursing and midwifery board had to revise the nursing competency by 2021 to guide nurses. Thus, the nurses will be able to develop themselves to a higher level, to be able to contribute nursing services, meet the needs of different and multicultural clients, both within ASEAN and internationally, keep abreast of the changing nature of the system, and use this capacity to improve the nursing education curriculum in line with ASEAN professional nursing competency.

Purpose

The purpose of applying the National Competency for Licensed Nurses is to ensure the knowledge, skills, and attitudes of professional nurses in Laos using the following:

1. Guide in reviewing and developing the nursing curriculum,
2. Guide competency development and assessment of students and newly graduated nurses,
3. Assess the competencies of internationally qualified nurses seeking employment in Laos,
4. Evaluate the performance of the professional nurses.

Goal

The goal of development of National Competency for Licensed Nurses are:

1. To define core competency domains, competency standards, and competency indicators. These elements guide competencies-development to provide professional nursing services for the population within the country, ASEAN, and international level,
2. To define competency level according to the years of experience among professional nurses in the hospitals and the community,
3. To define behavioral indicators at each competency level to help coordinate, manage, and measure performance in developing the nursing profession.

Creation process

1. The nursing and midwifery board was appointed to revise the national competency for licensed nurses. Board members allocated the responsibilities.
2. Reviewed the version developed in 2013 and studied ASEAN and international nursing competency framework.
3. Compared the first version in 2013 with ASEAN and international standards and followed the ASEAN core competency framework.
4. Drafted nursing competency revised version 2021.
5. Commented on the draft content and approved competency for nurses in Lao PDR in the validation meeting.

Conclusion

The revised national competency for licensed nurses in Lao PDR 2021 consists of 2 sections. Part 1 defines the domains of core competency in line with ASEAN's five core domains, such as:

Domain 1) Professional, Legal and Ethical Nursing Practice,

Domain 2) Professional Nursing Practice,

Domain 3) Leadership and Nursing Management,

Domain 4) Nursing Research

Domain 5) Professional and Personal development

Part 2 defines four competency level as follow:

Level 1: Beginners who follow the instructions or advice of an experienced nurse

Level 2: Advanced who experience 1-2 years of clinical experience

Level 3: Competent who experiences 3-4 years of clinical experience

Level 4: Expert or specialist who experienced more than five years' clinical experience

Acknowledgement

The nursing and midwifery board would like to express our gratitude to the Nursing and Midwifery Professionals for their consistent coordination, hard work, and cognitive contribution to completing this nursing competency revision. We appreciate our senior board members checking the accuracy of the content, expressions, and Lao language and adding additional comments so that the revised version can be completed and approved. And special thanks to the Healthcare Professional Council, Department of Healthcare and Rehabilitation, the Department of Health Education, and our development partners such as JICA and UNFPA for providing technical assistance and budget support.

We expect the revised competency would be helpful to nurses and those interested in education to use in self-development to a higher level. In addition, this revised competency will be used as a guideline to improve the nursing education and continuing education curriculum, a guidance tool to enhance performance and to reach out the operations correctly and consistently same manner across the country and in line with the further development of ASEAN and international professional nursing capacity in the future.

Head of the nursing and midwifery board

Glossary of Terms

Competency: possession of knowledge, skill, and attitudes as a professional nurse in order to perform a set of defined activities to an expected scope of the nursing practice and the nursing practice standard.

Competent Nurse: nurses who have obtained a professional nursing license can apply knowledge, skills, and attitudes to perform for that level and can evaluate within the scope of nursing.

Core competency domain: a standard set of performance domains and their corresponding behavioral elements which a nurse is required to demonstrate.

Competency standard: practice standard and behavior of nurses expressed in accordance with core competencies.

Competency statement: behaviors that require the nurse to express themselves in accordance with their abilities and core competencies.

Competency indicator: indicators that nurses demonstrate while providing nursing services and can be used to assess competency.

Competency level: the level of nurses experienced while providing health nursing services according to Benner's theory on novice to expert (1984)

Part I. Core competencies of the licensed nurses

1. Professional, Legal and Ethical Nursing Practice
2. Professional Nursing Practice
3. Leadership and Nursing Management
4. Nursing Research
5. Professional and Personal Development

