



# DHCR Standard for Licensed Nursing Professionals

Department: Professional Licensing  
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## DHCR Standard For Licensed Nursing Professionals

### INTRODUCTION:

Dubai Healthcare City Authority – Regulatory (DHCR) regulates and licenses healthcare professionals in Dubai Healthcare City (DHCC). This Standard has been prepared to define Policy, Scope, the minimum licensure requirements, and the Standard for each category for professionals intending to obtain a Dubai Healthcare City Authority (DHCA) license to practice in DHCC as a Nursing professional.

### 1. PURPOSE

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| 1.1 | These Standards define licensure requirements, scope of practice and associated standards of proficiency to ensure acceptable minimum levels of quality, performance, safety and reliability of nursing services are provided by all Specialties of Licensed Nursing Healthcare Professionals licensed by Dubai Healthcare City Authority- Regulatory (DHCR). |
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### 2 APPLICABILITY

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| 2.1 | These Standards are applicable to all Specialties of nursing professions practicing or intending to practice in DHCR licensed facilities. |
| 2.2 | The standards communicate to licensing professionals, healthcare inspectors and healthcare operators licensed by DHCR                     |

### 2. POLICY

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| 2.1. | Each Healthcare Professional intending to practice in any category of the nursing profession shall be licensed by DHCR in accordance with the requirements and procedures of the Dubai Healthcare City Authority (DHCA) Healthcare Professional Regulation No. 2 of 2013, the Standards defined herein and all other applicable regulations and standard and provide the Minimum Information Requirement for Applications as stipulated in Schedule Two (2) of the DHCA Healthcare Professional Regulation No. 2 of 2013 and any relevant licensure guidelines and If they have a gap of practice they are subject to the requirements as set by DHCA for a return to practice prior to issuance of a fully active license. |
| 2.2  | <p>In support of the requirements as set in these standards each applicant for Licensure as a Registered Nurse must meet the following requirements:</p> <ul style="list-style-type: none"> <li>2.2.1 Satisfactorily passed the DHCA Nursing on-line examination;</li> <li>2.2.2 Provide proof of graduation from a recognized Bachelor degree in a Nursing program of at least 3 years' duration, which provides as a minimum clinical</li> </ul>  |

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|     | <p>education in adult medical/surgical nursing, maternal/infant nursing, pediatric nursing, and psychiatric/mental health nursing;</p> <p>2.2.3 Provide proof of current Licensure or Registration to practice as a Registered Nurse; and</p> <p>2.2.4 Provide proof of at least one (1) year of experience in the intended field of practice as Registered Nurse.</p>  |
| 2.3 | <p>In support of the requirements as set in these standards each applicant for Licensure as a Registered Midwife must meet the following requirements:</p> <p>2.3.1 Satisfactorily passed the DHCA Midwifery on-line examination;</p> <p>2.3.2 Provide proof of successfully completing requirements for degree or diploma of RN. In addition, the applicant must show specific midwifery training during/following completion of their degree/diploma. Or Graduate of a bachelor degree in Midwifery from an approved program of at least 3 years;</p> <p>2.3.3 Provide proof of current Licensure or Registration to practice as a Registered Midwife; and</p> <p>2.3.4 Provide proof of at least two years of experience in the intended field of practice as Registered Midwife.</p>  |
| 2.4 | <p>In support of the requirements as set in these standards each applicant for Licensure as a Mental Health Nurse must meet the following:</p> <p>2.4.1 Provide one of these option as evidence of Educational completion:</p> <ul style="list-style-type: none"> <li>▪ Option 1- Provide proof of Graduation from a recognized Bachelor degree in a Nursing program of at least 3 years' duration, which provides as a minimum clinical education in adult medical/surgical nursing, maternal/infant nursing, pediatric nursing, and psychiatric/mental health nursing; or</li> <li>▪ Option 2 - A Bachelor's degree in Mental Health Nursing from an accredited institute/college/university</li> <li>▪ Option 3 - A Bachelor's degree in Nursing of at least three (3) years duration from an accredited institute/college/university and Post Graduate Training qualification in Mental Health Nursing of at least one (1) year duration.</li> </ul> <p>2.4.2 Evidence of experience in the field of Mental health nursing as per the Professional qualification above:</p> |

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|     | <ul style="list-style-type: none"> <li>▪ Option 1 - A minimum of three (3) years of working experience as a Mental Health Nurse; or</li> <li>▪ Option 2 - A minimum of two (2) years of working experience as a Mental Health Nurse.</li> <li>▪ Option 3 - A minimum of one (1) year of working experience as a Mental Health Nurse.</li> </ul> <p>2.4.3 Provide proof of current Licensure or Registration to practice as a Mental Health Nurse; and</p> <p>2.4.4 Police Clearance Certificate Issued from country of last practice.</p>  |
| 2.5 | <p>In support of the requirements as set in these standards each applicant for Licensure as a Pediatric Nurse must meet the following:</p> <p>2.5.1 Provide one of these option as evidence of Educational completion</p> <ul style="list-style-type: none"> <li>▪ Option 1: - A Bachelor's degree in Pediatric or Child Health Nursing of at least three (3) years duration from an accredited institute/college/university; or</li> <li>▪ Option 2 - A Bachelor's degree in Nursing of at least three (3) years duration from an accredited institute/college/university and Post Graduate Training qualification in Pediatric Nursing of at least one (1) year duration.</li> </ul> <p>2.5.2 Provide proof of at least one (1) year of experience in the intended field of practice as Pediatric Nurse.</p> <p>2.5.3 Provide proof of:</p> <ul style="list-style-type: none"> <li>▪ current Licensure or Registration to practice as a Pediatric/ Child Health Nurse or;</li> <li>▪ Registered Nurse license from countries that do not issue Pediatric Nursing license (with evidence.)</li> </ul> |
| 2.6 | <p>In support of the requirements as set in these standards each applicant for licensure as a Cardiovascular Nurse must meet the following:</p> <p>2.6.1 Provide one of these option as evidence of Educational completion:</p> <ul style="list-style-type: none"> <li>▪ Option 1- A Bachelor's degree in Nursing from an accredited institute/college/university; and Master degree in Cardiac Care Concentration, Acute Care Nurse Practitioner Cardiac Specialty program, Cardiovascular Health and Disease Management, Acute Care Nurse Practitioner, or related Cardiovascular nursing specialization program for at least (1) year; or</li> </ul>  |

