

قرار وزاري رقم (207) لسنة 2024 م

بشأن اعتماد المعايير الوطنية لممارسة التمريض الخاصة بالمرضى المسجلين

وزير الصحة ووقاية المجتمع:

بعد الاطلاع:

- على القانون الاتحادي رقم (1) لسنة 1972 م بشأن اختصاصات الوزارات وصلاحيات الوزراء وتعديلاته،
- وعلى القانون الاتحادي رقم (4) لسنة 2015 م في شأن المنشآت الصحية الخاصة ولائحته التنفيذية،
- وعلى القانون الاتحادي رقم (5) لسنة 2019 م في شأن تنظيم مزاولي مهنة الطب البشري ولائحته التنفيذية،
- وعلى القانون الاتحادي رقم (6) لسنة 2023 م بشأن مزاولي غير الأطباء والصيادلة لبعض المهن الصحية،
- وعلى المرسوم بقانون اتحادي رقم (4) لسنة 2016 م بشأن المسؤولية الطبية، ولائحته التنفيذية، وتعديلاته،
- وعلى قرار مجلس الوزراء رقم (20) لسنة 2017 م باعتماد المعايير الموحدة لترخيص مزاولي المهن الصحية على مستوى الدولة وتعديلاته،
- وعلى قرار مجلس الوزراء رقم (11) لسنة 2021 م في شأن الهيكل التنظيمي لوزارة الصحة ووقاية المجتمع.

وبناء على مقتضيات المصلحة العامة،،،

قَرَّر ما يلي:

المادة (1): تعتمد المعايير الوطنية لممارسة التمريض الخاصة بالمرضى المسجّل المرفقة بهذا القرار.

المادة (2): ينشر هذا القرار في الجريدة الرسمية ويعمل به اعتباراً من اليوم التالي لتاريخ نشره.

عبدالرحمن بن محمد العويس
وزير الصحة ووقاية المجتمع

صدر بتاريخ: 23/09/2024

مرفق القرار الوزاري رقم (207) لسنة 2024 م
بشأن اعتماد المعايير الوطنية لممارسة التمريض الخاصة بالمرضى المسجل

National Nursing Practice Standards
— Registered Nurse —

Table of Contents

Glossary of Terms	4
Introduction	5
Purpose of the UAE Nursing Practice Standards – Registered Nurse.....	5
Framework of the UAE Nursing Practice Standards – Registered Nurse.....	6
1. Guiding Principles of the UAE Nursing Practice Standards – Registered Nurse.....	6
2. Care Standards	7
2.1 Assessment	7
2.2 Nursing Diagnosis	8
2.3 Outcomes Identification and Clinical Decision Making	9
2.4 Planning	10
2.5 Implementing.....	11
2.6 Evaluation	14
3. Professional Performance Standards	15
3.1 Ethics.....	15
3.2 Lifelong learning	16
3.3 Evidence-informed practice and research.....	17
3.4 Quality of practice / Culture of Quality	18
3.5 Communication and Information technology	19
3.6 Leadership.....	20
3.7 Collaboration	21
3.8 Professional Practice Evaluation.....	22
3.9 Resource utilization	23
3.10 Environmental Health / Practice Environment.....	23
3.11 Teamwork.....	25
3.12 Innovation.....	25
3.13 Responsibility and accountability	26
3.14 Staff Engagement.....	28

Glossary of Terms

Term	Definition
Nursing Profession	Nursing encompasses autonomous and collaborative care of individuals of all ages, families, groups and communities, sick or well and in all settings. Nursing includes the promotion of health, prevention of illness, and the care of ill, disabled and dying people. Advocacy, promotion of a safe environment, research, participation in shaping health policy and in patient and health systems management, and education are also key nursing roles. (ICN, 2002)
Registered Nurse	Registered Nurse is a person who completed an accredited academic educational program at minimum of Bachelor level and deemed competent to perform autonomous nursing practice, provide collaborative care in collaboration with treating physician and multidisciplinary team, assume responsibility and accountability for such practice, and is registered and licensed with the title of (Registered Nurse) by National Health Regulatory Bodies in United Arab Emirates.
Nurse Specialist	Registered nurse who has completed a postgraduate education or certification in a defined specialized area of practice who are registered and licensed with the title of (Nurse Specialist) by National Health Regulatory Bodies in United Arab Emirates.
Nursing Practice Standards	Comprehensive and principle-based authoritative statements that provide a guideline for nursing practice. They describe the rules to follow to provide safe and competent nursing care. They describe responsibilities set out in the national legislation, licensing, and regulatory documents such as scope of practice and professional qualification requirements (PQR).

Introduction

Nursing Practice Standards are comprehensive and principle-based authoritative statements that guide conduct or performance required of registered nurses. They assist in furthermore describing responsibilities set out in the national legislation, licensing, and regulatory documents. Therefore, the National Committee for Nursing and Midwifery (NCNM) has developed the **UAE Nursing Practice Standards – Registered Nurse** in collaboration with national stakeholders and regional and international nursing experts. The development of this document has considered the Emirati context and healthcare system as well as aligning the competency standards with international best practices.

