



# **Hong Kong College of Surgical Nursing**

**Surgical Nursing Training: Part B  
Specialty - Breast Care Nursing**

**Curriculum**

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## 1. INTRODUCTION

The Breast Care Nursing Training is designed for surgical nurses who want to advance their clinical knowledge, skills, and practice to a higher level in the spectrum of Surgery with Breast Care as their core curriculum. This training illustrates the requirement for a surgical nurse to achieve with competency in the advanced clinical practice in this specialty field.

## 2. AIMS

- 2.1 To provide participants updated specialty knowledge and skills in managing clients with different kinds of breast disease, especially breast cancer; so as to provide holistic quality client care to these clients and their relatives. (**Domain 1, 2, 4, 5 & 6**)
- 2.2 To enhance participants to take up the extended roles and responsibilities in Breast Care nursing. (**Domain 1, 2, 3, 4, 5, 6 & 7**)

## 3. LEARNING OBJECTIVES

Upon completion of the course, participants should be able to:

- 3.1 Describe the anatomy, physiology and pathology of breast (**Domain 1, 4, 5 & 6**)
- 3.2 Outline common benign and malignant breast disease (**Domain 1, 2, 4, 5 & 6**)
- 3.3 Outline the latest medical and nursing management of patients with breast disease (**Domain 1, 2, 3, 4, 5, 6 & 7**)
- 3.4 Recognize the specific knowledge on the structure and function of breast investigations, breast operations, breast supportive garments, accessories & prosthesis (**Domain 1, 2, 4, 5 & 6**)
- 3.5 Provide specialized care to patients undergoing breast investigations, treatments, post-op rehabilitation, counseling and education for Ultrasonography, Mammography, Magnetic Resonance Imaging, Positron Emission Tomography Scan, fine needle aspiration, core biopsy, stereotactic biopsy, different kinds of breast conservative surgery, mastectomy and breast reconstruction (either immediate or delay), prosthesis, nipple reconstruction, nipple areola tattoo, adjuvant therapy, genetic counseling and sexual counseling (**Domain 1, 2, 4, 5 & 6**)

- 3.6 Evaluate the outcome of care provided and modify the interventions as necessary (**Domain 1, 2, 3, 4, 5, 6 & 7**)
- 3.7 Apply nursing process effectively to patients with breast problem (**Domain 1, 2, 3, 4, 5, 6 & 7**)
- 3.8 Outline adjuvant therapy, including chemotherapy, radiotherapy, hormonal therapy and targeted therapy, issues and educate patients for risk preventive measures (**Domain 1, 2, 4, 5 & 6**)
- 3.9 State the common drugs used in breast disease and their action and adverse reaction (**Domain 1, 2, 4 & 5**)
- 3.10 Act as resource person to nursing staff (**Domain 1, 2, 3, 4, 5, 6 & 7**)
- 3.11 Promote evidence-based practice (**Domain 1, 2, 3, 4, 5, 6 & 7**)
- 3.12 Apply infection control management effectively during investigations, examination and treatment (**Domain 1, 2, 3, 4, 5, 6 & 7**)

#### **4. LANGUAGE MEDIUM**

Both English and Cantonese will be used in tutorial sessions. All written assignments and examination will be in English.

## 5. COURSE CONTENTS (Total Learning Hours = 173.5)

### 5.1 Introduction (Domain 1 & 4)

5.1.1	Aetiology & biology of breast disease	1 hr
5.1.2	Epidemiology of breast cancer	3 hrs
5.1.3	Prevention of breast cancer	1.5 hrs
5.1.4	Breast awareness & health assessment	2 hrs
5.1.5	Breast screening & early detection of breast diseases	1.5 hrs

### 5.2 Anatomy, physiology & pathology of the breast (Domain 1, 4, 5 & 6)

5.2.1	Applied anatomy, physiology of mammary glands	1 hr
5.2.2	Applied pathology & pathophysiology of breast disease	1 hr