Core Competency Domain	Competency Standard	Competency Indicator
1: Ethics and Legal Practice	1.1 Ethical and Code Ethic Nursing Practice	- Provide nursing services in accordance with the Nursing Professional Ethics in Laos. - Provide a healthcare service considering the appropriateness of Lao culture. - Collaborate with a multidisciplinary team in all healthcare settings.
	1.2 Legal of nursing professional practice	- Comply with the provisions of the Lao PDR Nursing legal and Regulations.
	1.3 Responsibilities	- Demonstrate providing nursing services in accordance with the correct principles and techniques with care and responsibility.
2: Professional Nursing Practice	2.1 Service mind	- Provide a service mind as follows: <ul style="list-style-type: none"> ➤ Greetings with a smile; ➤ Express nursing care in a polite, humble and welcoming manner; ➤ Listen, and respond by speaking, using symbols, writing, and using an electronic device to the patients/clients and the healthcare team appropriately and efficiently; ➤ Observe the feelings and behaviors of the client; ➤ Have a good relationship with the clients; ➤ Provide the necessary medical information to clients; ➤ Provide nursing services with creative minds with consideration of the feelings of the clients and the family.
	- Nursing Technique	- Provide nursing services in accordance with the appropriate professional standards. - Explain the feelings to the clients, and their families that show care and improve the clients' satisfaction.
	2.2	- Provide an appropriate and safe environment for clients and service providers to prevent

Core Competency Domain	Competency Standard	Competency Indicator
	Apply Patient Safety Principle	<p>potential risks to patients from healthcare services.</p> <ul style="list-style-type: none"> - Perform standard infection prevention and control. - Follow the scope of nursing; - Take the lead in continuously improving the quality of service.
	2.3 Utilize the nursing process to apply the patient care including recording and reporting	<ul style="list-style-type: none"> - Apply the nursing process to practice nursing for clients in the health promotion, prevention, treatment, and rehabilitation such as health assessment and identification of health problems of family and community, nursing diagnosis, nursing service plan, practice, nursing care, evaluation, and record a nursing outcome accurately and completely.
	2.4 Teaching and Counseling	<ul style="list-style-type: none"> - Provide knowledge, information, and assistance on health problem solving to individuals, groups within hospitals, and the community. - Provide health education to individuals, families, and the community. - Promote, support, and teach the clients to learn and take care of their health. - Teach, advise and/or demonstrate how to practice patient care for specific diseases. - Provide counseling, including uncomplicated and complicated health problems, to clients, families, and communities.
	2.5 Proactive Service - Health Care Coverage	<ul style="list-style-type: none"> - Assess health issues, identify specific needs for access to individual, family, and community health services. - Promote high-quality health care to anticipated health problems of individuals, families, and communities. - Evaluate the outcome of the health promotion services for individuals, families, and communities. - Participate in social guidance on healthcare and protect the rights of patients or clients,
3: Leadership and Nursing Management	3.1 Perform role of the nursing leadership	<ul style="list-style-type: none"> - Have a vision, and set clear goals in nursing administration. - Be a leader in the work, create a working atmosphere team with responsibility.

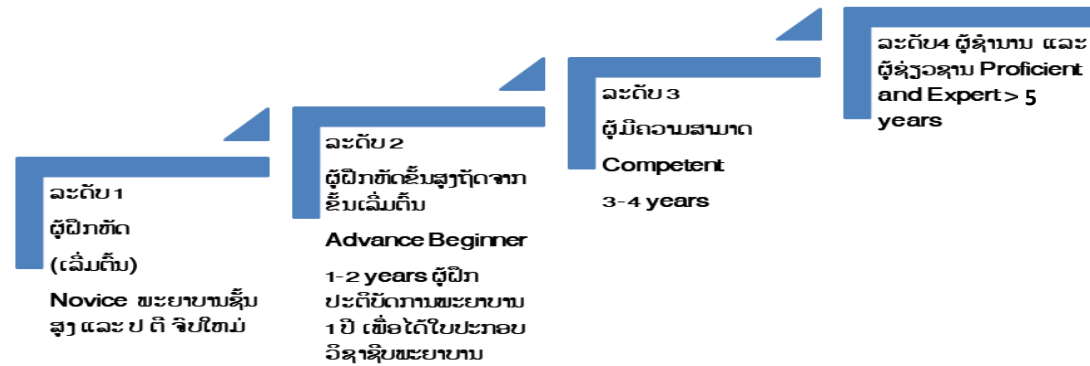
Core Competency Domain	Competency Standard	Competency Indicator
		<ul style="list-style-type: none"> - Provide care and assistance to those in charge to promote confidence in the performance of work. - Behave and be a good model in leadership. - Understand the necessities of leadership and leadership in different situations. - Resolve conflicts in the team. - Prioritize tasks and manage time effectively. - Train yourself to be a good member in different situations to adapt to the form and approach of leadership.
	3.2 Perform role of management	<ul style="list-style-type: none"> - Contribute to the review and improvement of policies, create a development plan, and determine the operating procedures within a unit. - Set a patient care target on a daily basis. - Manage and use nursing resources effectively. - Coordinate with the healthcare team and related parties. - Organize the health services system to deliver a good quality healthcare service. - Comments and suggestions when there are a change and deal with the impact of own actions on the unit effectively. - Manage a system of delivering a good quality of healthcare service to patients/clients and their families.
	3.3 Achievement Motivation	<ul style="list-style-type: none"> - Work and complete tasks on time. - Follow assignments based on nursing standards. - Identify the appropriate goal, and know how to work to achieve results. - Discussions and knowledge sharing to complement the work to achieve the goal. -To monitor and support the work to achieve the goal within the specified scope with quality. - Receiving appropriate compensation, awards, and commendations. - Receiving opportunities for upgrading, sharing lessons, and developing professional skills.
	Nursing Supervision	<ul style="list-style-type: none"> - Monitor and evaluate the quality of work performance.