Purpose of the UAE Nursing Practice Standards – Registered Nurse

The UAE Nursing Practice Standards – Registered Nurse is developed as a regulatory document for nurses, health care facilities, nursing educational institutions, other health care professionals and stakeholders in the UAE. It is meant to identify the level of professional practice required of registered nurses thus serving as a benchmark against which actual performance can be measured. The standards are interconnected, and the purpose is to describe safe, competent, compassionate, and ethical practice across all domains that protect the public. Standards also provide a framework for tertiary institutions and education providers to develop curricula and assess student and staff performance. They are intended to reflect the value of the nursing profession; explain what the profession expects of registered nurses; and identify the indicators to measure the performance of registered nurses by clients, the community, their employer, colleagues, and themselves. This is accomplished by complying with the set standards, supporting registered nurses to meet them, and acting when standards are not met.

Framework of the UAE Nursing Practice Standards – Registered Nurse

The UAE Nursing Practice Standards - Registered Nurse framework includes guiding principles, care standards and professional standards. Each standard is further defined by a series of indicators.

3.1

1. Guiding Principles of the UAE Nursing Practice Standards – Registered Nurse

1.1 *UAE Nursing Practice Standards – Registered Nurse* applies to all registered and licensed professionals with the title of (Registered Nurse) or (Nurse specialist) by National Health Regulatory Bodies in United Arab Emirates in all roles and practice settings.

1.2 All registered nurses are responsible for acknowledging the standards and applying them to their practice

1.3 *UAE Nursing Practice Standards – Registered Nurse shall serve*

1.3.1 As a legal reference for reasonable and functional practice (e.g. professional conduct processes).

1.3.2 In combination with other resources to guide nursing practice such as regulatory documents, standards, guidelines, position statements, employer policies ...etc.

1.3.3 To guide decision-making for practice and addressing professional practice subjects.

1.3.4 To inform the community and others about the quality of service they can expect from practicing registered nurses.

1.3.5 To provide essential direction for registered nurses as part of their continuous professional development.

1.3.6 To guide curriculum development and approval of nursing education targeting graduating nurses to be registered and licensed professionals with the title of (Registered Nurse) or (Nurse specialist).

1.3.7 To develop job descriptions, performance appraisals and quality improvement tools for registered nurses.

1.3.8 To inform the development of comprehensive standards for clinical environments.

2. Care Standards

Care standards focus on the client as recipient of care and written about client outcomes. They align with "Care Provision and Management" competency domain within the UAE scope of practice - registered nurse. They include 6 aspects which their defined indicators as detailed below:

2.1 Assessment

2.1.1 The registered nurse performs a comprehensive, interprofessional, systematic and ongoing assessment process of the clients and their needs. This can be achieved by having registered nurse:

- 2.1.1.1 Correctly uses authorized assessment tools to evaluate current health status and potential problems specific to the client's condition.
- 2.1.1.2 The assessment process involves the client, the family or support system, along with other interprofessional teams in a holistic data collection process.
- 2.1.1.3 Use appropriate evidence-informed assessment techniques, monitors, instruments and tools in collecting pertinent data.
- 2.1.1.4 Performs a re-assessment, making use of the same processes to monitor the client's condition.
- 2.1.1.5 Performs assessment of the family composition, history, dynamics and impact on the client's health and wellness.
- 2.1.1.6 Demonstrate expertise in a variety of data assessment gathering techniques and nursing assessment skills within the scope of practice.
- 2.1.1.7 Accurately records the nursing assessment in a timely manner.
- 2.1.1.8 Collects comprehensive data including but not limited to:
 - 2.1.1.8.1 Current health status and appearance
 - 2.1.1.8.2 Medical history
 - 2.1.1.8.3 Infectious disease screening.
 - 2.1.1.8.4 Medical condition of the client related to the disease
 - 2.1.1.8.5 Co-morbidities
 - 2.1.1.8.6 Activity level / physical capabilities of the client.

- 2.1.1.8.7 Functional, psychological, emotional, mental, sexual, cultural, age-related, environmental, spiritual and economic assessment of the client.
- 2.1.1.9 Assesses the client's abilities, interests, values, and preferences for treatment.
- 2.1.1.10 Identifies barriers to communication e.g. psychological, financial, cultural, language and educational and makes the necessary adaptation.
- 2.1.1.11 Recognizes possible impact of personal attitudes, values, and beliefs on the client's care when assessing clients with diverse backgrounds.
- 2.1.1.12 Recognizes the client's rights and honors their preferences in regards to the care.
- 2.1.1.13 Prioritizes data collection activities based on the client's current condition and estimated needs.
- 2.1.1.14 Analyzes the data collected to identify patterns and variances.
- 2.1.1.15 Documents all data collected.
- 2.1.1.16 Applies ethical, legal and client privacy policies to the management process of all client's personal data and information.
- 2.1.1.17 Initiates and interprets data, tests, and procedures relevant to the client.
- 2.1.1.18 Recognizes when a more detailed assessment or intervention is necessary and obtain the input of other professional nurses, a physician or other healthcare professional.
- 2.1.1.19 Recognizes any deterioration in the client's condition and urgently follow up on any emergency situation.
- 2.1.1.20 Provides suitable handover to ensure the continuation of care.

