

# 2013

## EfCCNa Competencies for European Critical Care Nurses



European federation of  
Critical Care Nursing  
associations –  
EfCCNa



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## Developed by

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# Introduction

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Critical care is a complex and dynamic specialty, which aims to treat the delicate health needs of the acutely or critically ill patient and their families. The role of the critical care nurse is invaluable in the delivery of evidence-based care and remains a core member of the critical care multi-professional team.

Due to the increasing complexity and holistic nature of critical care delivery, the critical care nurse is required to have a unique combination of skills, knowledge and attitudes. To ensure that the critical care nurse is fit for purpose and competent to perform their role, the appropriate training and development opportunities should be provided; examples include post-registration critical care training and local competency tools.

## Background

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In 2009 the EfCCNa Education Committee commenced work on a project to develop a European Critical Care Nursing competency framework that could be utilised in practice to assess competence and facilitate continuing professional development (CPD). The motivation for pursuing this project came from member associations within EfCCNa, who reported the need for a competency assessment tool that could allow competence to be mapped, but also to articulate an acceptable level of clinical skill and knowledge for the critical care nursing workforce across Europe.

### *Development of the Competency Framework*

The process for developing the EfCCNa competency framework included the following stages:

- Formation of a core committee focused on moving this project forward, this included representation from critical care nurses working in academic and also in practice. The committee included representatives from the following countries:
  - Austria.
  - Cyprus.
  - Finland.
  - Germany.
  - Slovenia.
  - United Kingdom

- A review and appraisal of existing frameworks and competency tools was completed. Core texts and seminal works were consulted.
- Key and desirable areas of competence were identified and articulated, these were cross-referenced with existing frameworks, facilitating creation of competency domains and sub-domains.
- Consultation with key stakeholders occurred at the EfCCNa Congress in Copenhagen (2011) and at various EfCCNa Council meetings.
- Following creation of core domains and sub-domains, individual competency statements were articulated, reviewed and confirmed.
- Competencies reviewed for clarity, formatted and prepared for launch at EfCCNa Congress in Belgrade (2013).

## Instructions to Use

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This supporting information is intended to provide guidance as to how the EfCCNa Critical Care Nursing competencies can be utilised within the practice setting.

### *How can the EfCCNa Critical Care Nursing competencies be utilised?*

The competency document was designed to be utilised flexibly and to facilitate several different goals, these include:

- A tool to facilitate the development and progression of a critical care nurses competence.
  - As a self-assessment tool, which could highlight strengths & areas for development
  - To assist the department manager, mentor or line-manager to review nurse's strengths, areas for development and then integrate these within their personal development plan (PDP).
- A standard document that highlights a level of acceptable competence for a critical care nurse.
- An indication of core aspects of critical care nursing competence, that would in-turn influence the content or curriculum underpinning a formal post-registration critical care nursing training course.

However the core aim of this project, related to the creation of a competency tool that could be utilised by the clinical critical care teams to support and facilitate the professional and continuing development of their nursing workforce.

### *Who are the EfCCNa Critical Care Nursing competencies intended for?*

The EfCCNa Critical Care Nursing competencies are intended to be used by critical care nurses, managers/mentors within the clinical setting and nursing educators, who might be responsible for the delivery of critical care nursing training within the clinical setting or within an academic institution.

### *What competencies are included within this tool?*

A range of competencies are included within the EfCCNa Critical Care Nursing competency tool, these are divided into domains and sub-domains, these are depicted in the table below:

Table 1 – Domains and sub-domains contained within the competency tool.

Clinical Domain	Professional Domain	Managerial Domain	Education & Development Domain
Assessment & nursing diagnosis	Complex decision making	Unit management	Personal development
Planning	Ethical & legal	Team management	Development of others
Implementation	Communication	Health & safety	Evidence based practice
Evaluation		Quality Assurance	

### *How do I use the competency tool?*

If the competency tool is being used as a framework to increase competence, a key requirement for its use is a clinical mentor or educator who will support the nurse through the assessment process. The assessor could be their clinical mentor, their manager or perhaps a departmental educator or teacher. It is essential that adequate time, support and supervision is provided by the assessor to enable the nurse to fully engage with the competency tool.