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|     | <ul style="list-style-type: none"> <li>▪ Option 2- A Bachelor's degree in Nursing from an accredited institute/college/university; and Cardiac-Vascular Nursing board from the American Nurses Credentialing Center, or equivalent with evidence of clinical training in cardiovascular nursing for at least one year.</li> </ul> <p>2.6.2 Provide proof of clinical work experience as one of these options:</p> <ul style="list-style-type: none"> <li>▪ Option 1: A minimum of (2) years of work experience as a Cardiovascular Nurse;</li> <li>▪ Option2: A minimum of (3) years of work experience as Cardiovascular Nurse.</li> </ul> <p>2.6.3 Provide proof of:</p> <ul style="list-style-type: none"> <li>▪ Current Licensure or Registration to practice as Cardiovascular Nurse; or</li> <li>▪ Current Licensure or Registration to practice as Registered Nurse; and a letter from the issuing authority stating that there is no license title for Cardiovascular Nursing.</li> </ul> <p>2.6.4 All Cardiovascular Nurses are required to submit a current and valid ACLS certification.</p> |
| 2.7 | <p>In support of the requirements as set in these standards each applicant for Licensure as a Practical Nurse must meet the following requirements:</p> <ul style="list-style-type: none"> <li>2.7.1 Satisfactorily passed the DHCA Practical Nurse on-line examination;</li> <li>2.7.2 Provide proof of graduation from a recognized practical nurse program that is at least one year in length and which provided theoretical and clinical education in each of the following: adult medical/surgical nursing, maternal/infant nursing, and pediatric nursing as well as theoretical education on mental health nursing;</li> <li>2.7.3 Provide proof of current and valid license to practice as a Practical Nurse from jurisdiction of training (if applicable).</li> <li>2.7.4 Provide proof of at least one year of experience in the intended field of practice.</li> </ul>   |
| 2.8 | <p>In support of the requirements as set in these standards each applicant for Licensure as a Nursing Assistant must meet the following:</p> <ul style="list-style-type: none"> <li>▪ Satisfactorily passed the DHCA Nursing Assistant on-line examination.</li> <li>▪ Provide proof of Graduation from High School diploma.</li> <li>▪ Evidence of certification received after training for nursing assistant role.</li> </ul>  |

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|      | <ul style="list-style-type: none"> <li>▪ Evidence of at least one-year experience in the field of nursing.</li> </ul>   |
| 2.9  | <p>Upgrade and Add Title Requirements:</p> <p>2.9.1 A Practical Nurse or Nursing Assistant may upgrade their license to Registered Nurse if all minimum requirements for Registered Nurse licensure are met and one full year has elapsed since initial licensure.</p> <p>2.9.2 Registered Nurse may add a title of the nursing specialties from the same grade including Midwifery.</p>  |
| 2.10 | <p>Renewal Requirements:</p> <p>Each Healthcare Professional applying for renewal of license in any category of nursing shall provide the Minimum Information Requirement for Renewal as stipulated in Schedule Two (2) &amp; Part Six (6) of the DHCA Healthcare Professional Regulation No. 2 of 2013 as well as the following criteria relevant to each profession:</p> <p>2.10.1 For Registered Nurse or Registered Midwife, they shall demonstrate that he/she has completed a total of thirty (30) recognized Continuing Professional Development (CPD) units in the preceding two (2) years.</p> <p>2.10.2 For Practical Nurse, they shall demonstrate that they have completed a total of twenty (20) recognized Continuing Professional Development (CPD) units in the preceding two (2) years.</p> <p>2.10.3 For Nursing Assistants, they shall demonstrate that they have completed a total of twenty (20) recognized Continuing Professional Development (CPD) units in the preceding two (2) years.</p> <p>2.10.4 For Mental Health Nurse or Pediatric Nurse they shall demonstrate that they have completed a total of twenty (30) recognized Continuing Professional Development (CPD) units in the preceding two (2) years.</p> |

### 3. SCOPE OF PRACTICE

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| 3.1 | The scope of practice identifies the area and level for each of the defined Nursing professions of knowledge, skills and experience to practice safely and effectively in a way that meets these standards and is in accordance with evidence based best practices. |
| 3.2 | Each Licensed Nurse must practice within their scope of practice in a way that will not pose any danger to patients, the public, other Healthcare Professionals or themselves.  |
| 3.3 | All Licensed Nurses must have current knowledge and skills and experience in their field of practice.   |

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| 3.4 | The scope of practice will continue to be aligned with current developments in care and treatment, and by other events that influence or alter health care practice.   |
| 3.5 | All Licensed Nurses must acknowledge any limits of personal knowledge, skill, and competency, and take steps to meet the evolving demands of the scope of practice.  |
| 3.6 | All Licensed Nurses must comply with any policies and procedures in their licensed facility with regard to all elements of their practice, induction training and ongoing training and education to ensure they deliver best practice.   |
| 3.7 | <p><b><u>Registered Nurse:</u></b></p> <p>A Registered Nurse is an individual who is licensed in accordance with the definitions and requirements of this standard to engage in the practice of Nursing and holds ultimate responsibility for direct and indirect nursing care of individuals. The responsibilities of a Registered Nurse include but are not limited to:</p> <ul style="list-style-type: none"> <li>3.7.1 providing nursing care to the physically and mentally ill, promoting health and the prevention of illness, providing healthcare teaching and functioning as a member of the healthcare team.</li> <li>3.7.2 A Registered Nurse bears full and ultimate responsibility for the quality of nursing care they provide to individuals and groups.</li> <li>3.7.3 They are responsible for health maintenance, teaching, counseling, collaborative planning and restoration of optimal functioning and comfort of their patients and for their dignified death.</li> <li>3.7.4 A Registered Nurse, within the parameters of their education and experience, may delegate nursing activities to other Licensees or to Unlicensed Persons, provided, that the delegating Registered Nurse bears full and ultimate responsibility for:             <ul style="list-style-type: none"> <li>3.7.4.1 Making an appropriate assignment; and</li> <li>3.7.4.2 Properly and adequately teaching, directing and providing supervision to the personnel being delegated to; and the outcomes of that delegation.</li> </ul> </li> <li>3.7.5 A Registered Nurse, within the parameters of their education and competency and the definition in these standards, may carry out “Standing orders” in the absence of treating physician(s) during an emergency situation in accordance with the approved facility policy and procedure concerning standing orders and only in a licensed hospital setting.</li> <li>3.7.6 A Registered Nurse, within the parameters of their education and competency and the definition in these standards, may carry out “Laser Therapy” under the supervision of the treating physician(s) in accordance with the approved facility</li> </ul> |