2.2 Nursing Diagnosis

- 2.2.1 The registered nurse analyzes the assessment data, determines actual as well as potential nursing diagnosis and problems and uses the information to formulate a nursing diagnosis. This is evident by having registered nurse:

- 2.2.1.1 Makes use of the correct nursing terminology when documenting and reporting findings.
 - 2.2.1.2 Confirms the nursing diagnosis with the client, family and the interprofessional team during comprehensive care planning.
 - 2.2.1.3 Documents the nursing diagnosis correctly to develop a personalized nursing care plan in order to meet the expected outcomes for the client.
 - 2.2.2 The registered nurse evaluates the risk and potential risk according to the client's condition.
 - 2.2.3 The registered nurse provides the correct nursing care, guides the interprofessional team, renders care and evaluates effective care delivery related to the client's nursing diagnosis.
 - 2.2.4 The registered nurse participates in comprehensive care planning in developing a diagnosis, signs and symptoms and plans to meet the set goals and outcomes for the client.
- 2.3 Outcomes Identification and Clinical Decision Making
 - 2.3.1 The registered nurse identifies expected outcomes for a nursing care plan specific to the client's condition by performing the below:
 - 2.3.1.1 Utilizes the client's comprehensive assessment data to determine outcome criteria.
 - 2.3.1.2 Involves the client, the family / support system as well as the other members of the interprofessional team in formulating appropriate expected outcomes.
 - 2.3.1.3 Respects the client's rights, needs, wishes and objectives when formulating the expected outcomes.
 - 2.3.1.4 Sets ethical and culturally suitable expected outcomes from the nursing diagnosis.
 - 2.3.1.5 Keeps possible risks, benefits, and cost in consideration when formulating expected outcomes.

- 2.3.1.6 Develops outcomes consistent with current scientific evidence-informed practice and clinical practice standards as well as applicable regulatory standards.
- 2.3.1.7 Includes a time estimate for the accomplishment of the expected outcomes.
- 2.3.1.8 Sets outcomes that will provide direction for the continuation of nursing care.
- 2.3.1.9 Reviews and adjusts the expected outcomes based on changes in the health status of the client.
- 2.3.1.10 Documents the expected outcomes as measurable goals.

2.4 Planning

- 2.4.1 The registered nurse develops a person-centered plan that determines strategies to achieve the expected outcomes. This is evident by having registered nurse:
 - 2.4.1.1 Develops a specific care plan stating the goals and priorities for care.
 - 2.4.1.2 Includes strategies within the plan that address each of the identified nursing diagnosis or issues. These strategies may include strategies for promotion of health, prevention of illness, injury or disease, palliative care and end of life care.
 - 2.4.1.3 Demonstrates an understanding of co-morbidities and plan the necessary interventions to meet the demands of clients complex nursing and social needs accordingly.
 - 2.4.1.4 Provides for and promotes continuity of care.
 - 2.4.1.5 Includes an implementation pathway or timeline within the plan
 - 2.4.1.6 Establishes the care plan priorities with the client, family and the interprofessional team.
 - 2.4.1.7 Uses the plan to offer direction to other members of the interprofessional team.
 - 2.4.1.8 Defines the plan to reflect best practices, rules and regulations and standards.
 - 2.4.1.9 Includes current trends and research in the caring process
 - 2.4.1.10 Uses standardized language and terminology in the documentation.

2.4.1.11 Adjusts the plan based on the ongoing assessment of the client's condition and set objectives.

2.4.1.12 Considers all resources and client safety to adjust the plan when necessary.

2.5 Implementing

2.5.1 Planning of Care

2.5.1.1 The registered nurse implements the personalized nursing care plan. This is evident by having registered nurse:

2.5.1.1.1 Works with the client, family, and the interprofessional team to implement and integrate the plan in a safe, realistic, and timely manner.

2.5.1.1.2 Demonstrates caring behavior towards clients and family receiving the care.

2.5.1.1.3 Utilizes the necessary technology to measure, record and collect client data, implement the nursing process and improve nursing practice.

2.5.1.1.4 Documents all implementations as well as any changes or omissions of the identified plan.

2.5.1.1.5 Utilizes evidence-informed interventions and actions specific to the nursing diagnosis or problem.

2.5.1.1.6 Facilitates the delivery of holistic client care according to the needs of the client.

2.5.1.1.7 Assumes responsibility for the safe and efficient implementation of the plan.

2.5.1.1.8 Supports collaboration with nursing colleagues and members of the interprofessional team to implement the plan.