Core Competency Domain	Competency Standard	Competency Indicator
	3.5 Teamwork and collaboration with other professional fields	<ul style="list-style-type: none"> - Perform an assigned task in accordance with nursing standards. -Take the lead, support, and assist the team in the work implementation to achieve the goal. - Coordinate and cooperate in planning, implementation, evaluation, and recognition of the results of joint work in other professional fields.
	3.6 Creating a safety working environment	<ul style="list-style-type: none"> - Organize the workplace and provide adequate equipment for the implementation of health care. - Establish a system and mechanism that facilitates the implementation of work. - Support and cooperate with medical personnel. - Record and report conditions that may affect the safety of patients/families and the medical professional team to the person in charge.
	3.7 Communication	<ul style="list-style-type: none"> - Demonstrates effective communication therapeutically and nursing service with patients, families, and team members.
4: Nursing Research	4.1 Analytical thinking	<ul style="list-style-type: none"> - Analyze problems and factors that affect nursing practice, such as changes in socio-cultural, economic, health service systems, and advances in medical technology. - Prioritize problems to determine ways to improve and solve problems. - Predict the results. - Develop programs, methods, and procedures for implementation.
	4.2 Research, evidence based practice and innovation	<ul style="list-style-type: none"> - Conduct or participate in nursing, public health, and innovation research. - Use research results and innovations based on scientific evidence to improve and develop the nursing profession.
	4.3 Technology and Information	<ul style="list-style-type: none"> - Follow up on new information and technologies in nursing, public health, and other related fields. - Use the information technology to review the knowledge and analyze the information on health risks and service quality improvement. Apply knowledge, technology, and information appropriate to the actual work.

Core Competency Domain	Competency Standard	Competency Indicator
5. Professional and Personal Development	5.1 Continuous Personal Development	- Lifelong learning. - Maintain knowledge, expertise, and professionalism.
	5.2 Professional, and Quality Development	- Participate in the quality assurance process to ensure quality nursing services. - Be a member of the nursing and midwifery board and potential nursing association and support the implementation of nursing activities.
	5.3 Promoting professional values	- Promote the reputation and good nursing honor.

Part II. Lao nursing professional competency level

Lao professional nursing competency level refer to the level of the nurse expressed while providing nursing care services as specified in Benner’s stage of clinical competence (1984). There are 4 levels as follows:



Level 1: Interns (beginner) or novice included the high diploma and Bachelor's Degree nursing following basic nursing care procedures and practicing nursing with needed advice from experience nurses.

Level 2: Advanced interns next to advance beginner 1-2 years. Nurses who have an initial professional license will starts training a nurse professional for 1 year to obtain a full license, can prioritize critical care if the difficult case is to consult with the experience to decide to take appropriate care.

Level 3: A person who has ability to implement the nursing care (competent 3-4 years), is able provide a difficult healthcare but still lacking professional and specialist skill as well as the ability to deal with hesitation while performing the task.

Level 4: A person who has ability of nursing care competent more than five years’ experience of clinical practice, specialize on problem analysis, as a consultant and consideration of problem-solving options and providing standardized health care to meet the right health care needs.

Defining the content of nursing professional Competencies levels 1-4 is described in accordance with the competencies, core competencies and competency indicators that can be assessed, as detailed in the table below:

Core Competency Domains	Competency Standard	Competency Indicators	Nursing professional competency level			
			Level 1	Level 2	Level 3	Level 4
1. Professional, Legal, Ethical Practice	1.1 Ethical and Code Ethical Nursing Practice	Provides nursing care that follows the ethical and Code Ethic Nursing Practice	Practice nursing care with respect for human and patient rights, laws, ethics and nursing and midwifery professional ethics under the guidance of experienced nurses.	Participate in evaluating and prioritizing issues of clients care in the areas of legal, ethical and nursing and midwifery professional ethics. Seek the advice from experienced staffs to make a decision regarding the complicated ethics and code of ethics for nurses and midwives.	Be able to assess and prioritize problems and make a solution plan for the care of customers in terms of legal, ethical and code of ethics for nurses and midwives. by themselves.	Expertise in problem analysis and prioritization, and as a consultant, consider solution options in accordance with standards, regulations, laws, ethics and code of ethics for nurses and midwives. to meet health care needs.
		Provide healthcare services taking into account the appropriateness of Lao culture.	Demonstrate a nursing care under the guidance of experienced nurses in assessing health status by respecting the culture, value, religion, belief and practices of individuals and groups.	Assess and prioritize health issues and seek the advice from experienced staffs to make a decision in healthcare regarding the culture, respect for values, traditions, beliefs and practices of individuals and groups	Decide on identifying problems, prioritize health issues, make a health care service plan by respecting values, traditions, beliefs and practices of individuals and groups by themselves.	Provides expertise and advice on analyzing and prioritize health issues, provide a health care service by respecting values, traditions, beliefs and practices of individuals and groups by themselves.