### 5.3 Therapeutic and caring relationship (Domain 1, 2, 3, 4, 5, 6 & 7)

5.3.1	History taking and understand different breast symptoms	1 hr
5.3.2	Communication skills with caregivers and patients on disease status, advocate and treatment options (1.5 hrs) - Interpretation of radiological report (1 hr) - Interpretation of pathology report (1 hr)	3.5 hrs
5.3.3	Psycho-social support of individual patient: Breast cancer counseling ( <i>Advanced practitioner level</i> ) - breaking bad news workshop (7 hrs) - genetic workshop (7 hrs) - sexuality & fertility (7 hrs)	21 hrs

## 5.4 **Specific knowledge and skill application (Domain 1, 2, 3, 4, 5, 6 & 7)**

5.4.1	Diagnostic tests and imaging	
	- Clinical breast examination	2 hrs
	- Breast imaging: Ultrasonography (USG), Mammography (MMG), Magnetic Resonance Imaging (MRI)	
	- Cytology / histology: Fine needle aspiration (FNA), Core biopsy, Stereotactic biopsy and Minimal invasive surgery	
5.4.2	Breast cancer health surveillance program and clinical breast examination workshop ( <i>Advanced practitioner level</i> )	7 hrs
5.4.3	Management of Benign Breast Disease (BBD) - medical perspectives	1.5 hrs
	- Mastalgia	
	- Cyst	
	- Fibroadenoma	
	- Mastitis	
	- Breast abscess	
	- Nipple discharge	
	- Phyllodes tumour	
	- Atypical ductal hyperplasia	
5.4.4	Management of Benign Breast Disease (BBD) - nursing perspectives	1.5 hrs
5.4.5	Management of malignant breast disease - medical perspectives	1.5 hrs
	- Ductal carcinoma in-situ (DCIS)	
	- Lobular carcinoma in-situ (LCIS)	
	- Invasive ductal carcinoma (IDC)	
	- Invasive lobular carcinoma (ILC)	
	- Paget's disease	
	- Inflammatory breast cancer	
	- Malignant phyllodes tumour	

- Axillary lymph node metastasis
- Metastasis: visceral and non-visceral

**5.5 Ensure effective health and illness management using structured approaches in various aspects in breast cancer (Domain 1, 2, 3, 4, 5, 6 & 7)**

5.5.1	Counseling and psychological care in cancer care	2 hrs
5.5.2	Information, patient choice & facilitating decision-making	1.5 hrs
5.5.3	Mental health issues in cancer care: anxiety, depression	1.5 hrs
5.5.4	Breast cancer treatment: <ul style="list-style-type: none"> <li>- Breast conservation surgery (BCT)</li> <li>- Occult lesion localization (by isotope ROLL / wire guide)</li> <li>- Mastectomy (SM)</li> <li>- Sentinel Lymph Node Biopsy (SLNB)</li> <li>- Axillary Dissection (AD)</li> <li>- Immediate / delay breast reconstruction: autologous tissue, implant, tissue expander, fat graft, nipple reconstruction</li> <li>- Neo-adjuvant chemotherapy</li> <li>- Adjuvant therapy</li> </ul>	3.5 hrs
5.5.5	Breast oncology ( <i>Advanced practitioner level</i> )	14 hrs
5.5.6	Post-operation patient care after breast surgery at early stage: <ul style="list-style-type: none"> <li>- <u>BCT / SM / SLNB / AD</u> <ul style="list-style-type: none"> <li>♦ Wound &amp; low vacuum drain management</li> <li>♦ Pain management</li> <li>♦ Body image</li> <li>♦ Discharge education and self care</li> </ul> </li> </ul>	1.5 hrs
5.5.7	Early breast wound rehabilitation and complication + seroma aspiration workshop ( <i>Advanced practitioner level</i> )	11 hrs

