

قرار وزاري رقم (209) لسنة 2024 م
بشأن اعتماد نطاق عمل الممرض المسجل على مستوى الدولة

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 مزاولة مهنة الطب البشري ولائحته التنفيذية،
- وعلى القانون الاتحادي رقم (6) لسنة 2023 م بشأن مزاولة 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): يعتمد نطاق عمل الممرض المسجّل على مستوى الدولة المرفق 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 (209) لسنة 2024 م
بشأن اعتماد نطاق عمل الممرض المسجل على مستوى الدولة

National Scope of Practice
— Registered Nurse —

Table of Contents

Glossary of Terms.....	4
Introduction.....	7
Purpose of the UAE Scope of Practice – Registered Nurse	7
UAE Scope of Practice for Registered Nurse	8
Registered Nurse (RN)	8
Domains, Competency Standards and Performance Criteria for Registered Nurse	8
Domain 1: Professional, Ethical and Legal Practice	9
Domain 2: Care Provision and Management	10
Domain 3: Professional, Personal and Quality Development	15
Practice Settings	16
Standards for Clinical Roles of Registered Nurse	17

Glossary of Terms

Term	Definition
Scope of Practice	It is range of roles, functions, responsibilities, and activities for which a nurse is educated for, competent in, accountable for and authorized to perform. It defines the accountability and limits or boundaries of professional practice. It is not limited to specific tasks, functions or responsibilities but includes direct care giving and evaluation of its impact, advocating for patients and for health, supervising and delegating to others, leading, managing, innovating, teaching, undertaking research and developing health policy for health care systems (ICN, 2010).
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)

Autonomous Nursing Practice	Freedom to practice independently and to exercise professional judgment in practice activities within accepted boundaries for the profession. The four attributes of clinical autonomy in nursing practice includes: practicing within a professional context (practice that is self-regulating through a professional regulatory body), capacity to exercise clinical judgment based on a nurse's knowledge and skills to function within the scope of practice, authority to make patient care decisions regarding clinical nursing care and having a voice in terms of clinical care decision making, and context of interdisciplinary collaboration (Fitzpatrick & McCarthy, 2016).
Advocate	Actively supporting a right and good cause; supporting others in speaking for themselves or speaking on behalf of others who cannot speak for themselves. (ICN, 2021).
Evidence-Informed Practice	A process for making informed clinical decisions. Research evidence is integrated with clinical experience, patient values, preferences and circumstances (ICN, 2021).
Therapeutic Relationship	A therapeutic nurse-patient relationship is defined as a helping relationship that's based on mutual trust and respect, the nurturing of faith and hope, being sensitive to self and others, and assisting with the gratification of patient's physical, emotional, and spiritual needs through professional knowledge and skill (Pullen & Mathias (2010).
Culturally Competent Care	Nurses should demonstrate cultural competence by: <ul style="list-style-type: none"> • Developing an awareness of one's own culture without letting it have an undue influence on those from other backgrounds.

	<ul style="list-style-type: none">• Demonstrating knowledge and understanding of different cultures.• Accepting that there may be differences between the cultural beliefs and values of the health care provider and the client.• Accepting and respecting cultural differences.• Adapting care to be congruent with the client's culture and expectations.• Providing culturally appropriate care so as to deliver the best possible client outcomes. <p>(ICN, 2013)</p>
--	--

Introduction

The practice of Nursing is grounded in standards and ethical values and supported by a system of professional regulation. The nurses' roles and functions are constantly evolving and changing to meet national health needs and strategic directions as well as incorporating service needs such as workforce demands, skill mix mandates and budgeting. Therefore, the National Committee for Nursing and Midwifery (NCNM) has developed the **UAE Scope of Practice – 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. The words of (patient) and (client) are used interchangeably in this document and refer to the individuals receiving nursing care in different care settings.

Purpose of the UAE Scope of Practice – Registered Nurse

The UAE Scope of Practice – 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 assist in decision making processes and management of scope of practice issues relevant to workforce planning within nursing for Registered Nurses. It provides support with decision making around enabling and expanding scope of practice and provides some basic principles for consideration. It highlights the need for scope of practice decision making to be embedded in a sound clinical governance and risk management, professional and regulatory framework to enable professional nurses to work within the full and potential scope of practice that aligns with UAE laws and regulations. It enables comprehensive assessment of client needs, available resources, work settings, and many other factors in complex and rapidly changing situations. Also, it provides a framework for registered nurses entailing their roles and responsibilities and the competency standards that determine the outcomes of their clinical practice. The scope of practice also outlines critical indicators to help registered nurses

make practice decisions thus assume responsibility and accountability for their own practice and enhance the quality of care and the advancement of nursing profession (ICN, 2010).