Core Competency Domains	Competency Standard	Competency Indicators	Nursing professional competency level			
			Level 1	Level 2	Level 3	Level 4
		Collaborate with a multidisciplinary team in all healthcare setting.	Provide a nursing care under the guidance of experienced nurses to have a good attitude towards the multidisciplinary team.	Share opinion to others in a professional and open manner. Build relationships and communication with colleagues politely and sincerity, with appropriate gestures, not distorting exceptions.	Motivate the team to perform their work taking into account the prestige, reputation of individuals, groups and units (multidisciplinary team) within the scope of the nursing practice and responsible.	Expertise, and give an advice in nursing professional practice Encourage the role of nurses to be able to cooperate with multi-professional teams in all healthcare setting
	1.2 Responsibility	Demonstrate the nursing care services in accordance with the right principles and techniques with care and responsibility	-Demonstrate awareness and pride in the nursing profession, assigned the work and monitored the nursing practice by experienced nurses	Accepts responsibility and accountability for actions as nursing profession.	Be able to analyze and identify problems caused by the practice of nursing within the scope of nursing Negotiate to maintain the rights and scope of nursing responsibility.	Expertise and can be consultant to give solid advice in their field of responsibility. Promote and be a model in responsibilities implementation to achieve the goals of unit and organization.
			Demonstrates understanding of professional accountability and responsibility such as: practice the nursing activities within legislation and organization rule and evaluated by experienced nurses	Be interested in discussions and sharing knowledge, information to complete the work and achieve the set goals.	Seek advice to resolve issues in a timely manner while encounter with hard situations that are beyond knowledge or outside their scope of work.	Expertise and consulting to monitor colleagues' quality of work and completing within the scope of practice.
2. Professional Nursing Practice	2.1 Service mind	<ul style="list-style-type: none"> - Provide a service mine - Greetings with smile; - Demonstrate politeness, and respect the customers; - Listen, respond by speaking, using symbols, writing and using an electronic device to the patients/clients and the healthcare team appropriately and efficiency - Observe the feelings and behaviors of the client; - Have a good relationship with the clients; - Provide the necessary medical information to clients 	Respect clients' and their families' feelings and behaviors	Introduce health services that the client is interested in, choose and decide to use the service	Provides new and latest health services for clients to recognize and provide innovative nursing services with considering of cost-effectiveness and efficiency of the service.	Be a role model in providing good service and promote multidisciplinary team to exercise better interaction with clients and families

Core Competency Domains	Competency Standard	Competency Indicators	Nursing professional competency level			
			Level 1	Level 2	Level 3	Level 4
	Nursing practice techniques	- Provide nursing services with creative minds with consideration of feelings of the clients and the family				
		Practice techniques - Provide nursing services in accordance with the appropriate professional standards in order to make clients safety and satisfaction	Express nursing care in a polite, humble and welcoming manner under supervision of experienced nurses and monitoring the behavior of new graduates.	Understand and seek advice from expert nurses when encountering problems in nursing services for clients and their families. Provide nursing services in accordance with the appropriate professional standards to engage the clients safety and satisfaction.	Analyze and identify problems that arise while providing health care services to clients and their families. Consider and decide to solve the problem of health services appropriately such as politeness, humility and welcome to the clients to enhance a good relationship and engage the clients satisfaction in the good service.	Expertise and role model in expressing welcome to clients. Explain and transfer a technical knowledge and experience in good health services and standardize to the nurses and staff in the health team continuously. Promote the provision of good services in the organization to impress clients and their families.
			Provide nursing care services in accordance with correct practice principle under supervision of an experienced nurse.	Demonstrate the nursing care service and seeking the advice from experienced nurses in case of the implementing complex nursing techniques in accordance with the principles of nursing practice.	Provide the information, knowledge on problem analyzing and identify clients' need and decide on the implementation of techniques based on scientific evidence in care.	Provide available Expertise in nursing care and role models of Innovative practices with consideration of clients and families feeling.
2.2 Apply the safety principle in healthcare service	Provide an appropriate and safe environment for clients and service providers to prevent potential	Assess environmental issues affecting nursing practice, clients and families under supervision of experienced nurse.	Seek advice from experienced nurses to address the risks of area of clinical to patients, families, the environment and health professionals Create a safety environment that reduces the risk of nurses practice and clients	Analyze and prioritize the health problem of patients Consider ways to prevent potential risks to the patient Provide an environment that enhance the patient's safety.	Expertise and be a model in providing a safe environment for health care services based on scientific evidence for the safety of clients, families and communities.	
	Conduct a standardize infection, prevention and control measures	Assess infection problems in patient and family care Under the guidance of an experienced nurse.	Seeking the advice from experience nurses in adhering the standardize of infection, prevention and control measures in line with nursing practice in the health care facility.	Analyze the problems and clearly prioritize the infection chain. Strictly follow the standard IPC measures in healthcare services	Expertise and be model of IPC practice in providing health services to clients strictly.	
	Follow the nursing scope.	The nurses are be able to decide in nursing professional practice within the scope of nursing practice by their own.	Decide in nursing professional practice by following the Scope of nursing practice by their own and the order from doctor.	The nurse can decide to conduct a nursing professional practice on their own, follow your doctor's instructions, and providing a nursing care with doctors.	Nurses can decide to conduct a nursing care on their own, follow your doctor's instructions, providing a nursing care with doctors, following the guidelines and rules of the World Health Organization.	
	Take the lead in continuously improving the service quality	Assess problems or gaps in nursing services for clients, family and community clients under supervision of experienced nurses	Identify problems and seek advice from experienced nurses in planning to improve a nursing services quality for clients, family and community.	Prioritize issues and identify needs and actions plan to improve a quality of nursing service by considering the safety	Expertise in assessing, analyzing problems, identifying and prioritizing needs to conduct the action plan using scientific evidence to provide	