To facilitate the assessment process, the mentor or assessor must identify if the nurse demonstrates competence in each individual statement contained within the tool. The nurse is able to demonstrate their competence through a variety of methods, these include:

- Direct observation of nursing care within the clinical setting.
- Direct observation of simulated nursing care.

- Through discussion and questioning.
- By completion of written reflective work.
- Through completion of related workbooks.
- Through completion of project work, i.e. development of local guidelines.
- Through a portfolio of evidence, i.e. certificates of attendance.
- Documented feedback from colleagues, patients or relatives.

Following demonstration of competence, the assessor if satisfied will sign and date in the 'ASSESSMENT' box contained within the competency tool.

If the assessor is unable to sign-off the nurse as competent, i.e. perhaps due to lack of evidence, a documented action plan should be commenced. The action plan should highlight the area for development, identify a solution and set a realistic time frame to achieve this. The nurse should be given support to achieve outstanding competencies and have their progress reviewed on a regular basis.

# EfCCNa Critical Care Nursing Competency Tool



# Clinical Domain

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The following competencies aim to promote safe and effective direct critical care to the patient and their family.

SUBDOMAIN 1	
ASSESSMENT & NURSING DIAGNOSIS	
The critical care nurse should be able to demonstrate competence of the following:	Assessment
<p><b>1.1. Data synthesis to inform patient assessment</b></p> <ul style="list-style-type: none"> <li>• Synthesize large amounts of data in order to promote an informed assessment and management plan, which will include the ability to make a proper physical examination of the following systems in the context of the patients critical illness:               <ul style="list-style-type: none"> <li>▪ Cardiovascular</li> <li>▪ Respiratory</li> <li>▪ Gastrointestinal</li> <li>▪ Metabolic</li> <li>▪ Neurological</li> <li>▪ Nutritional state</li> <li>▪ Musculoskeletal</li> <li>▪ Genito-urinary and renal</li> </ul> </li> </ul>	
<p><b>1.2. Data gathering to inform patient assessment</b></p> <ul style="list-style-type: none"> <li>• Effectively gathers pertinent and sufficient data from the patient, family or significant others, or other healthcare providers.</li> <li>• Uses appropriate evidence-based assessment techniques and instruments in order to develop a holistic picture of the patient’s needs (which might include learning needs and needs for psychological support, spiritual &amp; social needs).</li> <li>• Critically uses analytical models and problem-solving tools.</li> <li>• Is able to prioritize the data collection activities as driven by the patient’s characteristics and be able to relate them to the immediate condition and anticipated needs.</li> </ul>	
<p><b>1.3. Utilization of data to inform patient assessment</b></p>	

<ul style="list-style-type: none"> <li>• Demonstrates critically thinking and integration of in-depth knowledge and experience and clinical findings to inform patient assessment.</li> <li>• Evaluates, documents and communicates appropriate or relevant data within the clinical team.</li> <li>• Formulates an accurate nursing diagnosis and reviews the patient’s clinical progress and modifies interventions according to the patient’s response.</li> <li>• Ensures continued assessment and monitoring based on a systematic approach and evidence based protocols and guidelines.</li> </ul>	
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<p>SUBDOMAIN 2</p> <p style="text-align: center;"><b>PLANNING</b></p>	
<b>The critical care nurse should be able to demonstrate competence of the following:</b>	<b>Assessment</b>
<p><b>2.1. Collaborative and patient focused care planning</b></p> <ul style="list-style-type: none"> <li>• To be able to develop a care plan in collaboration with the patient, family or significant others and healthcare professionals in a way that promotes each member’s contribution toward achieving the desired outcomes.</li> <li>• Is able to individualize and critically evaluate the care plan considering the patient’s individual requirements and the clinical situation.</li> <li>• Demonstrates awareness and understanding of the economic and resourcing impact when formulating a care plan.</li> </ul>	
<p><b>2.2. Integration of evidence based practice</b></p> <ul style="list-style-type: none"> <li>• Is able to formulate a care plan using the current best evidence according to established policies.</li> <li>• Identifies and prioritizes evidence based interventions, including strategies for promotion and restoration of health and prevention of further illness, injury, and disease.</li> </ul>	