UAE Scope of Practice for Registered Nurse

Registered Nurse (RN)

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 in accordance with the national professional qualification requirements (PQR).

Domains, Competency Standards and Performance Criteria for Registered Nurse

The Scope of Practice for Registered Nurse outlines the "roles, functions, responsibilities and activities which a Registered Nurse is educated, competent, and has authority to perform" (Nursing and Midwifery Board of Ireland (NMBI), 2015). It applies to registered and licensed professionals with the title of (Registered Nurse) by National Health Regulatory Bodies in United Arab Emirates.

There are three competency domains for the UAE Registered Nurses' Scope of Practice:

1. Professional, Ethical and Legal Practice.
2. Care Provision and Management.
3. Professional, Personal and Quality Development.

Domain 1: Professional, Ethical and Legal Practice	
Competency Standard	Performance Criteria
Accountability Accepts accountability for own actions and decision making and for the related outcomes.	<ul style="list-style-type: none"> • Demonstrates accountability for own professional judgment, actions, outcomes of care and continued competence in accordance with the Scope of Practice and UAE laws and regulations.
	<ul style="list-style-type: none"> • Recognizes the boundaries of the Scope of Practice and the limits of one's own competence.
	<ul style="list-style-type: none"> • Seeks appropriate guidance when encountering situations beyond the Scope of Practice and the limits of one's own competence.
	<ul style="list-style-type: none"> • Acknowledges and respects the accountability and responsibilities of other healthcare professionals and personnel.
	<ul style="list-style-type: none"> • Assumes accountability for delegation of nursing care.
	<ul style="list-style-type: none"> • Contributes in activities to optimize client satisfaction and access to the full range of services required for effective healthcare.
	<ul style="list-style-type: none"> • Assumes accountability for improving the quality and effectiveness of healthcare services provided.
Ethical Practice Delivers nursing care and practices within an ethical framework and a socio-cultural context.	<ul style="list-style-type: none"> • Practices according to the UAE Professional Code of Ethics and Conduct.
	<ul style="list-style-type: none"> • Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect the healthcare environment.
	<ul style="list-style-type: none"> • Acts as client advocate to protect the client's rights in accordance with the UAE law and Professional Code of Ethics and Conduct.

	<ul style="list-style-type: none"> • Maintains confidentiality and security of written, verbal and electronic health information.
	<ul style="list-style-type: none"> • Respects the client's right to be fully informed establishing a context for self-determination and informed consent.
	<ul style="list-style-type: none"> • Respects and maintains the client's right for privacy and dignity.
	<ul style="list-style-type: none"> • Demonstrates sensitivity to diversity, including such factors as cultural and religious beliefs race, age, gender, physical/mental state, and other relevant considerations.
	<ul style="list-style-type: none"> • Liaises and collaborates with other healthcare professionals and personnel to ensure ethical practice is maintained.
	<ul style="list-style-type: none"> • Demonstrates professional integrity and ethical conduct in response to industry marketing strategies, when advising care and the use of products (as per institutional policy).
Legal Practice Functions in accordance with the national legislative, regulatory and policy guidelines relevant to Registered Nurse practices.	<ul style="list-style-type: none"> • Practices in accordance with institutional policies and procedures that guide nursing practice.
	<ul style="list-style-type: none"> • Practices in accordance with relevant UAE laws and regulations that govern nursing practice.
	<ul style="list-style-type: none"> • Maintains valid registration and licensure to practice in the UAE.
	<ul style="list-style-type: none"> • Recognizes and acts upon breaches of UAE laws and regulations relating to the professional role and/or professional code of conduct.
Domain 2: Care Provision and Management	
Competency Standard	Performance Criteria