2.5.1.2 The registered nurse uses effective communication to promote relationships between the nurse and the clients allowing them to view their own experiences and to improve the clinical outcomes.

2.5.2 Coordination of Care

2.5.2.1 The registered nurse coordinates care delivery. This is evident by having registered nurse:

2.5.2.1.1 Organizes the components and coordinates the implementation of the nursing care plan.

2.5.2.1.2 Communicates the plan with other interprofessional team such as physicians, anesthesiologist, dieticians ..etc. and the client by using documentation and verbal communication.

2.5.2.1.3 Coordinates and manages care to meet the needs of the client.

2.5.2.1.4 Functions as an advocate for the client to ensure optimized care.

2.5.2.1.5 Functions as the leader in coordinating care for integrated delivery of all aspects of care for the client.

2.5.3 Health Teaching and Health Promotion

2.5.3.1 The registered nurse uses strategies to promote health and a safe environment.

2.5.3.2 The registered nurse distinguishes and understands the importance of evidence-informed health promotion and prevention of care within the scope of the registered nurse.

2.5.3.3 The registered nurse identifies, priorities and develops strategies for evidence-informed health promotion and preventive care relevant to the community.

2.5.3.4 The registered nurse plays an active role in the development and implementation of culturally sensitive health promotion strategies.

2.5.3.5 The registered nurse comprehends the patterns of knowing empirically the science of nursing, esthetically the art of nursing and the combination of ethics and moral knowledge when teaching the client and the family.

2.5.3.6 The registered nurse provides relevant evidence-informed health education to clients.

- 2.5.3.7 The registered nurse develops and uses health promotion and teaching methods appropriate to the situation, the client's developmental level, learning needs, ability to learn, language preference, culture and socioeconomic status.
 - 2.5.3.8 The registered nurse makes use of feedback methods to determine the effectiveness of the education.
 - 2.5.3.9 The registered nurse uses information technology to communicate health promotion and prevention of disease to clients and the community in a variety of settings.
- 2.5.4 Consultation
- 2.5.4.1 The registered nurse offers consultation to influence the treatment plan, improve the abilities of others and effect change. This is evident by having registered nurse:
 - 2.5.4.1.1 Educates clients and the community on related health conditions and disease prevention.
 - 2.5.4.1.2 Initiates timely and appropriate consultations and/or referrals with other members of the interprofessional team.
 - 2.5.4.1.3 Evaluates the recommendations for treatment from other interprofessional team and integrates into the plan of care as necessary.
 - 2.5.4.1.4 Transfers the client care if the care needs are outside the registered nurse scope of practice.
 - 2.5.4.1.5 Documents all consultations, referrals and the plan of care in the client's health records.
- 2.5.5 Prescriptive Authority and Treatment
- 2.5.5.1 The registered nurse provides safe nursing care according to local and federal laws and regulations.

- 2.5.5.2 The registered nurse plans evidence-informed nursing care according to the client's needs.
- 2.5.5.3 The registered nurse provides safe nursing care according to federal and local regulations.
- 2.5.5.4 The registered nurse evaluates therapeutic and potential nursing care to ensure client safety.
- 2.5.5.5 The registered nurse provides healthcare education and information regarding the impact and outcomes of the proposed treatment.
- 2.5.5.6 The registered nurse provides information regarding cost, alternative treatments, and procedures as appropriate.
- 2.5.5.7 The registered nurse actively implements strategies to enable and encourage self-management within the delivery of nursing care.

2.6 Evaluation

- 2.6.1 The registered nurse evaluates progress to determine the care outcomes. This is evident by having registered nurse:
 - 2.6.1.1 Conducts a systematic, ongoing evaluation based on criteria of the outcomes in relation to the actions prescribed by the plan and the indicated timeline.
 - 2.6.1.2 Collaborates with the client as well as others involved in the care as part of the evaluation process.
 - 2.6.1.3 Evaluates with the assistance of the client the effectiveness of the planned actions in comparison to the expected outcomes.
 - 2.6.1.4 Documents the results of the evaluation process
 - 2.6.1.5 Uses ongoing assessment to revise the nursing diagnosis, outcomes, plan and the implementation process as needed.
 - 2.6.1.6 Uses the results of the evaluation to recommend changes to the nursing care plan.

- 2.6.1.7 Actively participates in assessing and assuring the responsibility and appropriate use of interventions, equipment and monitors in order to prevent unwanted treatment and a negative experience for the client.
- 2.6.1.8 Evaluates the accuracy of the nursing diagnosis and the effectiveness of the nursing care interventions in relationship to the expected outcomes.
- 2.6.1.9 Adapts the plan of care according to the outcomes of the evaluation.
- 2.6.1.10 Keeps clear and accurate records relevant to client care.