5.5.8	Post-operation patient care after breast surgery at early stage:	
	- <u>Immediate / delay breast reconstruction:</u> <u>autologus tissue, implant, tissue expander, fat graft, nipple reconstruction</u>	1.5 hrs
	<ul style="list-style-type: none"> <li>♦ Wound &amp; low vacuum drain management</li> <li>♦ Pain management</li> <li>♦ Body image</li> <li>♦ Discharge education and self care</li> </ul>	
5.5.9	Breast reconstruction and nipple areolar care ( <i>Advanced practitioner level</i> )	7 hrs
5.5.10	Post-operation patient care after breast surgery > 3 months:	
	- <u>BCT / SM / SLNB / AD</u>	1.5 hrs
	<ul style="list-style-type: none"> <li>♦ Wound &amp; scar management</li> <li>♦ Pain management</li> <li>♦ Body image</li> <li>♦ Self care</li> </ul>	
5.5.11	Body image workshop ( <i>Advanced practitioner level</i> )	7 hrs
5.5.12	Post-operation patient care after breast surgery > 3 months:	
	- <u>Immediate / delay breast reconstruction:</u> <u>autologus tissue, implant, tissue expander, fat graft, nipple reconstruction</u>	3 hrs
	<ul style="list-style-type: none"> <li>♦ Wound &amp; scar management</li> <li>♦ Pain management</li> <li>♦ Body image</li> <li>♦ Special consideration</li> <li>♦ Self care</li> </ul>	
5.5.13	Post-operative patient rehabilitation exercise - physiotherapy role	2 hrs
	- Early stage - progressive mobilization exercise	
	- Long term stage	



5.5.14	Complicated wound management:	2.5 hrs
	- Breast abscess	
	- Fungating wound	
	- Wound related to RT complication	
5.5.15	Upper limb lymphedema management:	1 hr
	- Knowing upper limb lymphedema	
5.5.16	Upper limb lymphoedema management workshop ( <i>Advanced practitioner level</i> )	14 hrs
5.5.17	The essence of survivor health surveillance: Breast cancer health surveillance program and clinical breast examination workshop ( <i>Advanced practitioner level</i> )	7 hrs
5.5.18	Symptom cluster and symptom management in oncology	2 hrs
5.5.19	Complicated cases: breast care at young women, pregnancy & lactation	2 hrs
5.5.20	Cancer recurrence & metastatic diseases: treatment & nursing management	2 hrs
5.5.21	Cancer & the family	1 hr
5.5.22	Care of the carers	1 hr
5.5.23	Support services in the community	1 hr
5.5.24	The use of pressure garment	1 hr
<b>5.6</b>	<b><u>Quality and Risk Management (Domain 4, 5 &amp; 6)</u></b>	
5.6.1	Quality assurance and risk management in different stage of breast cancer cases	2 hrs
<b>5.7</b>	<b><u>Innovative and effective approaches to care delivery (Domain 5)</u></b>	
5.7.1	Philosophy of breast care: principles & care pathway	2 hrs
<b>5.8</b>	<b><u>Effective functioning of team (Domain 3 &amp; 6)</u></b>	
5.8.1	Working in multidisciplinary team	1.5 hrs

**5.9 Professional and personal attributes of general and advanced practice (Domain 3, 6 & 7)**

6.9.1	Professional nursing development & concepts of advanced nursing practice	2 hrs
6.9.2	Ethical & legal aspects in cancer care	2 hrs
6.9.3	Utilization of nursing research in breast care	2 hrs

**5.10 Advanced nursing roles in integrated clinic (Domain 1, 2, 3, 4, 5, 6 & 7)**

6.10.1	Models of care:	2 hrs
	- Global trend on breast integrated clinic (SOPD)	
	- Breast cancer rehabilitation clinic	
	- Long term survivorship and health surveillance follow up clinic	
	- The nurse consultant model	
	- Cancer case manager model	

**5.11 Others (Domain 1,4,5,6&7)**

5.11.1	Diet and nutrition	1.5 hrs
5.11.2	Traditional Chinese Medicine: symptom management	1.5 hrs
5.11.3	Age related issues in breast care	1.5 hrs
5.11.4	Obesity and breast cancer	1 hr
5.11.5	Physical activity, life style and breast cancer	1 hr
5.11.6	Palliative care, spirituality, loss and grief, dying and bereavement	2 hrs
5.11.7	Health & social policy development for breast care practice	1.5 hrs
5.11.8	Infection control in breast care	1.5 hrs
5.11.9	Breast Screening in Hong Kong and other countries	4 hrs
5.11.10	Hereditary breast cancer and genetic testing	1 hr
5.11.11	New technology in breast surgery	2 hrs