Promotion of Health Engages in health promotion and disease prevention activities with clients, families, community and society.	<ul style="list-style-type: none"> • Provides and evaluates the effectiveness of formal and informal health education sessions/strategies to clients, families, and community members utilizing the teaching-learning process.
	<ul style="list-style-type: none"> • Identifies and utilizes appropriate educational resources in collaboration with other healthcare professionals.
	<ul style="list-style-type: none"> • Acts as a role model by promoting a healthy lifestyle for self and others,
	<ul style="list-style-type: none"> • Identifies environmental hazards and eliminates ; prevents them where possible and demonstrates environmentally responsible behaviors.
Provision of Care Provides skilled safe, holistic, and culturally competent nursing care to clients, families, community, and society, in collaboration with concerned clients and other healthcare professionals in a variety of healthcare settings.	<ul style="list-style-type: none"> • Performs a comprehensive and systematic nursing assessment for individuals/groups. <ul style="list-style-type: none"> ○ Collects subjective and objective data from interviews, examinations, observations, and client records in an accurate, meaningful and timely manner. ○ Communicates and documents findings accurately and in a timely manner.
	<ul style="list-style-type: none"> • Analyzes assessment data to determine healthcare needs with clients/families.
	<ul style="list-style-type: none"> • Identifies client problems that serve as a basis for care planning.
	<ul style="list-style-type: none"> • Implements a prioritized plan of care that meets the needs of clients/families and considers the therapeutic regimes of other members of the health care team by: <ul style="list-style-type: none"> ○ Providing care. ○ Assisting with care.

	<ul style="list-style-type: none"> ○ Assigning, delegating and supervising patient care. ○ Teaching clients and family members. ○ Utilizing appropriate resources. ○ Enabling and promoting independent self-care. ○ Utilizing a range of effective and appropriate communication and engagement skills. <ul style="list-style-type: none"> ● Responds in a timely manner to sudden changes in clients' condition. ● Applies evidence-informed knowledge from different sources to support clinical decisions and safe practices. ● Provides culturally competent care in collaboration with other healthcare professionals. ● Continuously evaluates the response(s) of clients/groups to nursing interventions. ● Reviews/revises the plan of care as required and in response to the evaluation of client outcomes. ● Documents nursing interventions and client/group responses accurately and in a timely manner. ● Plans for continuity of care to achieve expected outcomes.
<p>Leadership and Management Exhibits leadership qualities and manages nursing care safely, efficiently and ethically.</p>	<ul style="list-style-type: none"> ● Incorporates information technology and data management competencies to support identification of practice problems or issues and optimize nursing care, processes, and workflows. ● Applies critical thinking and problem-solving skills in the provision and management of care. ● Prioritizes tasks and manages time effectively.

	<ul style="list-style-type: none"> • Provides feedback, offers suggestions for changes and deals effectively with the impact of change on own practice or on the organization/institution.
	<ul style="list-style-type: none"> • Adheres to and demonstrates knowledge of occupational health and safety guidelines and procedures, including infection prevention and control.
	<ul style="list-style-type: none"> • Acts immediately and appropriately in accordance with the national and/or institutional disaster plan as needed assuming a leadership role in triage and coordination of care for clients.
	<ul style="list-style-type: none"> • Implements quality assurance and risk management strategies.
	<ul style="list-style-type: none"> • Ensures a safe environment by identifying actual and potential risks and takes timely action to meet national legislations and workplace health and safety principles.
	<ul style="list-style-type: none"> • Acknowledges own limitations in knowledge, judgment and/or skills, and functions within those limitations.
	<ul style="list-style-type: none"> • Delegates activities to team members according to their professional roles, competence and scope of practice and supervises delegated aspects as relevant utilizing a variety of supportive methods.
	<ul style="list-style-type: none"> • Accepts delegated activities in line with one's own competence and scope of practice.
	<ul style="list-style-type: none"> • Utilizes a multidisciplinary and interdisciplinary approach in the management and provision of health care