Core Competency Domains	Competency Standard	Competency Indicators	Nursing professional competency level			
			Level 1	Level 2	Level 3	Level 4
					and effective to clients, families and communities.	continuously of high-quality nursing services to families and communities.
2.3 Utilize the nursing process to apply the patient care Including recording and reporting	Use the nursing process to provide healthcare to clients in the promotion the disease prevention, treatment and rehabilitation, such as: - Assess health and identify health problems, - Nursing diagnosis, - Nursing planning - Conduct a nursing care - Evaluate nursing outcomes and - Record the nursing service accurately and completely	Use nursing process to conduct a healthcare in case of mild symptom to assess the health problem of clients, families and communities. Prioritize the health issue. Nursing planning and conduct a nursing care. Evaluate nursing outcomes under supervision of experienced nurses.	Use nursing process to conduct a healthcare in case of mild symptom to assess the health problem of clients, families and communities. Prioritize the health issue. Create nursing planning and conduct a nursing care. Evaluate nursing outcomes by their own. Apply nursing theory and advice to experienced nurses in selecting scientific and technological evidence into client health care providing plans and practices	Use nursing process to conduct a healthcare in case of severe symptom to assess the health problem of clients, families and communities. Prioritize the health issue. Nursing planning and follow the nursing care plan. Evaluate nursing outcomes. Develop a nursing practice manual for the promotion, disease prevention, care and rehabilitation of clients, families and communities. Establish rules, policies, standards of the nursing process to promote, prevent and rehabilitation.	Expertise and can be consult in assessing health problems of clients, family and community. Prioritize the health problems. Nursing diagnostics. Plan and follow the nursing plan. Evaluate the results, reports and records of nursing. Able to transfer knowledge on healthcare process to nurses and health personnel. Develop a system to use the nursing process to improve the quality of nursing service.	
2.4 Teaching and Counseling	- Provide knowledge, information and assistance on health problem solving to individuals, groups within hospital and community - Promote, support and teach the clients to learn and be able to take care of their own health. Teach, give an advice and / or demonstrate the way to provide a healthcare for specific diseases	Providing information and health education on general health issues to individuals, families and communities under the guidance of an experienced nurse. Use knowledge and teaching skills to change the health care behaviors in the daily lives of clients and families under the guidance of an experienced nurse.	Consult experienced nurses and experts in providing information, health education on complex health issues to individuals, families and communities. Consult with experienced nurses on the concepts and methods of teaching for guide behavioral change in daily lifestyle of patients and their families.	Analyze problems and information needs, identify topics, techniques and methods to provide health education on complex health issues to individuals, families and communities. Analyze problems and identify methods of teaching for guide behavioral change in daily lifestyle by using knowledge from theory, experience and scientific evidence to provide guidance and teaching.	Expertise and act as a model nurse in providing information, health education on complex health issues to individuals, families and communities. Promote and transfer knowledge in problem analysis and identify the need for information, techniques and methods for health education on health issues for nurses and health personnel continuously. Expertise in applying relevant theories and goal setting as a guide to changing lifestyle behaviors. Teach, advice, practice a patient care. Provide counseling to clients, families and communities.	
2.5 Proactive Service - Health Care Coverage	Assess health issues, identify specific needs for access to individual, family and community health services	Assess health issues, identify specific needs for access to individual, family and community health services under supervision of experienced nurses.	Seeking the advice from experienced nurses on complex problem analyzing identify specific needs for access to individual, family and community health services.	Analyze difficult issues and identify needs and decide on the appropriate health care options for clients, families and communities that considering of cost-effective in health services.	Expertise and role model in analyzing health issues, identifying needs and deciding on appropriate health care option for clients, families and communities that considering of cost-effective in health services.	