3. Professional Performance Standards

Professional performance standards focus on the registered nurse as a provider of care nurse. They align with "Professional, Ethical and Legal Practice" and "Professional, Personal and Quality Development" competency domains within the UAE scope of practice - registered nurse. They include 14 main which their defined indicators as detailed below:

3.1 Ethics

- 3.1.1 The registered nurse integrates ethical reasoning and decision making in all areas of practice. This is evident by having registered nurse:
 - 3.1.1.1 Uses the Code of ethics to guide practice.
 - 3.1.1.2 Focus on the client as the primary concern when providing nursing care.
 - 3.1.1.3 Demonstrates integrity and honesty.
 - 3.1.1.4 Delivers care in a manner that preserves and protects the client autonomy, dignity, rights, values, and beliefs.
 - 3.1.1.5 Demonstrates respect for clients' family/ community spiritual and cultural beliefs and values.
 - 3.1.1.6 Protects client's privacy and confidentiality.
 - 3.1.1.7 Maintains a therapeutic and professional client – nurse relationship with appropriate professional role boundaries.
 - 3.1.1.8 Recognizes an awareness of self and others, making use of stress-reduction strategies and promotes and practices self-care.

- 3.1.1.9 Identifies the effect of personal values, beliefs and experiences in performing clinical activities, recognizes possible conflict and act to avert or resolve the conflict.
- 3.1.1.10 Contributes to resolving ethical / moral issues for clients and colleagues.
- 3.1.1.11 Participates on ethical committees, conferences and quality improvement meetings.
- 3.1.1.12 Takes appropriate action regarding instances of illegal, unethical or inappropriate behavior that can endanger or jeopardize the best interests of the client or situation.
- 3.1.1.13 Participates in educational opportunities to enhance ethical decision making.
- 3.1.1.14 Collaborates with the interprofessional team that are responsible for ethical risks, benefits, and outcomes.
- 3.1.1.15 Recognizes and respects the contribution of others in the team.

3.2 Lifelong learning

- 3.2.1 The registered nurse attains knowledge and competency that reflects current nursing practice and encourages futuristic thinking. This is evident by having registered nurse:
 - 3.2.1.1 Participates in ongoing educational activities related to appropriate knowledge based on professional issues.
 - 3.2.1.2 Demonstrates a commitment to lifelong learning through self-reflection and inquiry to address learning and personal growth needs.
 - 3.2.1.3 Pursues experience that reflect current practice to uphold knowledge, skills, abilities and judgement in clinical practice.
 - 3.2.1.4 Acquires knowledge and skills suitable to the environment that the Registered Nurse is practicing in.
 - 3.2.1.5 Uses technology to support evidence-informed nursing practice that enables enhanced healthcare client outcomes.
 - 3.2.1.6 Pursues formal and independent learning experiences to develop and maintain professional skills and knowledge.

- 3.2.1.7 Identifies learning needs based on nursing knowledge, functions and the changing need of the community.
 - 3.2.1.8 Stays informed of local and national issues that would impact public and social policy and professional nursing practice.
 - 3.2.1.9 Maintains professional records that provide evidence of competency and lifelong learning.
 - 3.2.1.10 Uses current healthcare research findings to increase clinical knowledge, skills, abilities and decision making to enhance clinical performance and improve knowledge of professional issues.
 - 3.2.1.11 Provides training and education to other nurses and interprofessional team.
 - 3.2.1.12 Utilizes current evidence-informed knowledge to guide practice.
 - 3.2.1.13 Provides evidence of ongoing education appropriate to role.
- 3.3 Evidence-informed practice and research
- 3.3.1 The registered nurse incorporates evidence-informed knowledge, skill, and judgement in the practice. This is evident by having registered nurse:
 - 3.3.1.1 Articulates an understanding of evidence-informed practice and the application within nursing.
 - 3.3.1.2 Knows how and where to find information to provide safe, appropriate and ethical client care.
 - 3.3.1.3 Demonstrates a knowledge base suitable to support the delivery of evidence-informed nursing care within the scope of practice.
 - 3.3.1.4 Uses comprehensive clinical skills and reasoning to provide nursing care within the scope of practice.
 - 3.3.1.5 Uses critical analysis to assess, plan, intervene, and evaluate client care and related services
 - 3.3.1.6 Exercises reasonable judgement
 - 3.3.1.7 Applies evidence-informed practices based on credible research findings

- 3.3.1.8 Assigns and delegates nursing activities in accordance with client needs, the roles and competence of other providers and the requirements of the practice setting
- 3.3.1.9 Supports clients, colleagues and students by sharing nursing knowledge and expertise and by acting as an effective role model, resource, preceptor or mentor
- 3.3.1.10 Maintains accurate and timely documentation (written and/or electronic)
- 3.3.1.11 Contributes to, apply and assesses new knowledge and technology
- 3.3.1.12 Uses evidence-informed principles to evaluate the ongoing care needs of clients.
- 3.3.1.13 Identifies when a clinical issue is outside their scope of practice and refers the matter appropriately to other relevant interprofessional team.
- 3.3.1.14 Actively participates in relevant research projects through continuing professional development activities.
- 3.3.1.15 Respects and supports cultural values.
- 3.3.1.16 Implements evidence-informed measures and best practices that prevent and control the transmission of infection.