	<ul style="list-style-type: none"> • Advocates for and contributes to the establishment and maintenance of a positive working environment that promotes innovation.
	<ul style="list-style-type: none"> • Uses effectively a flexible leadership style in different situations.
	<ul style="list-style-type: none"> • Resolves conflicts in a professional nonjudgmental manner, making effective use of communication skills and existing mechanisms to achieve resolution.
	<ul style="list-style-type: none"> • Leads teams effectively, communicating own responsibilities and supporting other healthcare professionals and personnel.
	<ul style="list-style-type: none"> • Contributes to the development, implementation, review and update of institutional policies, guidelines and procedures.
	<ul style="list-style-type: none"> • Contributes as appropriate to national health policy development and implementation.
Therapeutic and Interpersonal Relationships Establishes professional, therapeutic and interpersonal relationships with clients and families	<ul style="list-style-type: none"> • Establishes therapeutic relationship with clients/groups. <ul style="list-style-type: none"> ○ Initiates, develops, and terminates therapeutic relationship with clients through the use of appropriate communication and interpersonal skills. ○ Communicates in a culturally competent manner.
	<ul style="list-style-type: none"> • Maintains collaborative working relationship with colleagues. <ul style="list-style-type: none"> ○ Communicates effectively within the workplace for the delivery of safe, competent and ethical care. ○ Respects and supports the roles of other healthcare providers.
	<ul style="list-style-type: none"> • Consistently communicates relevant, accurate and comprehensive information in verbal, written and electronic forms

Domain 3: Professional, Personal and Quality Development	
Competency Standard	Performance Criteria
Professional Development Assumes responsibility for own professional development through lifelong learning to ensure continued competence in nursing practice.	<ul style="list-style-type: none"> Undertakes regular self-assessment and reviews own practice through reflection, peer review, critical examination and evaluation.
	<ul style="list-style-type: none"> Identifies the need for updating knowledge and skills for practice.
	<ul style="list-style-type: none"> Assumes responsibility and actively engages in ongoing professional development and career development activities.
	<ul style="list-style-type: none"> Maintains record of learning and professional development activities.
Enhancement of the Profession Demonstrates commitment to the enhancement of the nursing profession.	<ul style="list-style-type: none"> Promotes and maintain a positive image of nursing.
	<ul style="list-style-type: none"> Promotes dissemination, use, monitoring and review of professional standards and best practice guidelines.
	<ul style="list-style-type: none"> Maintains evidence-informed practice as a standard.
	<ul style="list-style-type: none"> Engages in advocacy activities through recognized professional organizations such as: <ul style="list-style-type: none"> Emirates Nursing Association (ENA), International Council of Nursing (ICN), World Health Organization (WHO) and other relevant organizations to positively influence health and social policy that promotes quality and access to care for individuals and populations.
	<ul style="list-style-type: none"> Participates in research-oriented professional activities to keep abreast of current trends and issues in nursing practice and research.

	<ul style="list-style-type: none"> • Contributes to nursing research and uses findings as a means to improve standards of care.
	<ul style="list-style-type: none"> • Represent the nursing profession in relevant committees, taskforces, boards and/or forums where applicable.
	<ul style="list-style-type: none"> • Assumes leadership responsibilities, as appropriate, in the delivery of nursing care.
	<ul style="list-style-type: none"> • Acts as a role model for colleagues, students and those entering the profession.
	<ul style="list-style-type: none"> • Supports nurses with limited experience or new to the profession informally and through preceptorship and mentorship programs
Development of Others Demonstrates commitment to the development of other members in the healthcare team, as well as clients, families, community, and society.	<ul style="list-style-type: none"> • Shares professional knowledge and research findings with others.
	<ul style="list-style-type: none"> • Acts as a resource person for students, colleagues, and others.
	<ul style="list-style-type: none"> • Participates in facilitating and coordinating learning opportunities for students, colleagues, and others.
	<ul style="list-style-type: none"> • Participates in formal and informal education of nursing students.
Quality Development Ensures nursing practice meets institutional quality and safety standards and guidelines and participates in continuous quality improvement.	<ul style="list-style-type: none"> • Practices in accordance with approved quality standards and guidelines reflecting recognized evidence-informed best practices.
	<ul style="list-style-type: none"> • Participates in institutional quality management processes and activities.
	<ul style="list-style-type: none"> • Seeks evidence from a wide range of credible sources to maintain the quality of nursing

Practice Settings

Registered nurse practices in a wide range of practice settings that meet the below minimum requirements:

- Licensed as healthcare facility by a National Health Regulatory Body in the United Arab Emirates.
- Scope of service dictates the need for care provision and management by a registered nurse.
- Regulatory facility licensure terms mandate the recruitment of registered nurse.
- Registered nurse must be provided practice environments that support safe and competent practice. (ICN, 2013).

Standards for Clinical Roles of Registered Nurse

- Registered nurse must practice within the followings:
 - RN education, level of competence and relevant UAE legislation.
 - The National Nursing Practice Standards.
 - Roles as defined by employer policy and/or job description which must be specific to the practice environment.