## **5.12 Miscellaneous**

- 5.12.1 Tutorial / Debate sessions / Case sharing & structured presentation
- 5.12.2 Skills workshop & Group project presentation
- 5.12.3 Briefing on clinical Practicum
- 5.12.4 Mini Clinical Evaluation Exercise (Mini-CEX)
- 5.12.5 Breast Care specialty evaluation

## 6. RELATIONSHIP BETWEEN CURRICULUM AND DOMAIN OF COMPETENCE FRAMEWORK

		Domains							
		I	II	III	IV	V	VI	VII	
<b>A</b>	<b>Introduction</b>								
	1	Aetiology & biology of breast disease	✓			✓			
	2	Epidemiology of breast cancer	✓			✓			
	3	Prevention of breast cancer	✓			✓			
	4	Breast awareness & health assessment	✓			✓			
	5	Breast screening & early detection of breast diseases	✓			✓			
<b>B</b>	<b>Anatomy, physiology &amp; pathology of the breast</b>								
	1	Applied anatomy, physiology of mammary glands	✓			✓	✓	✓	
	2	Applied pathology & pathophysiology of breast disease	✓			✓	✓	✓	
<b>C</b>	<b>Therapeutic and caring relationship</b>								
	Aim to establish partnership with patients to promote their wellness in the healing, understand the potential impacts and social network								
	1	History taking and understand different breast symptoms	✓	✓		✓	✓	✓	✓
	2	Communication skills with caregivers and patients on disease status, advocate and treatment options	✓	✓		✓	✓	✓	✓
	3	Interpretation of radiological report	✓		✓	✓	✓	✓	✓
	4	Interpretation of pathology report	✓		✓	✓	✓	✓	✓
	5	Psycho-social support of individual patient	✓	✓		✓	✓	✓	✓
6	Breast cancer counseling ( <i>Advanced practitioner level</i> ) - breaking bad news - genetic (workshop) - sexuality & fertility	✓	✓	✓	✓	✓	✓	✓	

		Domains						
		I	II	III	IV	V	VI	VII
<b>D</b>	<b>Specific knowledge and skill application</b> Aim to provide patient centered care for gathering essential and accurate information in breast investigations and understand the management of breast disease							
1.	Diagnostic tests and imaging - Clinical breast examination - Breast imaging: Ultrasonography (USG), Mammography (MMG), Magnetic Resonance Imaging (MRI) - Cytology / histology: Fine needle aspiration (FNA), Core biopsy, Stereotactic biopsy and Minimal invasive surgery		✓	✓	✓	✓	✓	
2.	Breast cancer health surveillance program and clinical breast examination workshop ( <i>Advanced practitioner level</i> )	✓	✓		✓	✓	✓	✓
3.	Management of Benign Breast Disease (BBD) - medical perspectives - Mastalgia - Cyst - Fibroadenoma - Mastitis - Breast abscess - Nipple discharge - Phyllodes tumour - Atypical ductal hyperplasia	✓	✓		✓	✓	✓	
4.	Management of Benign Breast Disease (BBD) - nursing perspectives	✓	✓	✓	✓	✓	✓	
5.	Management of malignant breast disease - medical perspectives - Ductal carcinoma in-situ (DCIS) - Lobular carcinoma in-situ (LCIS) - Invasive ductal carcinoma (IDC) - Invasive lobular carcinoma (ILC) - Paget's disease - Inflammatory breast cancer - Malignant phyllodes tumour - Axillary lymph node metastasis - Metastasis: visceral and non-visceral	✓	✓		✓	✓	✓	