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|     | <p>policy and procedure concerning Non-Surgical Cosmetic Procedures in a licensed clinical setting.</p> <p>3.7.7 A Registered Nurse, within the parameters of their education and competency and the definition in these standards, may carry out “Dental Assistant” activities under the supervision of the treating Dentist(s) in accordance with the Standards of Dental Services.</p> <p>3.7.8 A Registered Nurse, within the parameters of their education and competency, may also work as a “Quality Nurse”, “Nursing Educator”, or “Clinical Instructor” in a licensed clinical setting.</p>  |
| 3.8 | <p><b><u>Registered Midwife:</u></b></p> <p>A Registered Midwife is an individual who is licensed and practicing in accordance with the definitions and requirements of this standard to engage in the practice of Midwifery. They hold ultimate responsibility for direct and indirect nursing care of women throughout the course of pregnancy, labor and delivery and post-partum periods, and of infants, as well as well-woman gynecological and family planning management. The Registered Midwife provides care within the responsibilities and scope of Professional Practice of a Registered Midwife which includes:</p> <ul style="list-style-type: none"> <li>2.8.1 Assessing the health status of women and infants by obtaining health and medical histories;</li> <li>2.8.2 Performing physical examinations, and diagnosing health and developmental problems;</li> <li>2.8.3 Instituting and providing healthcare to patients in a continuous manner;</li> <li>2.8.4 Helping patients develop an understanding of the importance of following a prescribed therapeutic regimen;</li> <li>2.8.5 Arranging patient referrals to Licensed Healthcare Professionals or other appropriate healthcare personnel;</li> <li>2.8.6 Providing instruction and counseling to women, their families, and other patient groups concerning the promotion and maintenance of personal health during pregnancy and the post-natal period;</li> <li>2.8.7 Acting in collaboration with Licensed Healthcare Professionals and other appropriate healthcare personnel and agencies to provide coordinated services to women and their families;</li> <li>2.8.8 Managing the care of women with normal pregnancies during the labor, delivery, and post-partum period;</li> </ul> |



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|     | <p>2.8.9 Assessing the growth and development of infants; and</p> <p>2.8.10 Managing diagnostic and therapeutic regimens for contraception and acute and chronic gynecologic illness.</p>  |
| 3.9 | <p><b><u>Mental Health Nurse:</u></b></p> <p>Mental Health Nurses practice to promote mental health, increase capacity and facilitate self-efficacy with individuals, groups, families, communities, and populations. Within the parameters of their education and competency and the definition in these standards, Registered Mental Health Nurses use the therapeutic milieu to promote positive change in both the physical and mental health of the client. Comprehensive mental nursing care, through the nursing process, assists the individual to meet psychosocial, physiological, and developmental needs, including the following:</p> <ul style="list-style-type: none"> <li>3.9.1 Promotion of optimal mental and physical health and well-being and prevention of mental illness;</li> <li>3.9.2 Impaired ability to function related to psychiatric, emotional and physiological distress;</li> <li>3.9.3 Alterations in thinking, perceiving and communicating due to psychiatric disorders or mental health problems;</li> <li>3.9.4 Behaviors and mental states that indicate potential danger to self or others;</li> <li>3.9.5 Emotional stress related to illness, pain, disability and/or loss;</li> <li>3.9.6 Symptom management, side effects/toxicities associated with self-administered drugs, psychopharmacological intervention and other treatment modalities;</li> <li>3.9.7 The barriers to treatment efficacy and recovery posed by alcohol and substance abuse and dependence;</li> <li>3.9.8 Self-concept and body image changes, developmental issues, life process changes, and end of life issues;</li> <li>3.9.9 Physical symptoms that occur along with altered psychological status;</li> <li>3.9.10 Psychological symptoms that occur along with altered physiological status</li> <li>3.9.11 Interpersonal, organizational, sociocultural, spiritual or environmental circumstances or events which have an effect on the mental and emotional well-being of the individual and family or community; and</li> <li>3.9.12 Elements of recovery including the ability to maintain housing, employment and social support.</li> </ul> |

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**Pediatric Nurse:**

A Pediatric Nurse is an individual who is licensed in accordance with the definitions and requirements of this standard to engage in the Practice of Nursing, and holds ultimate responsibility for direct and indirect nursing care of children/pediatric patients. A Pediatric Nurse's activities vary according to the role; the roles may include but are not limited to:

- 3.10.1 Assessing, observing and reporting on the condition of patients;
- 3.10.2 Preparing patients for operations and procedures.
- 3.10.3 Recording pulse, temperature and respiration and keeping accurate records of these observations;
- 3.10.4 Setting up drips and blood transfusions;
- 3.10.5 Maintaining and checking intravenous infusions;
- 3.10.6 Administering drugs and injections;
- 3.10.7 Assisting with tests and evaluations;
- 3.10.8 Responding quickly to emergencies;
- 3.10.9 Explaining treatment and procedures to enable parents and/or care givers to consent to treatment;
  
- 3.10.10 Supporting, advising and educating patients and close relatives;
- 3.10.11 Observing strict hygiene and safety rules and ensuring that visitors also observe any rules on the ward or unit;
- 3.10.12 Writing reports and updating records before completing a shift;
- 3.10.13 A Pediatric Nurse, within the parameters of his/her education and competency and the definition in these standards, may carry out care in different clinical settings; these can include:
  - neonatal intensive care;
  - pediatric oncology;
  - burns and plastics;
  - cancer care;
  - child protection;
  - ambulatory care;
  - asthma;
  - orthopedics;
  - diabetes;
  - counselling; and
  - continuing care for children with special needs.