## IMPLEMENTATION

The critical care nurse should be able to demonstrate competence of the following:	Assessment
<p><b>3.1. Delivery of care</b></p> <p>Effectively manages the care of a critically ill patient with acute alterations/disorders in vital organs, like as:</p> <ul style="list-style-type: none"> <li>▪ Acute medical conditions.</li> <li>▪ Chronic and co-morbid diseases &amp; be able to identify the implications of chronic disease on the critically ill patient.</li> <li>▪ Sepsis including shock syndromes, inflammatory response, severe sepsis, common infection-causing organisms, multi-organ failure.</li> <li>▪ Cardiovascular disorders, including unstable angina, acute myocardial infarction, left ventricular failure, right ventricular failure, pulmonary embolus, cardiac tamponade, atrial tachycardia, ventricular tachycardia, atrial and ventricular fibrillation, pacing box failure.</li> <li>▪ Respiratory disorders including pneumonia, asthma, chronic obstructive airways disease and acute lung injury syndromes (ALI/ARDS) and their causes.</li> <li>▪ Gastrointestinal disorders, including altered nutritional states, pancreatitis, jaundice and hepatobiliary disorders.</li> <li>▪ Metabolic and endocrine disorders including diabetes, adrenal insufficiency, thyroid and electrolyte disorders.</li> <li>▪ Neurological and neuromuscular disorders, including head injury, epilepsy, brain death, critical illness neuropathy and delirium.</li> <li>▪ Haematological disorders, including major haemorrhage requiring massive blood transfusion, immune-suppression and immune-incompetence.</li> <li>▪ Renal disorders including acute kidney injury, chronic renal impairment and end-stage renal disease.</li> <li>▪ Intoxication and poisoning associated with drugs or environmental toxins.</li> <li>▪ Post-operative care following major vascular or cardiothoracic surgery.</li> <li>▪ Post-operative care following major neurological surgery or intervention.</li> <li>▪ Care of the critically ill patient with burns.</li> <li>▪ Care of the critically ill patient with trauma.</li> </ul>	

<p><b>3.2. Resuscitation &amp; acute deterioration</b></p> <ul style="list-style-type: none"> <li>• Can recognize, assess, stabilize and manage a critically ill patient who has acutely deteriorated or collapsed.</li> <li>• Can diagnose and manage cardiopulmonary resuscitation to advanced life support provider level to include the management of common arrhythmias.</li> <li>• Can manage the post-resuscitation period including the management of the airway, breathing, circulation, dysrhythmia and abnormal metabolic states.</li> <li>• Can triage and prioritize care of the patients appropriately within the critical care environment.</li> </ul>	
<p><b>3.3. Critical care procedures</b></p> <p>Initiates and performs practical procedures according to local protocols and guidelines required to facilitate organ support and therapeutic interventions:</p> <ul style="list-style-type: none"> <li>▪ Can manage and wean patients from invasive mechanical ventilation.</li> <li>▪ Can initiate, manage, and wean patients from non-invasive ventilatory support.</li> <li>▪ Can manage the airway during &amp; following percutaneous tracheostomy insertion.</li> <li>▪ Can manage the airway during procedures requiring sedation, e.g. cardioversion.</li> <li>▪ Can manage fluids and vasoactive drugs to support the circulation, including the drug groups vasopressors and inotropes.</li> <li>▪ Can request and administer blood and blood products safely and in accordance to local policy.</li> <li>▪ Can recognize and correct electrolyte, glucose and acid–base disturbances.</li> <li>▪ Can assess and implement nutritional support.</li> <li>▪ Can manage continuous renal replacement therapy.</li> <li>▪ Can perform comprehensive airway assessment.</li> <li>▪ Can perform emergency airway management to an Advanced Life Support (ALS) provider standard.</li> <li>▪ Can initiate and manage oxygen administration devices.</li> <li>▪ Can initiate and manage appropriate methods for measuring cardiac output and derived haemodynamic variables.</li> <li>▪ Can perform peripheral venous catheterization (if part of nursing role).</li> <li>▪ Can assist in central venous catheterization, including renal replacement catheters &amp; central venous catheters.</li> </ul>	

