**SKILLS FRAMEWORK FOR HEALTHCARE**  
**TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

<table>
<thead>
<tr>
<th>TSC Category</th>
<th>Patient Care</th>
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<tbody>
<tr>
<td>TSC</td>
<td>Patient Care Delivery in Nursing</td>
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<tr>
<td>TSC Description</td>
<td>Provide comprehensive, evidence-based nursing care according to plan of care to achieve optimal patient outcomes</td>
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<table>
<thead>
<tr>
<th>TSC Proficiency Description</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
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<tr>
<td></td>
<td>HCE-PTC-2026-1.1</td>
<td>HCE-PTC-3026-1.1</td>
<td>HCE-PTC-4026-1.1</td>
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<tr>
<td>Assist nursing team in performing daily basic patient care activities</td>
<td>Carry out plans of care</td>
<td>Manage and plan patient care</td>
<td>Drive evidence-based practices in nursing care management</td>
<td>Develop nursing care standards, frameworks, or guidelines for nursing professionals to ensure high service standards and foster partnerships in delivery</td>
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**Knowledge**

- Basic structures and functions of heart, sensory organs and excretory organs
- Basic functional assessment tools
- Basic mental health awareness
- Cultural awareness and person-centred care
- Communication skills
- Types of equipment, tools and techniques used for measurement of height, weight, and vital signs
- Normal range of vital signs
- Type of equipment used to assist patients for activities of daily living
- Admission and discharge procedures
- Organisational procedures and guidelines in documentation
- Types of nursing interventions to assist patients in activities of daily living
- Cognitive, affective and psychomotor skills
- Organisational policies, standards and practices in patient care delivery
- Infection prevention and control practices
- Basic anatomy and physiology of body systems
- Principles of nursing health assessment
- Types of investigation procedures
- Discharge planning and preparation
- Psychiatric and mental health conditions
- Geriatric and palliative care
- Common disease-specific to nursing care
- Roles and responsibilities of different stakeholders in a healthcare team
- Effective communication techniques with nursing and healthcare teams
- Nursing diagnosis and nursing care plans
- Types of clinical practice guidelines and/or clinical pathways
- Types of decision making and problem solving techniques
- Ethical, legal and governance requirement in relation to professional practice
- Types of health assessment tools
- Anatomy and physiology of body systems
- Pathophysiology of human systems
- Pharmacology concepts
- Physical health assessments for patients
- Evidenced-based clinical practice guidelines and/or clinical pathways
- Range of communications techniques to manage challenging interactions with healthcare teams, families and caregivers
- Clinical analysis of various investigation results
- Multi-disciplinary assessment methods in areas of clinical practice
- Disease-specific nursing care implications and interventions
- Critical thinking and clinical reasoning techniques
- Referral processes
- Cultural, socio-economic, family history, behavioural and lifestyle factors that impacts health outcomes
- Type of genetic and genomic contribution to health and common diseases
- Principles and techniques of differential diagnostic reasoning
- Types of complex health conditions in accordance to patients' population groups
- Emerging trends in areas of clinical practice
- Evaluation criteria for assessment methodologies and tools
- Evidence-based care
- Advanced care planning guidelines
- Advanced communication techniques
- Multidisciplinary research concepts, programmes, policies, practice for integration
- Contemporary and advanced healthcare knowledge
- Ethical, legal and governance requirement relevant to areas of expertise and/or practice
- Population health needs and trends
- Industry best standards for nursing practices and system interventions in promoting patient, family and community safety
- Network of professionals across other disciplines and with professional organisations or bodies
- Implication of multidisciplinary research concepts, programmes, policies, practices for integration
- Policy and practice frameworks relevant to the healthcare sector, or ministry and national levels
- Current trends or debates in the provision of healthcare services globally

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<thead>
<tr>
<th>Abilities</th>
<th>Assist patients in admission and discharge procedures</th>
<th>Assist in comprehensive health assessments</th>
<th>Conduct comprehensive health assessments</th>
<th>Manage patients with complex clinical conditions</th>
<th>Analyse gaps in policies in relation to the provision of clinical services based on research findings</th>
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<tbody>
<tr>
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<td>Support clinical procedures</td>
<td>Implement nursing interventions according to care plans</td>
<td>Formulate plans of care in collaboration with patients, caregivers and healthcare professionals</td>
<td>Review patients’ health status in collaboration with multidisciplinary healthcare teams</td>
<td>Formulate recommendations to address gaps in clinical policies and professional practices</td>
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<td>Perform nursing care and support patients’ activities of daily activities</td>
<td>Assist in the evaluation of nursing care plans</td>
<td>Monitor patients’ health progress against expected outcomes and review care plans according to evaluation data</td>
<td>Make differential diagnoses in areas of clinical practice</td>
<td>Formulate nursing care standards, frameworks or guidelines in collaboration with expert panel or professional organisations</td>
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<td>Report abnormalities in patients’ condition to trained staff</td>
<td>Monitor patients’ progress and report any changes in conditions to trained staff</td>
<td>Evaluate nursing care plans and delivery outcomes in consultation with multidisciplinary healthcare teams</td>
<td>Evaluate evidence-based nursing practices to achieve optimal patient outcomes</td>
<td>Drive translation of research outcomes into clinical practices</td>
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<td>Assist in transfer of patients to another unit for clinical procedures</td>
<td>Assist with prescribed investigations, procedures and treatments</td>
<td>Initiate protocol-based care treatments</td>
<td>Formulate organisational guidelines on nursing care management</td>
<td>Drive innovative strategies and nursing interventions to meet population health needs</td>
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<td>Operate equipment and tools and pick up signs of abnormality before or during care processes</td>
<td>Apply evidence-based clinical practice guidelines and/or clinical pathways</td>
<td>Review investigation results and report any abnormalities to the medical teams</td>
<td>Contribute to the development of nursing care delivery systems to achieve optimal outcomes</td>
<td>Collaborate with multidisciplinary teams in the formulation of clinical standards</td>
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<td>Maintain accurate and complete documentations in accordance with organisational procedures</td>
<td>Support in discharge procedures and referrals</td>
<td>Implement evidence-based clinical practice guidelines and/or clinical pathways</td>
<td>Monitor the outcomes of patient care management and provide advice on appropriate clinical management and nursing interventions</td>
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