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|      | <p>3.10.14 Collaborates and communicates with the child, family, multidisciplinary team and the community in providing safe and holistic care. The Pediatric Nurse must show communication skills, for listening to patients and explaining treatment plans; the ability to work independently and team working skills, especially for hospital-based settings.</p>  |
| 3.11 | <p><b><u>Cardiovascular Nurse:</u></b></p> <p>A Cardiovascular Nurse is an individual who is licensed in accordance with the definitions and requirements of this standard to engage in the practice of Nursing, and holds ultimate responsibility for direct and indirect nursing cardiac care to patients across their lifespan, which may include newborns with heart defects or elderly patients with advanced stage heart disease. They also provide a wide range of services, which include:</p> <ul style="list-style-type: none"> <li>3.11.1 Managing hypertension, congestive heart failure, arrhythmias and other heart conditions</li> <li>3.11.2 Evaluating and monitoring heart devices, such as pacemakers and defibrillators;</li> <li>3.11.3 Performing a wide variety of cardiac tests under the guidance of the treating physician, including stress tests, stress echocardiograms, exercise stress tests, PET/dipyridamole stress tests, and CT coronary angiograms;</li> <li>3.11.4 Providing physical exams so as to help in diagnosing chronic and acute cardiac disease;</li> <li>3.11.5 Managing and monitoring cardiac medications and other therapies;</li> <li>3.11.6 Educating patients on health maintenance and disease prevention;</li> <li>3.11.7 Cardiovascular nurses may work in hospitals and other medical facilities including outpatient centers, day surgical facilities, long term care and rehabilitation facilities;</li> <li>3.11.8 In advanced levels, Cardiovascular nurses may conduct research and take the lead in patient education and preventative techniques/projects .</li> <li>3.11.9 Cardiovascular Nurses are also responsible for keeping records of medical histories;</li> <li>3.11.10 Ensure patient safety and abide by the infection control guidelines;</li> <li>3.11.11 Work with patients and/or their families to teach them how to manage cardiovascular disease,</li> <li>3.11.12 Educate patients and/or their families on dietary and other measures of minimizing heart risk and help patients with postoperative rehabilitation.</li> </ul> |

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| 3.12 | <p><b><u>Practical Nurses:</u></b></p> <p>A Practical Nurse bears full responsibility for the quality of healthcare he/she provides to individuals or groups.</p> <p>A Practical Nurse shall participate in providing nursing care, health maintenance, teaching, counseling, collaborative planning and rehabilitation, within the parameters of his/her education and experience and under direct supervision of a Registered Nurse, in order to:</p> <ul style="list-style-type: none"> <li>3.12.1 assess an individual's basic health status, records and related health data;</li> <li>3.12.2 participate in analyzing and interpreting said recorded data, and making informed judgments as to the specific elements of nursing care mandated by a particular situation;</li> <li>3.12.3 participate in planning and implementing nursing intervention, including appropriate healthcare components in nursing care plans that take into account the most recent advancements and current knowledge in the field;</li> <li>3.12.4 incorporate the prescribed medical regimen into the nursing plan of care;</li> <li>3.12.5 participate in the health teaching required by the individual and family so as to maintain an optimal level of healthcare.</li> <li>3.12.6 when appropriate, evaluate outcomes of basic nursing intervention and initiate or encourage changes in plans of care;</li> <li>3.12.7 collaborate, cooperate and communicate with other healthcare providers to ensure quality and continuity of care; and</li> <li>3.12.8 A Practical Nurse can cover for the scope of a Nursing Assistant.</li> </ul> |
| 3.14 | <p><b><u>Nursing Assistant:</u></b></p> <p>Under the supervision of a Licensed Registered Nurse, a Nursing Assistant may assist patients with tasks related to the activities of daily living. These include tasks associated with:</p> <ul style="list-style-type: none"> <li>3.14.1 personal care;</li> <li>3.14.2 maintenance of mobility;</li> <li>3.14.3 nutrition and hydration;</li> <li>3.14.4 waste elimination;</li> <li>3.14.5 use of assistive devices;</li> <li>3.14.6 maintenance of environment and client safety; and</li> <li>3.14.7 Nursing Assistants may also assist patients with tasks associated with data gathering, recording and reporting.</li> </ul>   |

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### 4 STANDARDS OF PROFICIENCY

**4.1**

**Standards of Proficiency for Registered Nursing, Registered Midwife, Mental Health Nurse, Pediatric Nurse and Cardiovascular Nurse:**

Dubai Healthcare City Authority- Regulatory (DHCR) has adopted the Standard of proficiency and scope of practice set forward by the UAE Nursing and Midwifery Council 2012.

All nursing Specialties must demonstrate proficiencies across the three areas-

- Professional, Ethical & Legal Practice
- Care Provision & Management, and
- Professional, Personal & Quality Development.

Each area includes but is not limited to a set of competencies. Below, each category is further explained for clarity.

**4.1.1 Area 1: Professional, Ethical & Legal Practice**

This area reflects the Registered Nurse’s professional accountability, ethical and legal practice towards clients, families, community and society, under relevant DHCR and UAE laws and regulations in relation to professional practice.

**4.1.1.1 Competency Standard: Professional Practice**

4.1.1.1.1 Definition: Accepts accountability for own actions and decision making and for the related outcomes.

4.1.1.1.2 Performance Criteria:

4.1.1.1.2.1 Demonstrates accountability for own professional judgment, actions, outcomes of care and continued competence in accordance with the Scope of Practice in section 6 and UAE laws and regulations.

4.1.1.1.2.2 Recognizes the boundaries of the Scope of Practice and the limits of one’s own competence.

4.1.1.1.2.3 Seeks appropriate guidance when encountering situations beyond the Scope of Practice and the limits of one’s own competence.

4.1.1.1.2.4 Acknowledges and respects the accountability and responsibilities of other healthcare professionals and personnel.

4.1.1.1.2.5 Assumes accountability for delegation of nursing care.

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4.1.1.1.2.6 Participates in activities to optimize client access to the full range of services required for effective healthcare.