Core Competency Domains	Competency Standard	Competency Indicators	Nursing professional competency level			
			Level 1	Level 2	Level 3	Level 4
		Promote high quality health care to anticipated health problems of individuals, families and communities.	Assess health care needs under the guidance of an experienced nurse.	Seek advice from an experienced nurse on health promotion practices, referrals, and refer the patient to other hospitals Instruct the clients to use the health insurance system or be self-sufficient.	Analyze health service needs of clients, families and communities. Support the decision to seek health care options, refer the patient to special healthcare facility. Instruct the clients to use the health insurance system or be self-sufficient.	Expertise in counselling, advice and recommendation the healthcare service to family and community. Support the decision to seek health care options. Referral of the patient to specialize health care facility. Instruct the client to use the health insurance system or be self-sufficient.
		Evaluate the outcome of the health promotion services of individuals, families and communities.	Study the results of health promotion services for individuals, families and communities under supervision of an experienced nurse.	Consult with experienced nurses on documenting the positive and negative result of health promotion services to report and disseminate health promotion information that affects quality health care. Discuss ways to improve the quality of health promotion.	Analyze the need for health promotion services of individuals, families and communities. Implement quality health promotion models. Consider and decide to improve the quality of health promotion.	Expertise in analyzing and identifying the need for health promotion services of individuals, families and communities. Encourage nurses and health personnel to adopt quality health promotion forms. Consider and decide and facilitate the improvement of quality health promotion
		Participate in leading society to participate in health activities.	Participate in social guidance on health and protect the rights of patients or clients under the supervision and assignment of experienced nurses.	Consult with experienced nurses on participation in nursing services, protection the right of patients or clients in society, as well as the provision of services on important national days, during the pandemic and natural disasters, etc.	Consider and decide on participation in nursing services by their own, protection the right of patients or clients in society, as well as the provision of services on important national days, during the pandemic and natural disasters, etc.	Expertise in analyzing and identifying needs and allocate nurses and planning that are in line with the needs of health services in society, such as providing nursing services on important national days, during the pandemic and natural disaster, etc.
3. Leadership and Nursing Management	3.1 Demonstrates a leading role in providing quality nursing service	-Apply the principles of leadership, follow-up to assist the team - Be a role model in resources management and organizing health care systems to achieve team and organizational goals.	Understand the principles of leadership in nursing practice. Understand different leadership styles and approaches in different situations under the guidance of an experienced nurse.	Consult with experienced nurses on leadership, design nursing management to achieve the goals of the unit and the organization. Practice your role as a member in different leadership styles and approaches in different situations.	Analyze and prioritize problems, improve leadership roles in the management of health services to achieve the goal of unit and organizations	Have a vision, mission, set goals, and lead in a timely action plan. Be a model in driving the implementation according to the plan to be completed on time.
		Resolve conflicts in the team.	Assess conflicts under the guidance of experienced nurses, such as unclear communication, work management within unit and organization.	Seeking the advice from experienced nurses to deal with conflicts. Advise on the effective use of communication skills and mechanisms.	Analyze conflicts and consider decisions to resolve the conflicts based on reasonable evidence that arise in the unit and organization effectively.	Expertise in analyzing, identifying and prioritizing conflicts within the unit and organizations. Consider ways to resolve conflicts creatively under the principles, ethics, standards and professional scope.