<ul style="list-style-type: none"> <li>▪ Can perform arterial catheterization (if part of nursing role) and arterial blood sampling.</li> <li>▪ Can perform external cardiac pacing.</li> <li>▪ Can perform defibrillation and cardioversion in accordance to resuscitation protocols.</li> <li>▪ Can perform electrocardiography (ECG/EKG).</li> <li>▪ Can perform nasogastric tube placement in a critically ill patient.</li> <li>▪ Can perform urinary catheterization.</li> </ul>	
<p><b>3.4. Patient comfort and psychological care</b></p> <ul style="list-style-type: none"> <li>• Can identify and aim to minimize psychological effects of critical illness for patients and relatives.</li> <li>• Can manage the appropriate use of sedation and neuromuscular blockade, including assessment &amp; titration.</li> <li>• Can manage the assessment, prevention and treatment of pain including the use and prescription of patient controlled analgesia.</li> <li>• Communicate effectively and explain difficult clinical information using terms and language understandable to the patient and relatives.</li> <li>• Enable patients and relatives to make informed choices and understand the consequences of the choices they make.</li> <li>• Provide supportive care and coaching through difficult procedures for the patient, their family or significant others.</li> <li>• Breaking bad news, managing bereavement and traumatic events.</li> </ul>	
<p><b>3.5. Patient transfer</b></p> <p>Can undertake transport of the critically ill patient outside the critical care department, including the mechanically ventilated and spontaneously breathing patient in accordance with local and national guidelines and standards.</p>	
<p><b>3.6. End of life care</b></p> <ul style="list-style-type: none"> <li>• Can manage the appropriate aspects of withholding or withdrawing treatment, once agreed with the multidisciplinary team.</li> <li>• Can communicate care plans and discuss end of life care with patients and their families or significant others.</li> <li>• Can manage the process of palliative care for the critically ill patient.</li> </ul>	

<p><b>3.7. Critical care rehabilitation</b></p> <p>Is able to support the rehabilitation process of the critically ill patient, which starts on admission to critical care and continues after discharge.</p>	
<p><b>3.8 Organ donation</b></p> <ul style="list-style-type: none"> <li>• Can provide appropriate care to a patient undergoing organ donation.</li> <li>• Is able to discuss the organ donation with families if appropriate.</li> <li>• Is able to work collaboratively with the organ donation team.</li> <li>• Is able to assist with brain-stem testing.</li> </ul>	
<p>SUBDOMAIN 4</p> <p><b>EVALUATION</b></p>	
<p><b>The critical care nurse should be able to demonstrate competence of the following:</b></p>	<p><b>Assessment</b></p>
<p><b>4.1. Evaluation of interventions</b></p> <ul style="list-style-type: none"> <li>• Is able to commence evaluation within an appropriate time frame after interventions are initiated.</li> <li>• Should be able to evaluate the results systematically and ongoing using evidence-based techniques and instruments.</li> <li>• Performs an evaluation of the effectiveness of interventions, toward achieving the desired outcome.</li> <li>• Should involve the team of patient, family, and healthcare providers in the evaluation process as appropriate.</li> <li>• Should involve the patient, family and healthcare providers in the evaluation process as appropriate.</li> <li>• Should document results of the evaluation appropriately.</li> </ul>	

# Professional Domain

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The following competencies aim to promote and enhance professional critical care nursing practice.