4.1.1.1.2.7 Assumes accountability for improving the quality and effectiveness of healthcare services provided.

### **4.1.1.2 Competency Standard: Ethical Practice**

4.1.1.2.1 Definition: Delivers nursing care and practices within an ethical framework and a socio-cultural context.

4.1.1.2.2 Performance criteria:

4.1.1.2.2.1 Practices according to the Professional Code of Conduct.

4.1.1.2.2.2 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect the healthcare environment.

4.1.1.2.2.3 Acts as client advocate to protect the client's rights in accordance with the UAE law and the Professional Code of Ethics.

4.1.1.2.2.4 Maintains confidentiality and security of written, verbal and electronic client/patient information.

4.1.1.2.2.5 Respects the client's right to be fully informed establishing a context for self-determination and informed consent.

4.1.1.2.2.6 Respects and maintains the client's right for privacy and dignity.

4.1.1.2.2.7 Demonstrates sensitivity to diversity, including such factors as cultural and religious beliefs race, age, gender, physical/mental state, and other relevant considerations.

### **4.1.1.3 Competency Standard: Legal Practice**

4.1.1.3.1 Definition: Functions in accordance with legislative, regulatory and policy guidelines relevant to registered nursing practice.

4.1.1.3.2 Performance criteria:

4.1.1.3.2.1 Practices in accordance with policies and procedures that guide nursing practice.

4.1.1.3.2.2 Practices in accordance with relevant UAE laws and regulations that govern nursing practice.

4.1.1.3.2.3 Maintains valid registration and licensure to practice in DHCA- licensed facilities.

4.1.1.3.2.4 Recognizes and acts upon breaches of laws and regulations relating to the professional role and/or professional code of conduct.

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### **4.1.2 Area 2: Care Provision and Management**

This area encompasses the key principles of the registered nurse's role in health promotion, illness prevention, care provision, leadership and management, as well as therapeutic and interpersonal relationships pertaining to clients, families, community and society utilizing the nursing process.

#### **4.1.2.1 Competency Standard: Promotion of Health**

- 4.1.2.1.1 Definition: Engages in health promotion and disease prevention activities with clients, families, community and society.
- 4.1.2.1.2 Performance criteria:
- 4.1.2.1.2.1 Provides formal and informal health education sessions to individuals/groups utilizing the teaching-learning process.
- 4.1.2.1.2.2 Identifies and utilizes appropriate educational resources, including other healthcare professionals.
- 4.1.2.1.2.3 Acts as a role model by promoting a healthy lifestyle for self and others, and by demonstrating environmentally responsible behaviors.
- 4.1.2.1.2.4 Identifies environmental hazards and eliminates and/or prevents them where possible.

#### **4.1.2.2 Competency Standard: Provision of Care**

- 4.1.2.2.1 Definition: 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.
- 4.1.2.2.2 Performance criteria:
- 4.1.2.2.2.1 Performs a comprehensive and systematic nursing assessment for individuals/groups.
- 4.1.2.2.2.2 Collects subjective and objective data from interviews, examinations, observations and client records in an accurate, meaningful and timely manner.
- 4.1.2.2.2.3 Shares and documents findings accurately and in a timely manner.
- 4.1.2.2.2.4 Analyzes assessment data to determine healthcare needs with clients.
- 4.1.2.2.2.5 Identifies client problems that serve as a basis for care planning.
- 4.1.2.2.2.6 Implements a prioritized plan of care by:
- Providing care.
  - Assisting with care.
  - Assigning, delegating and supervising care.

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- Teaching clients, family members and/or significant others.
- Utilizing appropriate resources.
- Enabling and promoting independent self-care.
- Utilizing a range of effective and appropriate communication and engagement skills.

4.1.2.2.2.7 Responds in a timely manner to sudden changes in clients' condition.

4.1.2.2.2.8 Applies evidence-based knowledge from different sources to support clinical decisions and safe practices.

4.1.2.2.2.9 Provides culturally competent care in collaboration with other healthcare professionals.

4.1.2.2.2.10 Continuously evaluates the response(s) of clients/groups to nursing interventions.

4.1.2.2.2.11 Reviews/ revises the plan of care as required and in response to the evaluation of client outcomes.

4.1.2.2.2.12 Documents nursing interventions and client/group responses accurately and in a timely manner.

4.1.2.2.2.13 Plans for continuity of care to achieve expected outcomes.

### **4.1.2.3 Competency Standard: Leadership and Management**

4.1.2.3.1 Definition: Exhibits leadership qualities and manages nursing care safely, efficiently and ethically.

4.1.2.3.2 Performance Criteria:

4.1.2.3.2.1 Applies critical thinking and problem solving skills in the provision and management of care.

4.1.2.3.2.2 Prioritizes workload and manages time effectively.

4.1.2.3.2.3 Provides feedback, offers suggestions for changes and deals effectively with the impact of change on own practice or on the organization.

4.1.2.3.2.4 Maintains infection control practices.

4.1.2.3.2.5 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.

4.1.2.3.2.6 Implements quality assurance and risk management strategies.

4.1.2.3.2.7 Ensures a safe environment by identifying actual and potential risks and takes timely action to meet national legislations and workplace health and safety principles.



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- 4.1.2.3.2.8 Acknowledges own limitations in knowledge, judgment and/or skills, and functions within those limitations.
- 4.1.2.3.2.9 Delegates activities to team members according to their competence and scope of practice.
- 4.1.2.3.2.10 Accepts delegated activities in line with one's own competence and scope of practice.
- 4.1.2.3.2.11 Utilizes a multidisciplinary approach in the management and provision of health care.
- 4.1.2.3.2.12 Advocates for and contributes to the establishment and maintenance of a positive working environment.
- 4.1.2.3.2.13 Uses effectively a flexible leadership style in different situations.
- 4.1.2.3.2.14 Resolves conflicts in a professional nonjudgmental manner, making effective use of communication skills and existing mechanisms to achieve resolution.
- 4.1.2.3.2.15 Leads teams effectively communicating own responsibilities and supporting other healthcare professionals and personnel.
- 4.1.2.3.2.16 Contributes to the development, implementation and review and update of organizational policies, guidelines and procedures.
- 4.1.2.3.2.17 Contributes as appropriate to national health policy development and implementation.