Core Competency Domains	Competency Standard	Competency Indicators	Nursing professional competency level			
			Level 1	Level 2	Level 3	Level 4
3.2 Demonstrates a management role	Apply management principles to manage resources and the nursing services system.	<p>Understand the principles of resource and nursing services system management in units and organizations under the guidance of experienced nurses.</p> <p>Contribute to the lessons learned meeting and improve policies, working methods within the unit.</p>	<p>Consult with experienced nurses on resource and nursing services system management in units and organizations</p> <p>Provide feedback, suggestions for changes and deal with the impact of changes in its operations or to the unit effectively.</p>	<p>Analyze problems and prioritize the management of resources, nursing services system in units and organizations.</p> <p>Provide feedback, suggestions for changes and deal with the impact of changes in its operations or to the unit effectively.</p>	<p>Expertise management of resources, nursing services system in units and organizations.</p> <p>Prioritize work and manage time efficiently and be ready to allocate resources to increase work efficiency.</p> <p>Develop and conduct monitoring, and evaluation of policies affecting nursing services.</p>	
3.3 Achievement Motivation	Apply the principle of motivation	<p>Work and complete tasks on time.</p> <p>Follow assignments based on nursing standards and assignments from experienced nurses.</p>	<p>Consult with experienced nurses to determine the appropriate goal, know how to work to achieve the goal.</p> <p>Discussions and knowledge sharing to complement the work to achieve the goal.</p>	<p>Develop yourself to gain a knowledge and skills in the use of foreign languages, technology and information for the development of management skills.</p> <p>- Provide opportunities for upgrading, lessons learnt and developing knowledge, professional skills.</p> <p>- Monitor the quality of the results of the work as required.</p>	<p>Expertise in leading, encouraging colleagues to contribute to the achievement of their own, teams and organization's goal.</p> <p>Receiving appropriate compensation, rewards and compliments.</p> <p>Provide opportunities for upgrading, lessons learnt and developing knowledge, professional skills.</p> <p>Continuously uphold the value of the nursing profession.</p>	
3.4 Monitoring of nursing performance	Monitor, and evaluate the quality of work performance	Understand the Monitoring, and evaluation system within team under supervision of experienced nurses.	Seek advice from experienced nurses to monitor, and support colleagues to reach high quality results.	Able to analyze problems and needs to monitor, support, lead, teach and provide advice on how to work in a team to achieve goals.	<p>Have a professional skill to monitor, create opportunities and facilitate the team to express themselves in thinking, discussion, consultation to improve the performance of their own work.</p> <p>Able to follow up on leadership, teaching and giving advice on how to work in a team to achieve goals.</p> <p>Assist those in charge.</p>	
3.5 Teamwork and collaboration with other professional disciplines team	<p>- Perform tasks as assigned in accordance with nursing standards;</p> <p>-Take lead, support and assist the team in the work implementation of to achieve the goal;</p> <p>- Coordinate cooperation in planning, implementation, evaluation and</p>	<p>Follow assignments in accordance with nursing standards under the guidance of an experienced nurse.</p> <p>Participate in supporting and assisting the team in carrying out work to achieve the goals.</p> <p>Participate in learning to plan, implement, evaluate and recognize the joint performance of other professions field.</p>	<p>Seek advice from experienced nurses in performing their work in accordance with nursing standards.</p> <p>Participate in supporting and assisting the team in carrying out the work to achieve the goal</p> <p>Continue to participate in learning, planning, implementing, evaluating and recognizing the joint performance of other professions field.</p>	<p>Able to decide on team building, problem analysis, and working needs with team members and working with medical personnel to increase the efficiency of nursing in health care facilities at all levels.</p>	<p>Expertise in team building on performance, problem analysis and working needs with team members and working with medical personnel to increase nursing efficiency in health care facilities at all levels.</p>	

Core Competency Domains	Competency Standard	Competency Indicators	Nursing professional competency level			
			Level 1	Level 2	Level 3	Level 4
		recognition of the results of joint work in other professional fields				
	3.6 Creating a safety environment	- Organize the workplace and provide adequate equipment for the implementation of health care; - Establish a system and mechanism that facilitates the implementation of work; - cooperate with medical personnel - Record and report conditions that may affect the safety of patients / families and the medical professional team to the person in charge.	Understand workplace principles and provide adequate equipment for health care practice. Understand the principles of risk management and effective implementation. Maintain a safe environment in the health care facility under the guidance of an experienced nurse.	Seek advice and guidance from experienced nurses in identifying problems, analyzing factors that affect the environment in the workplace. Record and report conditions that may affect the safety of patients / families and medical personnel to in charge person.	Be able to make decisions in planning, correcting and improving the working environment in a timely manner based on the principles risk management on time to maintain a safe working environment.	Expertise in analyzing problems, impact factors, solutions planning using the principles of risk management to create a safe environment in the workplace in a timely manner. Provide a support, coordination, cooperation with the medical professional team. Accurately record and report situations that affect the safety of patients / families and medical personnel.
	3.7 Communication	Demonstrates effective communication on therapeutic way, nursing service with patients, families and team members.	Using a knowledge of communication skills in the healthcare settings under supervision of experienced nurses.	Provides clear and appropriate communication to ensure patients and family understand their health status. Using a clear communication, consistent and accurate information verbally, or in written and digital devices.	Analyze the needs, access to health service information. Provides clear and appropriate communication to ensure patients and family understand their health status Use communication techniques such as verbally, or in written and digital advertising that are accurate and appropriate to the patient and family situation.	Expertise in analyzing communication problems and needs in health care. Demonstrate effective communication of nursing services to patients, families and team members. Create communication media, digital advertising that is accurate and appropriate to the patient and family's situation.
				Provide communication with team members is clear, legal, ethical, logical, precise and prompt.	Provide communication with team members is clear, legal, ethical, logical, precise and prompt.	Establish effective mechanisms for communication and sharing the up to date information to teams.
4. Nursing Research	4.1 Analytical thinking	- Analyze problems and factors that affect the practice of nursing, such as changes of socio-cultural, economic, health service systems, and advances in medical technology;	Learn the principles of analytical thinking of nursing problems and related factors to determine the way to solve problems and develop the quality of their own work, team and organization under the guidance of experienced nurses.	Understand the principles of analysis, nursing problems and related factors on oneself and discuss ways to solve problems and develop the quality of their own work, team and organization by oneself.	Analyze and classify health problems and related factors; prioritize the problems; utilize the concepts, principles and theories to determine scientific methods for solving and developing work in line with the needs of health care, education, administration and nursing professional development.	Expertise in analytical thinking, identification of health problems and factors that determine the relationship with the work and complex issues of various parts of the nursing quality problem (analysis of the change of economic, social, cultural and health systems as well as the advances in medical technology and nursing) and then prioritize the problem with the creative mind.