SUBDOMAIN 1	
COMPLEX DECISION MAKING	
The critical care nurse should be able to demonstrate competence of the following:	Assessment
<p><b>1.1. Evidence to inform decision making</b></p> <p>Is able to utilize and access different sources of evidence when making complex decisions:</p> <ul style="list-style-type: none"> <li>▪ Considers the patient or family’s preference towards their treatment and interventions.</li> <li>▪ Understands the research process, the importance of evidence based practice &amp; can demonstrate critical appraisal of literature.</li> </ul>	
<p><b>1.2. Problem solving</b></p> <p>Utilizes problem solving and decision making skills to address a variety of clinical situations.</p>	

SUBDOMAIN 2	
ETHICAL & LEGAL	
The critical care nurse should be able to demonstrate competence of the following:	Assessment
<p><b>2.1. Ethical practice</b></p> <ul style="list-style-type: none"> <li>• Acts with responsibility and based on ethical tenets, participates in ethical discussions and decision processes.</li> </ul>	

<ul style="list-style-type: none"> <li>• Can articulate an understanding of ethical principles, in relation to critical care delivery.</li> </ul>	
<p><b>2.2. Autonomy</b></p> <ul style="list-style-type: none"> <li>• Demonstrate awareness of patient autonomy, consent and relevant local or national legislation.</li> <li>• Informs and supports patients and their relatives about treatment options and assists in facilitating informed decision-making.</li> </ul>	
<p><b>2.3. Equality &amp; diversity</b></p> <ul style="list-style-type: none"> <li>• Practices in a manner that embraces equality and diversity and does not discriminate against age, gender, religion, sexual orientation, race or disability.</li> <li>• Respects the diversity of the patient, including their values, age and beliefs.</li> </ul>	
<p><b>2.4. Legislation</b></p> <ul style="list-style-type: none"> <li>• Is aware of and abides by relevant rulings or legislation pertinent to their role.</li> <li>• Demonstrates an understanding of national and EU legislation relating to patient care &amp; healthcare delivery: <ul style="list-style-type: none"> <li>▪ Informed consent, capacity &amp; patient autonomy.</li> <li>▪ Confidentiality, data protection &amp; documentation standards.</li> <li>▪ Working conditions, employment rights and working environment considerations, i.e. disposal of hazardous materials.</li> </ul> </li> </ul>	
<p><b>2.5. Incident reporting</b></p> <p>Understands and abides by local, national and EU rulings or legislation concerning the prevention, reporting and monitoring of adverse events, such as medication errors, adverse incidents, equipment failures.</p>	

## SUBDOMAIN 3

## COMMUNICATION

The critical care nurse should be able to demonstrate competence of the following:	Assessment
<p><b>3.1. Complex communication</b> Effectively communicates, guides and supports patients, families or significant others during their critical illness:</p> <ul style="list-style-type: none"> <li>▪ Is able to break bad news in a sensitive &amp; compassionate manner.</li> <li>▪ Can communicate effectively in complicated situations, i.e. dealing with conflict, resolving aggression.</li> </ul>	
<p><b>3.2. Team communication</b></p> <ul style="list-style-type: none"> <li>• Communicates and collaborates effectively within the multi-professional team:</li> <li>• Demonstrates effective verbal &amp; written communication with all members of the multidisciplinary team.</li> <li>• Recognizes the need and able to participate in peer support and debrief to colleagues.</li> <li>• Effectively maintains patient records or documentation in a systematic and chronological manner, in accordance to best practice and associated legislation.</li> </ul>	
<p><b>3.3. Patient and family communication</b></p> <ul style="list-style-type: none"> <li>• Communicates effectively with patients and their relatives or significant others, concerning the nursing care plan and the patients clinical situation.</li> </ul>	

# Management Domain

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The following competencies focus on the development of managerial and organisation knowledge and skill associated with critical care nursing.

SUBDOMAIN 1	
UNIT MANAGEMENT	
The critical care nurse should be able to demonstrate competence of the following:	Assessment
<p><b>1.1. Care management</b></p> <ul style="list-style-type: none"> <li>• Monitors patient care activities to ensure they are carried out effectively and efficiently.</li> <li>• Promptly recognizes early warning signs and advises senior colleagues or other members of the clinical team and others as required.</li> <li>• Continuously monitors the condition of the patient.</li> </ul>	
<p><b>1.2. Shift leadership</b></p> <ul style="list-style-type: none"> <li>• Coordinates the work activities of colleagues and members of the clinical team.</li> <li>• Delegates tasks to staff members appropriately.</li> <li>• Instructs staff on tasks, goals, processes and performance standards.</li> <li>• Monitors activities to ensure they are carried out effectively and efficiently.</li> <li>• Manages activities on a daily or shift basis.</li> </ul>	
<p><b>1.3. Time management</b></p> <p>Plans and prioritizes the work/tasks during the shift according the patient's needs.</p>	
<p><b>1.4 Change management</b></p> <ul style="list-style-type: none"> <li>• Understands, accepts and actively participates in change</li> </ul>	