3.4 Quality of practice / Culture of Quality

- 3.4.1 The registered nurse demonstrates the skills to provide safe, effective evidence-informed quality nursing care to enhance health outcomes and clients experience of nursing and related care. This is evident by having the registered nurse:
 - 3.4.1.1 Contributes to quality improvement and research activities to monitor and improve the standards of care provided.
 - 3.4.1.2 Evaluates the quality and effectiveness of nursing care through the participation in audit activities and identification of appropriate quality improvement strategies.
 - 3.4.1.3 Has a comprehensive understanding of situations where it is necessary to be an advocate for the client.

- 3.4.1.4 Identifies the need to make improvements and proactively respond to potential hazards that may affect the safety of clients.
- 3.4.1.5 Recognizes, documents and acts on potential or concrete risks, near misses or safety breaches related to nursing care.
- 3.4.1.6 Participates in the development, implementation and evaluation of applicable policies and procedures.
- 3.4.1.7 Understands and applies the principles of health and safety legislation and regulations and maintains safe work and care environments.
- 3.4.1.8 Recognizes the relationship between safe staffing levels, appropriate skills mix, safety and quality care, recognizing risks to client safety and quality of care, escalating concern appropriately.
- 3.4.1.9 Complies with local and national frameworks, legislation, and regulations for assessing, managing, and reporting risks, ensuring the appropriate action is taken.
- 3.4.1.10 Applies an understanding of the differences between risk aversion and risk assessment and how to avoid compromising quality of care and health outcomes.
- 3.4.1.11 Considers the role of the registered nurses and other interprofessional team at different levels of experience and seniority when managing and prioritizing actions and care in the event of a major incident.
- 3.4.1.12 Interprets nursing sensitive indicators and other health indicators to ensure that the most appropriate action / correction plans are implemented when required.
- 3.4.1.13 Develops a quality culture by establishing principles of continuous improvement and teamwork.

3.5 Communication and Information technology

- 3.5.1 The registered nurse uses a wide variety of communication strategies, sensitive to the person's beliefs, values, gender, and personal context.

- 3.5.2 The registered nurse maintains skills in the use of information technology and in data management to prompt intervention and encourage best practice.
 - 3.5.3 The registered nurse makes use of suitable communication and interpretation skills to build mutual relationships within the interprofessional team.
 - 3.5.4 The registered nurse communicates clinical or personal information in a manner consistent with the relevant privacy legislation.
 - 3.5.5 The registered nurse demonstrates expertise in the use of information technology, clinical software, and support tools to reinforce health care delivery.
 - 3.5.6 The registered nurse understands the importance of correct and timely data entry to both the accuracy of clinical records and the ability to recover information.
 - 3.5.7 The registered nurse accurately and properly documents nursing assessments and nursing care by means of applicable health information systems.
 - 3.5.8 The registered nurse provides education and support for the client and family to encourage them to be actively involved in the management of their own health care.
 - 3.5.9 The registered nurse identifies mechanisms for affordable health management and assists clients in obtaining these measures.
 - 3.5.10 The registered nurse facilitates access to suitable health information resources.
 - 3.5.11 The registered nurse uses information technology to access data, interpret the data and act to correct / improve any deficit identified.
 - 3.5.12 The registered nurse applies Artificial Intelligence (AI) technologies in nursing practices that are perfectly suited to improve the quality of patient care.
- 3.6 Leadership
- 3.6.1 The registered nurse establishes professional relationships and demonstrates leadership in delivering quality nursing and health care services. This is evident by having the registered nurse:
 - 3.6.1.1 Applies the concepts of nursing leadership in everyday practice.
 - 3.6.1.2 Organizes, allocates and utilizes resources within their control to enable the integration of safe, effective and competent care.

- 3.6.1.3 Communicates effectively and respectfully with other interprofessional team to promote continuity and the delivery of safe, competent, compassionate and ethical care.
- 3.6.1.4 Supports all public health policies and program.
- 3.6.1.5 Contributes to and supports initiatives that improve the health system and the community's health.
- 3.6.1.6 Participates in the development of the profession and in the interest of public safety.
- 3.6.1.7 Practices both independently and in collaboration with interprofessional team while understanding and respecting other team members' scope of practice and contributions in the delivery of safe, competent, compassionate and ethical care.
- 3.6.1.8 Understands and communicates the role of registered nurses to interprofessional team, clients and the public.
- 3.6.1.9 Supports and contributes to a quality professional practice environment.
- 3.6.1.10 Provides mentorship for students and nurses with limited experience.
- 3.6.1.11 Appropriately delegates clinical tasks to colleagues.
- 3.6.1.12 Provides clinical leadership to non-clinical staff.
- 3.6.1.13 Demonstrates the participation in leadership activities within nursing practice groups.
- 3.6.1.14 Actively resolves conflicts.
- 3.6.1.15 Has an open-door policy, provides positive feedback on a regular basis and promotes staff well-being and quality of life.