		Domains						
		I	II	III	IV	V	VI	VII
<b>E</b>	<b>Ensure effective health and illness management using structured approaches in various aspects in breast cancer</b>							
1	Counseling and psychological care in cancer care	✓	✓		✓	✓	✓	✓
2	Information, patient choice & facilitating decision-making	✓	✓		✓	✓	✓	✓
3	Mental health issues in cancer care: anxiety, depression	✓	✓		✓	✓	✓	✓
4	Breast cancer treatment: <ul style="list-style-type: none"> <li>- Breast conservation surgery (BCT)</li> <li>- Occult lesion localization (by isotope ROLL / wire guide)</li> <li>- Mastectomy (SM)</li> <li>- Sentinel Lymph Node Biopsy (SLNB)</li> <li>- Axillary Dissection (AD)</li> <li>- Immediate / delay breast reconstruction: autologous tissue, implant, tissue expander, fat graft, nipple reconstruction</li> <li>- Neo-adjuvant chemotherapy</li> <li>- Adjuvant therapy</li> <li>- Breast oncology (<i>Advanced practitioner level</i>)</li> </ul>	✓	✓	✓	✓	✓	✓	
5	Post-operation patient care after breast surgery at early stage: <ul style="list-style-type: none"> <li>➤ BCT / SM / SLNB / AD <ul style="list-style-type: none"> <li>- Wound &amp; low vacuum drain management</li> <li>- Pain management</li> <li>- Body image</li> <li>- Discharge education and self care</li> <li>- Early breast wound rehabilitation and complication + seroma aspiration workshop (<i>Advanced practitioner level</i>)</li> </ul> </li> <li>➤ Immediate / delay breast reconstruction: autologous tissue, implant, tissue expander, fat graft, nipple reconstruction <ul style="list-style-type: none"> <li>- Wound &amp; low vacuum drain management</li> <li>- Pain management</li> <li>- Body image</li> <li>- Discharge education and self care</li> </ul> </li> </ul>	✓	✓	✓	✓	✓	✓	✓

		Domains						
		I	II	III	IV	V	VI	VII
	- Breast reconstruction and nipple areolar care ( <i>Advanced practitioner level</i> )							
6	Post-operation patient care after breast surgery > 3 months: ➤ <u>BCT / SM / SLNB / AD</u> - Wound and scar management - Pain management - Body image - Self-care - Body image workshop_ ( <i>Advanced practitioner level</i> ) ➤ <u>Immediate / delay breast reconstruction: autologus tissue, implant, tissue expander, fat graft, nipple reconstruction</u> - Wound and scar management - Pain management - Body image - Special consideration - Self-care	✓	✓	✓	✓	✓	✓	✓
7	Post-operative patient rehabilitation exercise - physiotherapy role - Early stage - progressive mobilization exercise - Long term stage	✓	✓	✓	✓	✓	✓	✓
8	Complicated wound management: - Breast abscess - Fungating wound - Wound related to RT complication	✓	✓	✓	✓	✓	✓	✓
9	Upper limb lymphedema management: - Knowing upper limb lymphedema - Upper limb lymphoedema management workshop ( <i>Advanced practitioner level</i> )	✓	✓	✓	✓	✓	✓	✓
10	- The essence of survivor health surveillance - Breast cancer health surveillance program and clinical breast examination workshop ( <i>Advanced practitioner level</i> )	✓	✓		✓	✓	✓	✓
11	Symptom cluster and symptom management in oncology	✓	✓	✓	✓	✓	✓	✓
12	Complicated cases: breast care at young women, pregnancy & lactation	✓	✓	✓	✓	✓	✓	✓

		Domains							
		I	II	III	IV	V	VI	VII	
	13	Cancer recurrence & metastatic diseases: treatment & nursing management	✓	✓	✓	✓	✓	✓	✓
	14	Cancer & the family	✓	✓	✓	✓	✓	✓	✓
	15	Care of the carers	✓	✓	✓	✓	✓	✓	✓
	16	Support services in the community	✓	✓	✓	✓	✓	✓	✓
	17	The use of pressure garment	✓	✓		✓	✓	✓	
<b>F</b>	<b>Quality and Risk Management</b> Upkeep and promote a quality service environment and system to maintain the standard of care								
	1	Quality assurance and risk management in different stage of breast cancer cases				✓	✓	✓	
<b>G</b>	<b>Innovative and effective approaches to care delivery</b>								
	1	Philosophy of breast care: principles & care pathway					✓		
<b>H</b>	<b>Effective functioning of team</b>								
	1	Working in multidisciplinary team			✓			✓	
<b>I</b>	<b>Professional and personal attributes of general and advanced practice</b>								
	1	Professional nursing development & concepts of advanced nursing practice			✓			✓	✓
	2	Ethical & legal aspects in cancer care			✓			✓	✓
	3	Utilization of nursing research in breast care			✓			✓	✓
<b>J</b>	<b>Advanced nursing roles in integrated breast nurse clinic</b>								
	1	Models of care: - Global trend on breast integrated clinic (SOPD) - Breast cancer rehabilitation clinic - Long term survivorship and health surveillance follow up clinic - The nurse consultant model - Cancer case manager model	✓	✓	✓	✓	✓	✓	✓
<b>K</b>	<b>Others</b>								
	1	Diet and nutrition	✓			✓	✓	✓	✓
	2	Traditional Chinese Medicine: symptom management	✓			✓	✓	✓	✓
	3	Age related issues in breast care	✓			✓	✓	✓	✓