Core Competency Domains	Competency Standard	Competency Indicators	Nursing professional competency level			
			Level 1	Level 2	Level 3	Level 4
		- Anticipate potential work issues involving stakeholders; - Use the results of a health problem analysis to lead a decision-making process.				Use concepts, principles and theories to identify scientific approaches to solutions and developments that are in line with the needs of health care, education, administration and the development of the nursing profession.
	4.2 Research, application of scientific evidence and innovation	Conduct or participate in nursing and innovation research	Assist the nursing science research work under the guidance of experienced nurses.	Participate in scientific research and nursing innovation.	Conduct scientific research on health care, education, administration and quality development of the nursing profession.	Lead and teach scientific research work on health care, education, administration and quality development of the nursing profession.
		- Use research results and innovations based on scientific evidence to improve and develop the nursing profession.	Understand the practice of using scientific evidence to improve and develop the nursing profession under the guidance of experienced nurses.	Consult with experienced nurses on applying the scientific knowledge and evidence to improve the quality of healthcare, education, administration and quality development of the nursing profession which being found in care standard improvement.	Analyze the problems and needs of improvement, correction and development of the quality of nursing. Review and select the scientific evidences to improve the quality of health care, education, administration and professional development as well as to develop nursing standards to a higher level.	Be a model for applying scientific evidence and new innovation in nursing to improve the quality of health care, education, administration, professional development and nursing standards improvement in a high level.
	4.3 Technology and information	Use the information technology to review the knowledge and analyze the information on health risks and service quality improvement.	Understand the principles, methods of researching knowledge, analyzing information on risky health issues and improving the quality of services under the guidance of experienced nurses.	Discuss the use of technology with experienced nurses to search for scientific evidence, analyze data on risky health issues and improve service quality.	Use technology to investigate data, analyze data on potential health risks and improve service quality.	Be a model of technology utilization to seek for the information, data analysis on risky health issues and improve service quality.
5. Professional and Personal Development	5.1 Self-Development	- Lifelong learning - Maintain knowledge, expertise and professionalism	Demonstrate lifelong learning behavior, continue nursing profession and self-development under the guidance of experienced nurses. Self-development on knowledge and expertise in the field of nursing profession to keep up with the times.	Consult with experienced nurses to continuously develop oneself nursing profession. Consult with experienced nurses to seek for the opportunities in advancement of their nursing careers in both short and long term.	Design for the continuous development of own nursing profession. Introduce and share knowledge and experience in nursing practice within the nursing and health professional teams.	Be a role model in expressing the continuous development of your oneself nursing profession. Be a role model for continuous self-development, mentoring, nursing knowledge and experience sharing.
	5.2 Professional quality development	Participate in the quality assurance process to ensure quality nursing services.	Demonstrate nursing services within the scope and standards of nursing under the guidance of experienced nurses.	Demonstrate nursing services within the scope and standards of nursing as well as participation in nursing service quality assessment.	Demonstrate nursing services within the scope and standards of nursing and nursing service quality assessment.	Be a role model in providing nursing services within the scope and standards of nursing and evaluate the quality of nursing services in the team and organizations.

Core Competency Domains	Competency Standard	Competency Indicators	Nursing professional competency level			
			Level 1	Level 2	Level 3	Level 4
		Be a member of the Nursing Board, Nursing Association and support the implementation of nursing activities.	Participate in nursing professional development activities.	Contribute to the provision of nursing services to the society on important days, meetings, trainings and participate in technical seminars.	Organize nursing activities such as nursing conferences to celebrate International Nurses' Day, national's important days and health services in case of emergencies and disasters.	Present nursing technical achievements on national's important days such as International Nursing Day, Health Promotion Day, ASEAN and International Nursing Conference. Health services in case of emergencies and disasters.
	5.3 Promoting professional values	Maintaining a nursing reputation	Demonstrate nursing characteristics in uniform. Be ready to provide sincere nursing services under the guidance of an experienced nurse.	Demonstrate nursing characteristics in uniform. Be ready to provide sincere and active nursing services.	Demonstrate nursing characteristics in uniform Be ready to provide sincere, active and profession confident nursing services.	Be the role model and encourage nurses to express nursing qualities in uniform. Be ready to provide professional nursing services.

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