<p>management and associated processes.</p> <ul style="list-style-type: none"> <li>• Mobilizes priorities and adapts work plans to reflect changes.</li> </ul>	
<p><b>1.5 Resource management</b></p> <ul style="list-style-type: none"> <li>• Efficiently uses resources, considering cost effectiveness issues.</li> <li>• If able/appropriate, coordinates work activities of colleagues.</li> <li>• Delegates tasks to colleagues appropriately, if required.</li> <li>• Instructs staff on tasks, goals, processes, and performance standards.</li> </ul>	

SUBDOMAIN 2

**TEAM MANAGEMENT**

**The critical care nurse should be able to demonstrate competence of the following:**

**Assessment**

**2.1. Role recognition**

- Resolves interpersonal or personal problems that are influencing individual or team performance
- Fosters a climate of transparency, trust, and respect among team members.
- Manages work activities and transactions with transparency and fairness.
- Shares information broadly with staff and peers.
- Promotes collaboration among staff.
- Encourages open, constructive discussion and values the diverse perspectives of others.

**2.2. Incident management**

- Promptly identifies critical or adverse incidents within clinical practice.
- Responds appropriately to critical or adverse incidents.
- Reports critical or adverse incidents appropriately, according to unit, hospital, national policy or protocol.

**2.3. Stress management**

<ul style="list-style-type: none"> <li>• Demonstrates an understanding of work-life balance.</li> <li>• Is aware of and effectively utilizes coping strategies to deal with stressful situations within the clinical environment.</li> <li>• Is aware how stress factors within the workplace can be prevented.</li> </ul>	
<p><b>2.4. Feedback provision &amp; coaching</b></p> <ul style="list-style-type: none"> <li>• Provides regular feedback to colleagues, acknowledges success and the need for improvement when appropriate.</li> <li>• Monitors and addresses workplace well-being.</li> </ul>	
<p><b>2.5. Workload management</b></p> <ul style="list-style-type: none"> <li>• Effectively manages workload within the clinical setting.</li> <li>• Proactively develops solutions to recurring problems or issues.</li> <li>• Redesigns or re-evaluates staff work activities to meet changing needs.</li> <li>• Re-evaluates clinical priorities in response to emergency or unforeseen situations.</li> </ul>	

<p><b>SUBDOMAIN 3</b></p> <p style="text-align: center;"><b>MAINTAINING A SAFE AND SUPPORTIVE ENVIRONMENT</b></p>	
<p><b>The critical care nurse should be able to demonstrate competence of the following:</b></p>	<p><b>Assessment</b></p>
<p><b>3.1. Prevention of sensory overload</b></p> <ul style="list-style-type: none"> <li>• Prevents sensory underload/overload by considering noise reduction, lighting levels and degree of stimulation for patients receiving critical care.</li> <li>• Promotes an appropriate day/night sleep cycle for patients receiving critical care.</li> <li>• Effectively facilitates the orientation of the patient.</li> </ul>	