		Domains						
		I	II	III	IV	V	VI	VII
4	Obesity and breast cancer	✓			✓	✓	✓	✓
5	Physical activity, life style and breast cancer	✓			✓	✓	✓	✓
6	Palliative care, spirituality, loss and grief, dying and bereavement	✓			✓	✓	✓	✓
7	Health & social policy development for breast care practice				✓	✓	✓	✓
8	Infection control in breast care				✓	✓	✓	✓
9	Breast Screening in Hong Kong and other countries				✓	✓	✓	✓
10	Hereditary breast cancer and genetic testing	✓			✓	✓	✓	✓
11	New technology in breast surgery	✓			✓	✓	✓	✓

## 7. SUMMARY OF LEARNING HOURS

<b><u>Specialty</u></b>	<b>Hours</b>
Introduction	9
Anatomy, physiology & pathology of the breast	2
Therapeutic and caring relationship	4.5
Specific knowledge and skill application	6.5
Ensure effective health and illness management using structured approaches in various aspects in breast cancer	31.5
Quality and Risk Management	2
Innovative and effective approaches to care delivery	2
Effective functioning of team	1.5
Professional and personal attributes of general and advanced practice	6
Advanced nursing roles in integrated clinic	2
Others	18.5
<b><u>Advanced Practitioner Level</u></b>	
Breast cancer counseling	21
Breast cancer health surveillance program and clinical breast examination workshop	7
Breast oncology	14
Early breast wound rehabilitation and complication + seroma aspiration workshop	11
Breast reconstruction and nipple areolar care workshop	7
Body image workshop	7
Upper limb lymphoedema management workshop	14
Breast cancer health surveillance program and clinical breast examination workshop	7
<b>Total</b>	<b>173.5</b>

## 8. REFERENCES

- Clinical standards for working in a breast specialty - RCN guidance for nursing staff' (2009). Royal College of Nursing, London.
- Department of Surgery of Kwong Wah Hospital in collaboration with the breast group of the Royal Marsden Hospital / Institute of Cancer Research, London - Post-registration Certificate Course (Asia Pacific Region): First Advanced Course in Breast Cancer Nursing Curriculum
- Hospital Authority, Hong Kong (2014) 'Guidelines for Specialty Nursing Services – Breast Surgery' (2<sup>nd</sup> version).
- The Hong Kong Academy of Nursing Operations Handbook 2014  
Generic Competency Framework for Advanced Practice Nurse
- The Hong Kong Polytechnic University School of Nursing - Post-registration Certificate Course: Breast Care Nursing Curriculum

## 9. COMPETENCE FRAMEWORK FOR ADVANCED SURGICAL PRACTICE NURSES

### **Domain 1**      *Managing clients with complex health conditions*

1. Manages complete episode of care for complicated health cases and refers aspects of care to own and other professions.
2. Provides case management services to meet multiple client health care needs.
3. Plans and implements diagnostic strategies and therapeutic interventions to help clients with unstable and complex health care problems regain stability and restore health in collaboration with the client and multidisciplinary health care team.
4. Rapidly assesses client's unstable and complex health care problems through synthesis and prioritization of historically and immediately derived data.
5. Selects, may perform, and interprets common screening and diagnostic laboratory tests.
6. Diagnoses and manages acute and chronic diseases while attending to the illness experience.
7. Diagnoses unstable and complex health care problems utilizing collaboration and consultation with the multidisciplinary health care team as indicated by setting, specialty, and individual knowledge and experience.
8. Reviews medication regime and counsels clients concerning drug regimens, drug side effects, and interactions.
9. Assesses and adjusts plans for continuous management of client's health status by monitoring variation in wellness and illness.
10. Obtains specialist and referral care for clients while remaining the primary care provider.
11. Monitors client data base for follow-up, consultation, referral, and outcomes.