3.7 Collaboration

- 3.7.1 The registered nurse builds and maintains professional and therapeutic relationships with clients, their families, support systems as well as the professional team. This is evident by having registered nurse:

- 3.7.1.1 Initiates and maintains professional relationships with other nurses and the interprofessional team in practice including networking and mentoring relationships.
- 3.7.1.2 Uses effective communication skills to build trust, encourage confidence, empower clients and their support systems.
- 3.7.1.3 Creates and maintains a safe physical as well as psychological environment for clients to receive care.
- 3.7.1.4 Participates with relevant professional nursing and general practice organizations.
- 3.7.1.5 Engages in peer assessment with colleagues and does regular self-assessment and professional development.
- 3.7.1.6 Regularly participates in the activities of relevant professional nursing and general practice organizations.
- 3.7.1.7 Seeks opportunities to promote nursing in general practice and the role of the nurse to the nursing profession, other health professionals and the community.
- 3.7.1.8 Develops the nursing role within general practice in collaboration with other health professionals and the community.

3.8 Professional Practice Evaluation

- 3.8.1 The registered nurse evaluates own nursing practice in relation to professional practice standards and guidelines, applicable acts, rules, and regulations. This is evident by having registered nurse:
 - 3.8.1.1 Frequently does critical reflection on the quality of their individual clinical practice and nursing services.
 - 3.8.1.2 Participates in nursing conferences with other healthcare providers.
 - 3.8.1.3 Recognizes and practices within own level of competence and scope of practice and seeks additional knowledge and assistance when needed
 - 3.8.1.4 Ensures that professional practice is always evidence informed.

3.9 Resource utilization

3.9.1 The registered nurse effectively manages human and physical resources to meet health needs that are safe, effective, and financially possible. This is evident by having the registered nurse:

3.9.1.1 Participates in decision making processes influencing health needs and resources.

3.9.1.2 Facilitates appropriate access for clients to human and material resources where required.

3.9.1.3 Makes reasonable decisions about the allocation of resources under one's control founded on the needs of the clients.

3.9.1.4 Successfully delegates tasks to interprofessional team as appropriate.

3.9.1.5 Designs, implements and evaluates workload to ensure appropriate use of resources to meet the needs of the client and ensure a safe working environment.

3.9.1.6 Ensures suitable clinical supplies and equipment are available.

3.9.1.7 Prioritizes and manages own workload.

3.9.1.8 Identifies nursing workforce needs and sustains a workforce with the required competencies and mix of staff to enable safe client care.

3.9.1.9 Recognizes, documents, and reports insufficient or unsafe resources and follow up to resolve these.

3.9.1.10 Facilitates and reviews technological assessment and use.

3.10 Environmental Health / Practice Environment

The healthcare industry contributes to an environmental footprint that impacts the health of the nurses and the population.

3.10.1 The registered nurse practices in an environmentally safe and healthy manner in which the registered nurse:

3.10.1.1 Has the right to work in a physical and emotional environment that is safe and healthy.

- 3.10.1.2 Must become an environmental steward in the practice environment by reducing waste, conserving resources, and promoting sustainable practices.
- 3.10.1.3 Monitors local population health matters to update care and respond to varying community needs.
- 3.10.1.4 Has knowledge of environmental health concepts.
- 3.10.1.5 Educates the other healthcare professionals, client, and the community regarding the impact on the environment as well as the impact of the environment on health care issues.
- 3.10.1.6 Has a good knowledge of the precautionary principles to be able to use products and to practice in a manner that is not harmful to human health or the environment and to take preventative action when necessary.
- 3.10.1.7 Maintains a healthy environment through interprofessional team collaboration.
- 3.10.1.8 Ensures all materials, products, technology, and practices that affect nursing care are founded on the best evidence available.
- 3.10.1.9 Respects the diverse cultures, beliefs, values and circumstances of clients and their families in the approach to develop a healthy environment.
- 3.10.1.10 Participates in the assessment of the quality of the environment where they practice and live.
- 3.10.1.11 Has the right to know relevant and timely information regarding high-risk products, chemicals, pollutants, and hazards they are exposed to in the working environment.
- 3.10.1.12 Participates in research to develop best practices in order to promote a healthy and safe environment.
- 3.10.1.13 Ensures that the practice environment safeguards the emotional safety of all nurses.
- 3.10.1.14 Ensures that nurses in need of emotional support or in emotional distress are supported.

3.10.1.15 Manages the balance between the demands, resources, and stress in the work environment.

3.10.1.16 Provides the required resources to assist nurses to manage emotional demands if practice more effectively and provide their clients with high quality compassionate care.

3.10.1.17 Promotes teamwork, encourages a supportive attitude, develops teambuilding, collaboration, and trust among nurses to increase emotional support.