### **4.1.2.4 Competency Standard: Therapeutic and Interpersonal Relationships**

- 4.1.2.4.1 Definition: Establishes professional, therapeutic and interpersonal relationships with clients and families.
- 4.1.2.4.2 Performance Criteria:
  - 4.1.2.4.2.1 Establishes therapeutic relationship with clients/groups.
  - 4.1.2.4.2.2 Initiates, develops and terminates therapeutic relationship with clients through the use of appropriate communication and interpersonal skills.
  - 4.1.2.4.2.3 Communicates in a culturally competent manner.
  - 4.1.2.4.2.4 Maintains collaborative working relationship with colleagues.
  - 4.1.2.4.2.5 Communicates effectively within the workplace for the delivery of safe, competent, and ethical care.
  - 4.1.2.4.2.6 Respects and supports the roles of other healthcare providers.
  - 4.1.2.4.2.7 Consistently communicates relevant, accurate and comprehensive information in verbal, written and electronic forms.

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### **4.1.3 Area 3: Professional, Personal and Quality Development**

Registered nurses are required to maintain professional standards to provide quality health care. They have a professional obligation to develop themselves, and to support other nursing colleagues and healthcare providers, in their professional development.

#### **4.1.3.1 Competency Standard: Professional Development**

- 4.1.3.1.1 Definition Assumes responsibility for own professional development through lifelong learning to ensure continued competence in nursing practice.
- 4.1.3.1.2 Performance criteria:
- 4.1.3.1.2.1 Undertakes regular self-assessment and reviews own practice through reflection, peer review, critical examination and evaluation.
- 4.1.3.1.2.2 Identifies the need for updating knowledge and skills for practice.
- 4.1.3.1.2.3 Actively engages in ongoing professional development.
- 4.1.3.1.2.4 Maintains record of learning and professional development activities.

#### **4.1.3.2 Competency Standard: Enhancement of the Profession**

- 4.1.3.2.1 Definition: Demonstrates commitment to the enhancement of the nursing profession.
- 4.1.3.2.2 Performance criteria:
- 4.1.3.2.2.1 Promotes and maintains a positive image of nursing.
- 4.1.3.2.2.2 Promotes dissemination, use, monitoring and review of professional standards and best practice guidelines.
- 4.1.3.2.2.3 Maintains evidence-based practice as a standard.
- 4.1.3.2.2.4 Engages in advocacy activities through recognized professional organizations such as Emirates Nursing Association (ENA), UAE NMC, ICN, WHO and other relevant organizations to positively influence health and social policy that promotes quality and access to care for individuals and populations.
- 4.1.3.2.2.5 Contributes to nursing research and uses findings as a means to improve standards of care.
- 4.1.3.2.2.6 Represents the nursing profession in relevant committees, taskforces, boards and/or forums where applicable.

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|  | <p>4.1.3.2.2.7 Assumes leadership responsibilities, as appropriate, in the delivery of nursing care.</p> <p>4.1.3.2.2.8 Acts as a role model for colleagues, students and those entering the profession.</p> <p>4.1.3.2.2.9 Supports others who are less experienced or new to the profession informally and through preceptorship and mentorship programs.</p> <p><b>4.1.3.3 Competency Standard: Development of Others:</b></p> <p>4.1.3.3.1 Definition: Demonstrates commitment to the development of other members in the healthcare team, as well as clients, families, community and society.</p> <p>4.1.3.3.2 Performance criteria:</p> <p>4.1.3.3.2.1 Shares professional knowledge and research findings with others.</p> <p>4.1.3.3.2.2 Acts as a resource person for others.</p> <p>4.1.3.3.2.3 Participates in facilitating and coordinating learning opportunities for others.</p> <p>4.1.3.3.2.4 Participates in formal and informal education of nursing students.</p> <p><b>4.1.3.4 Competency Standard: Quality Development:</b></p> <p>4.1.3.4.1 Definition: Ensures nursing practice meets organizational quality and safety standards and guidelines and participates in continuous quality improvement.</p> <p>4.1.3.4.2 Performance criteria:</p> <p>4.1.3.4.2.1 Practices in accordance with approved quality standards and guidelines reflecting recognized evidence-based best practices.</p> <p>4.1.3.4.2.2 Participates in organizational quality management processes and activities.</p> <p>4.1.3.4.2.3 Seeks evidence from a wide range of credible sources to maintain the quality of nursing care.</p> |
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| <p><b>4.2</b></p> | <p><b><u>Standard of Proficiency for Practical Nurse and Nursing Assistant:</u></b></p> <p><b>4.2.1 Area 1: Professional Practice:</b></p> <p>This area reflects the practical nurse's accountability, ethical and legal practice towards clients, families, community and society, under the supervision of the registered nurse.</p> <p><b>4.2.1.1 Competency Standard: Professional Practice:</b></p> |
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|  | <p>4.2.1.1.1 Definition: Under the supervision of the registered nurse, accepts accountability for own actions and decision making and for the related outcomes.</p> <p>4.2.1.1.2 Performance criteria:</p> <p>4.2.1.1.2.1 Under the direction of the registered nurse, 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.</p> <p>4.2.1.1.2.2 Recognizes the boundaries of the Scope of Practice<sup>4</sup> and the limits of one's own competence.</p> <p>4.2.1.1.2.3 Seeks appropriate guidance when encountering situations beyond the Scope of Practice and the limits of one's own competence.</p> <p>4.2.1.1.2.4 Acknowledges and respects the accountability and responsibilities of other healthcare professionals and personnel.</p> <p>4.2.1.1.2.5 Assumes accountability for delegated nursing care.</p> <p>4.2.1.1.2.6 Assists in activities to optimize and ensure client's safety and access to the full range of services required for effective care.</p> <p>4.2.1.1.2.7 Practices according to the Code of Conduct for Nurses.</p> <p>4.2.1.1.2.8 Participates in ethical decision-making with respect to own responsibilities or where ethical issues affect the care provision.</p> <p>4.2.1.1.2.9 Performs actions to protect the client's rights<sup>6</sup> in accordance with the UAE law and the Code of Ethics.</p> <p>4.2.1.1.2.10 Maintains confidentiality and security of written, verbal and electronic client information.</p> <p>4.2.1.1.2.11 Recognizes and respects the client's right to be fully informed.</p> <p>4.2.1.1.2.12 Recognizes respects and maintains the client's right for privacy and dignity.</p> <p>4.2.1.1.2.13 Demonstrates sensitivity to diversity, including such factors as cultural and religious beliefs race, age, gender, physical and mental state, and other relevant considerations.</p> <p>4.2.1.1.2.14 Collaborates with other healthcare professionals and personnel to ensure ethical practice is maintained.</p> <p>4.2.1.1.2.15 Practices in accordance with policies and procedures that guide nursing practice.</p> |
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- 4.2.1.1.2.16 Practices in accordance with relevant laws and regulations that govern nursing practice.
- 4.2.1.1.2.17 Maintains valid registration and licensure to practice in the UAE.
- 4.2.1.1.2.18 Recognizes and communicates breaches of laws and regulations relating to code of conduct.