### **Domain 2**      *Therapeutic nurse-client relationship*

12. Demonstrates skills in promoting therapeutic interaction to effect clients' change in health behaviour.
13. Provides guidance and counseling regarding symptom management.
14. Provides emotional and informational support to clients and their families.
15. Uses human skills to enhance effectiveness of relationship.
16. Applies principles of self-efficacy/empowerment in promoting behaviour change.
17. Monitors and reflects own emotional response to client interaction and uses as data to further therapeutic interaction.
18. Facilitates staff to debrief on overwhelming emotion and grief associated with nurse-client relationship.
19. Communicates a sense of "being present" with the client.

**Domain 3      *Effective leadership and team work***

20. Coordinates human and environmental resources necessary to manage rapidly changing situations.
21. Leads hospital/community health education and promotional activities.
22. Empowers staff to assume increasing responsibilities for complicated client care with delegation, support and supervision.
23. Provides leadership in the interdisciplinary team through the development of collaborative practices or innovative partnerships.
24. Demonstrate effective leadership skills and be able to exert influence in a group.
25. Provides leadership in professional activities.

**Domain 4      *Quality assurance and improvement***

26. Leads the on-going process of setting and revising guidelines, protocols, standards and contingency plan.
27. Develops a tracking system within the practice to ensure that clients receive appropriate preventive services.
28. Monitors peers, self and delivery system through Quality Assurance, Total Quality management, as part of Continuous Quality Improvement.
29. Manages complaints and monitors malpractice.
30. Benchmarks various care programs with outcome measures and advise on clinical management or recommend review of intervention as indicated.
31. Initiates and implements quality improvement strategies and clinical audits in collaboration with various health disciplines.

**Domain 5      *Managing and negotiating innovative and effective approaches to care delivery***

32. Employs appropriate diagnostic and therapeutic interventions and regimens for specific client groups with attention to safety, cost, acceptability, efficacy and cost-effectiveness.
33. Suggests implementation of evidenced-based practice and facilitates changes.
34. Uses evidence and rationale to leverage senior and other on decision making.
35. Contributes to the development of overall client care delivery system and adopts appropriate nursing models in system to achieve optimal outcomes.
36. Re-engineers the work process.
37. Establishes detailed implementation schedules, resources planning, achievement indicators, and monitoring mechanism to support the service development plan.
38. Envisions change impacts. Be prepared to take reasonable risk to facilitate change and open to innovations.

**Domain 6      *Enhancing professional attributes of general and advanced practice***

39. Applies principles of epidemiology and demography in clinical practice.
40. Promotes and fosters ethical practice and advocacy for clients.
41. Applies/develops a theory-based conceptual framework to guide practice.
42. Attains self-advancement professionally through initiating and involving in evidence based practice and research activities.
43. Masters the application of advanced health care technology in specific area and shows knowledge on the evidence found.

44. Critically evaluates and applies research studies pertinent to client care management and outcomes.
45. Applies/conducts research studies pertinent to primary care and/or specialty practice management.
46. Demonstrates expertise on area(s) of nursing. Be a resource person for referrals in this area.
47. Interpretes own professional strengths, role, and scope of ability to peers, clients and colleagues.
48. Acts as a role model and sets exemplary standard of professional behaviours.
49. Supports socialization, education, and training of novice practitioners by serving as a preceptor, role model and mentor.
50. Motivates and supports staff to be self-developing and achieve higher professional goals.
51. Interprets and markets the advanced practising nurse role to the public and other health care professionals.
52. Participates in legislative and policy-making activities which influence advanced nursing practice and health services.

**Domain 7      *Enhancing personal attributes***

53. Analyzes situation critically and draws relationship among issues.
54. Maintains active membership in professional organization.