<p><b>3.2. Handling the complex technical devices</b></p> <ul style="list-style-type: none"> <li>• Maintains the safe critical care environment, i.e. bed space organization and presence of emergency equipment.</li> <li>• Prevents incidents that could cause further injury, illness or distress.</li> <li>• Safely utilizes the technical devices within the critical care.</li> <li>• Assists with or performs advanced and complex procedures safely.</li> </ul>	
<p><b>3.3. Green management</b></p> <ul style="list-style-type: none"> <li>• Ensures and promote safe handling or disposal of contaminated, biological, chemical and toxic materials in accordance to local or national policy or protocols.</li> <li>• Promotes the appropriate use of disposable items within the clinical setting.</li> </ul>	
<p><b>3.4. Medication management</b></p> <ul style="list-style-type: none"> <li>• Maintains and promotes a robust knowledge base concerning medications administered within critical care settings.</li> <li>• Ensures that medication errors are prevented, by considering right patient, right time, right route, right medication, right dose, right label, correct calculation and associated documentation.</li> <li>• Follows and promotes unit, hospital, national guidelines concerning the administration of medications within critical care.</li> <li>• If able participates in the development of protocols and guidelines for safe administration medications within critical care.</li> <li>• Demonstrates the ability to titrate medications according to prescription parameters and local policy.</li> </ul>	

**SUBDOMAIN 4**

**QUALITY ASSURANCE**

**The critical care nurse should be able to demonstrate competence of the following:**

**Assessment**

<p><b>4.1. Adhering to standards</b></p> <ul style="list-style-type: none"> <li>• Understands and participates in clinical audit, i.e. patient safety,</li> </ul>	
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<p>vascular access, environmental safety, maintenance of technical equipment.</p> <ul style="list-style-type: none"> <li>• Understands the value of and participates in data gathering for quality indicators of patients outcomes, such as length of stay, length of ventilating the patient, prevention of infections.</li> <li>• Understands and is able to apply the local and national level recommendations, policies and guidelines into clinical practice.</li> </ul>	
<p><b>4.2. Assessing quality</b></p> <ul style="list-style-type: none"> <li>• Ensures work is congruent with formal procedures and regulations.</li> <li>• Actively pursues new knowledge and skills pertaining to the promotion of quality nursing delivery.</li> <li>• Identifies clinical outcomes that improves safety and the efficiency of patient care and then communicates these within the clinical team.</li> </ul>	

## Education and development domain

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The following competencies aim to facilitate the education and development of the critical care nurse.

<b>SUBDOMAIN 1</b>  <b>PERSONAL EDUCATION &amp; DEVELOPMENT</b>	
<b>The critical care nurse should be able to demonstrate competence of the following:</b>	<b>Assessment</b>
<p><b>1.1. Personal progression</b></p> <ul style="list-style-type: none"> <li>• Is aware of how to access learning and educational opportunities/resources, which would support continuing professional development.</li> <li>• Is aware of and if able, participates or is involved with local, national or international committees and professional organizations relating to critical care nursing.</li> <li>• Is able to take ownership and demonstrates initiative with regard</li> </ul>	

to their own educational and professional development in accordance to the local and EU rulings or legislation.	
<b>1.2. Reflective practice</b> <ul style="list-style-type: none"> <li>• Demonstrates a suitably reflective and self-aware approach within their professional practice.</li> <li>• Is able to reflect on current actions and identifies how future practice can be developed.</li> </ul>	

SUBDOMAIN 2	
EDUCATION & DEVELOPMENT OF OTHERS	
<b>The critical care nurse should be able to demonstrate competence of the following:</b>	<b>Assessment</b>
<b>2.1. Fostering a learning environment</b> <ul style="list-style-type: none"> <li>• Participates in the teaching and facilitation of others within the multi-professional team.</li> <li>• When appropriate provides education to patients and their relatives.</li> <li>• Supports personal development of individuals and groups within the critical care environment.</li> </ul>	

SUBDOMAIN 3	
EVIDENCE BASED PRACTICE	
<b>The critical care nurse should be able to demonstrate competence of the following:</b>	<b>Assessment</b>
<b>3.1. Engagement with evidence based practice</b> <ul style="list-style-type: none"> <li>• Participates in clinical research activities when able.</li> <li>• Can demonstrate an understanding of evidence-based practice and its translation into clinical practice.</li> <li>• Ensures that their knowledge base concerning evidence-based practice is updated and current.</li> </ul>	

<b>3.2. Translating evidence into practice</b>	
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- Is aware of how to search for evidence/literature utilizing available resources.
- Is able to critique sources of evidence utilizing appropriate literature appraisal tools.
- Participates in the development of evidence based protocols and guidelines when able.

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