### **4.2.2 Area 2: Care Provision**

This domain encompasses the key principles of the practical nurse's role in health promotion, illness prevention, care provision as well as therapeutic and interpersonal relationships pertaining to clients, families, community and society.

#### **4.2.2.1 Competency Standard: Promotion of Health**

- 4.2.2.1.1 Definition: Engages in health promotion and disease prevention activities with clients, families, community and society.
- 4.2.2.1.2 Performance Criteria:
  - 4.2.2.1.2.1 Assists the registered nurse in health education to individuals/groups utilizing the teaching-learning process and provides him/her with timely feedback on results of instruction.
  - 4.2.2.1.2.2 Acts as a role model by promoting a healthy lifestyle for self and others, and by demonstrating environmentally responsible behaviors.
  - 4.2.2.1.2.3 Identifies environmental hazards and eliminates and/or prevents them where possible.

#### **4.2.2.2 Competency Standard: Provision of Care**

- 4.2.2.2.1 Definition: Under the supervision of the registered nurse, participates in the planning and provision of safe and culturally competent nursing care, to optimize outcome, for clients, families, community and society, in a variety of healthcare settings.
- 4.2.2.2.2 Performance Criteria:
  - 4.2.2.2.3.1 Assists the registered nurse in the assessment of individuals/groups, documents findings and reports them in a timely manner.
  - 4.2.2.2.3.2 Assists in identifying client problems that serve as a basis for care planning.
  - 4.2.2.2.3.3 Assists in implementing a prioritized plan of care by:
    - Providing delegated care.

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- Assisting with care.
- Participating in the teaching of clients, family members and/or significant others.
- Utilizing appropriate resources.
- Enabling and promoting independent self-care.
- Utilizing a range of effective and appropriate communication and engagement skills.

4.2.2.2.3.4 Responds in a timely manner to sudden changes in clients' condition.

4.2.2.2.3.5 Applies evidence-based knowledge into practice.

4.2.2.2.3.6 Provides culturally sensitive care in collaboration with other healthcare professionals.

4.2.2.2.3.7 Continuously evaluates the response(s) of clients/groups to nursing interventions, and reports results to the registered nurse.

4.2.2.2.3.8 Assists the registered nurse in reviewing the plan of care in response to the evaluation of client outcomes.

4.2.2.2.3.9 Documents performed interventions and client/group responses accurately and in a timely manner.

4.2.2.2.3.10 Contributes to problem solving by the health care team in the provision of care.

4.2.2.2.3.11 Prioritizes delegated workload and manages time effectively.

4.2.2.2.3.12 Provides feedback, offers suggestions for changes and deals effectively with the impact of change on own practice.

4.2.2.2.3.13 Maintains infection control practices.

4.2.2.2.3.14 Acts immediately and appropriately in accordance with the national and/or institutional disaster plan as needed.

4.2.2.2.3.15 Participates in quality assurance and risk management activities.

4.2.2.2.3.16 Provides a safe environment by identifying and reducing actual and potential risks in line with workplace health and safety principles.

4.2.2.2.3.17 Acknowledges own limitations in knowledge, judgment and/or skills, and functions within those limitations.

### 4.2.2.3 **Competency Standard: Therapeutic and Interpersonal Relationships**

4.2.2.3.1 Definition: Establishes therapeutic and interpersonal relationships with clients, families and healthcare professionals.

4.2.2.3.2 Performance Criteria:

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- 4.2.2.3.2.1 Accepts delegated activities in line with one's own competence and scope of practice.
- 4.2.2.3.2.2 Contributes to the establishment and maintenance of a positive working environment.
- 4.2.2.3.2.3 Resolves conflicts in a professional nonjudgmental manner, making effective use of appropriate communication skills to achieve resolution.
- 4.2.2.3.2.4 Effectively communicates own responsibilities and supports other healthcare professionals and personnel.
- 4.2.2.3.2.5 Establishes therapeutic relationships with clients / groups.
- 4.2.2.3.2.6 Initiates, develops and terminates therapeutic relationships with clients/groups through the uses of appropriate communication and interpersonal skills.
- 4.2.2.3.2.7 Communicates in a culturally competent manner.
- 4.2.2.3.2.8 Maintains collaborative working relationship with colleagues.
- 4.2.2.3.2.9 Communicates effectively within the workplace for the delivery of safe, competent, and ethical care.
- 4.2.2.3.2.10 Respects and supports the roles of other healthcare providers.
- 4.2.2.3.2.11 Consistently communicates relevant, accurate and comprehensive information in verbal, written and electronic forms.

### **4.2.3 Area 3: Professional, Personal and Quality Development:**

Practical nurses are required to maintain professional standards to provide quality health care. They have a professional obligation to develop themselves, and to support others in their professional development.