3.11 Teamwork

3.11.1 The registered nurse builds and maintains professional relationships with other nurses and demonstrates nursing leadership. This is evident by having the registered nurse:

3.11.1.1 Advocates for the role of nurses in general practice.

3.11.1.2 Respects the skills, expertise, and the contribution of colleagues, referring matters to them when necessary.

3.11.1.3 Shares information to identify and reduce risks.

3.11.1.4 Collaborates with colleagues to maintain the safety of all clients.

3.11.1.5 Collaborates with colleagues to evaluate the quality of care rendered to clients.

3.11.1.6 Maintains effective communication with colleagues.

3.11.1.7 Supports colleagues facing health or performance issues, ensuring that patient safety is not compromised.

3.11.1.8 Establishes networking connections with other health professionals to share knowledge and expertise.

3.12 Innovation

Innovation in nursing is the intentional introduction of new value-added ideas, processes, products or procedures in nursing practice, designed to benefit the staff, the clients and support systems as well as the organization. Innovation is vital for improving the quality of nursing care and its sustainability.

3.12.1 The registered nurse adopts innovation in nursing practice. This is evident by having the registered nurse:

- 3.12.1.1 Implements innovation in nursing practice in order to promote health, minimize risk factors; prevent illness; improve acceptance and uptake of healthy lifestyle concepts ; and enhancing treatment strategies and procedures.**
- 3.12.1.2 Works as a leader within the profession to influence policies and encourage innovation.**
- 3.12.1.3 Recognizes and identifies possible opportunities for innovation that might arise within the practice environment.**
- 3.12.1.4 Recognizes problems in the working environment and generates innovative solutions to deal with the problems.**
- 3.12.1.5 Explores new ideas based on searching existing and evidence-informed knowledge sources in the practice environment.**
- 3.12.1.6 Proposes and discusses the new ideas and suggested changes to the managers for leadership decision making process to improving the services provided, and the client's experience in the department and on the wide organization level.**
- 3.12.1.7 Functions as an innovation champion by implementing activities and preparing plans with confidence.**
- 3.12.1.8 Makes the application of innovative ideas a regular aspect of the working processes and includes new services to the working environment.**
- 3.12.1.9 Overcomes challenges through adapting the idea or implementation strategies until the service or process has been enhanced.**

3.13 Responsibility and accountability

- 3.13.1 The registered nurse practices within the UAE scope of practice – registered nurse.**

3.13.2 The registered nurse practices in a way consistent with existing nursing and general practice standards, guidelines, regulations, and legislation. This is evident by having the registered nurse:

- 3.13.2.1 Takes responsibility for practicing safely, competently, compassionately, and ethically and is accountable to the client, public, employer and profession.**
- 3.13.2.2 Maintains accountability and takes responsibility for leading the delivery of care within the practical environment.**
- 3.13.2.3 Maintains current professional license registration.**
- 3.13.2.4 Practices in agreement with applicable legislation, standards, regulatory requirements, and employer policies**
- 3.13.2.5 Practices in agreement with the Code of Ethics for Registered Nurses**
- 3.13.2.6 Takes responsibility for actions or failure to act, decisions and professional conduct.**
- 3.13.2.7 Maintains accountability for all actions and decisions at all times to oneself and others.**
- 3.13.2.8 Upholds own physical, psychological and emotional fitness to practice.**
- 3.13.2.9 Identifies and acts in situations where client safety is potentially or at risk.**
- 3.13.2.10 Recognizes and addresses violations of practice, incompetence, professional misconduct, conduct unbecoming the profession, and/or incapacity of nurses and/or other health care providers and complies with duty to report.**
- 3.13.2.11 Advocates for and contributes to the development and implementation of policies, programs and practices that improve nursing practice and health care services.**
- 3.13.2.12 Accepts accountability for compliance with professional development requirements and mandates.**
- 3.13.2.13 Considers own wellbeing and fitness to practice and that of the rest of her practice team.**

3.14 Staff Engagement

Motivation of all staff to be involved in the organization activities to improve the quality outcomes of the organization, promote the professional growth and empowerment of the staff.

3.14.1 The registered nurse connects with staff in a meaningful way through visibility and maintaining a value-added connection with all staff.

3.14.2 The registered nurse is enabled to be actively engaged in the work through ensuring the below:

3.14.2.1 Ethical, clear, and specific two-way communication between staff and the leadership are important to promote staff involvement.

3.14.2.2 Use of staff recognition as an important means to promote a culture of excellence at all times.

3.14.2.3 Reduction of the factors that inhibit nursing engagement e.g. substantial client workloads, insufficient managerial support, and lack of professional autonomy.

3.14.2.4 Encouragement of valuable connections and respect among nursing staff.

3.14.2.5 Provision and encouragement of career and professional growth among staff.

3.14.2.6 Implementation of an inclusive on-boarding process to involve new staff and allow them to develop meaningful relationships.

3.14.2.7 Promotion of registered nurse wellbeing and healthy life.

3.14.2.8 Ensures that the environment is conducive to the emotional safety of the nurse.

3.14.3 The registered nurse strives to maintain active engagement in the work by efficient and effective utilization of the above-mentioned systems and processes.