#### **4.2.3.1 Competency Standard: Professional Development:**

- 4.2.3.1.1 Definition: Assumes responsibility for own professional development through lifelong learning to ensure continued competence in nursing practice.
- 4.2.3.1.2 Performance Criteria:
  - 4.2.3.1.1.1 Reviews and reflects on own practice through reflection, critical examination and manager evaluation.
  - 4.2.3.1.1.2 Identifies the need for updating knowledge and skills for practice.
  - 4.2.3.1.1.3 Actively engages in ongoing professional development.
  - 4.2.3.1.1.4 Maintains record of learning and professional development activities.

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|  | <p>4.2.3.1.1.5 Uses professional standards and evidence-based best practice guidelines.</p> <p>4.2.3.1.1.6 Participates in nursing research as delegated by management and uses findings as a mean to improve standards of care.</p> <p>4.2.3.1.1.7 Acts as a role model for colleagues.</p> <p>4.2.3.1.1.8 Supports and precepts newly hired practical nurses.</p> <p>4.2.3.1.1.9 Participates in facilitating learning opportunities for colleagues.</p> <p>4.2.3.2 Competency Standard: Quality Development</p> <p>4.2.3.2.1 Participates in meeting organizational quality and safety standards guidelines and quality improvement activities.</p> <p>4.2.3.2.2 Performance Criteria:</p> <p>4.2.3.2.2.1 Practices in accordance with quality standards and guidelines reflecting recognized evidence based practice.</p> <p>4.2.3.2.2.2 Applies organizational quality management activities.</p> <p>4.2.3.2.2.3 Assists registered nurse in maintaining quality and safety practices.</p> |
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| 5   | DEFINITIONS  |
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| 5.1 | <p><b>Approved Practical Nurse Education Program:</b> a government- approved, general nursing program of at least one (1) year in length that provides theory and clinical education in each of the following: adult medical surgical nursing, maternal/infant nursing, and pediatric nursing, as well as theoretical education in mental health nursing.</p>  |
| 5.2 | <p><b>Approved Registered Nurse Education Program:</b> a government-approved, general nursing program of at least three (3) years in length that provides theory and clinical education in each of the following: adult medical surgical nursing, maternal/infant nursing, pediatric nursing, and psychiatric/mental health nursing. An Approved Registered Nurse Education Program requires proof of a senior secondary school education (high school), separate from nursing education, as a condition of admission.</p> |
| 5.3 | <p><b>DHCA:</b> Dubai Healthcare City Authority.</p>   |
| 5.4 | <p><b>DHCC:</b> Dubai Healthcare City.</p>   |
| 5.5 | <p><b>DHCR:</b> Dubai Healthcare City Authority- Regulation Sector.</p>  |
| 5.6 | <p><b>Licensed Healthcare Professional:</b> a natural person engaged in a healthcare profession holding a License duly issued by the Licensing Board in accordance with the Healthcare Professionals Regulation and the applicable Rules, Standards and Policies.</p>  |



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| 5.7  | <b>Regulation:</b> any regulation approved by the Chairperson under the Law, including any amendments to any such regulation.  |
| 5.8  | <b>Gap of Practice:</b> A Criteria set by DHCR, normally a continuous gap in professional practice in excess of three (3) years.   |
| 5.9  | <b>Scope of Practice:</b> identifies the areas of the profession in which they have the knowledge, skills and experience to practice safely and effectively in a way that meets a defined standard.  |
| 5.10 | <b>Standard:</b> a specification that defines materials, methods, processes or practices and that is used to provide a basis for determining consistent and acceptable minimum levels of quality, performance, safety and reliability.   |
| 5.11 | <b>Standing orders:</b> a written instruction issued by a medical practitioner. It authorizes a specified person or class of people (eg, registered nurses) who do not have prescribing rights to administer and/or supply specified medicines and some controlled drugs. The intention for standing orders is to be used by a registered nurse during an emergency condition and in line with the hospitals' policies & procedures. A standing order <b>does not</b> allow a registered nurse to generate a prescription and provide it to a patient to take to a pharmacy to be dispensed. Nor does a standing order allow a registered nurse to provide a patient with a prescription that has been 'pre-signed' by the medical practitioner who issued the standing order. |
| 5.12 | <b>Registered Nurse:</b> an individual who is licensed to engage in the Practice of Nursing, holds ultimate responsibility for direct and indirect nursing care, is a graduate of an approved school for professional nursing, and currently holds a License as a Registered Nurse.  |
| 5.13 | <b>Registered Midwife:</b> an individual whose area of Professional Practice is the care of women throughout the course of pregnancy, labor and delivery periods. He/she provides care to mothers and their infants in the post-partum period, as well as well-woman gynecological and family planning management.   |

### 6 REFERENCES AND RELATED DOCUMENTS

|     |   |
|-----|---|
| 6.1 | The UAE Nursing and Midwifery Council-Nursing and Midwifery Scope of Practice, 2012   |
| 6.2 | Registered Psychiatric Nurses Association of Saskatchewan, Canada, 2013   |
| 6.3 | Nursing Council of New Zealand, Competencies for registered nurses, Dec 2007  |
| 6.4 | The Nursing Council of Hong Kong, Feb 2012  |
| 6.5 | Nursing and Midwifery Board of Australia, Jan 2006  |
| 6.6 | Standing Order Guidelines by the Ministry of Health, New Zealand, June 2012   |
| 6.7 | <a href="http://www.nmc.org.uk/globalassets/sitedocuments/standards/nmc-standards-for-competence-for-registered-nurses.pdf">http://www.nmc.org.uk/globalassets/sitedocuments/standards/nmc-standards-for-competence-for-registered-nurses.pdf</a> |

## DHCR Standard For Licensed Nursing Professionals

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| 6.8  | <a href="http://www.rpnas.com/wp-content/uploads/Scope-of-Practice.pdf">http://www.rpnas.com/wp-content/uploads/Scope-of-Practice.pdf</a><br><a href="http://www.ispn-psych.org/docs/standards/scope-standards-draft.pdf">http://www.ispn-psych.org/docs/standards/scope-standards-draft.pdf</a> |
| 6.9  | <a href="http://www.sanc.co.za">http://www.sanc.co.za</a>  |
| 6.10 | <a href="https://www.hci.edu/hci-news-blog/258-cardiac-nurse-job-description">https://www.hci.edu/hci-news-blog/258-cardiac-nurse-job-description</a>  |