

The Philippine Professional Qualification Framework

Reference: <https://pqf.gov.ph/Home/Details/16>

The Philippine Qualifications Framework was established in 2012 through Executive Order No. 83. While its governance is stipulated in the Ladderized Education Act of 2014, the passage of the PQF Act in January 2018 provided the legal support for its full implementation.

The PQF aims to benefit various sectors and stakeholders of education and training by encouraging lifelong learning of individuals; providing employers specific training standards and qualifications that are aligned to industry standards; ensuring that training and educational institutions adhere to specific standards and are accountable for achieving the same; and providing the government with common standards, taxonomy, and typology of qualifications as bases for granting approvals to stakeholders.

Its specific objectives are as follows:

- to adopt national standards and levels of learning outcomes of education;
- to support the development and maintenance of pathways and equivalencies that enable access to qualifications and to assist individuals to move easily and readily between the different education and training sectors and between these sectors and the labor market; and
- to align domestic qualification standards with the international qualifications framework thereby enhancing recognition of the value and comparability of Philippine qualifications and supporting the mobility of Filipino students and workers.

The PQF is a quality assured national system for the development, recognition and award of qualifications based on standards of knowledge, skills and values acquired in different ways and methods by learners and workers educated/trained in the Philippines. It describes the levels of educational qualifications and sets the standards for qualification outcomes. As defined in RA 10968, qualification refers to a formal certification that a person has successfully achieved specific learning outcomes relevant to the identified academic, industry or community requirements. A qualification confers official recognition of value in the world of education and training, work and job creation.

The PQF has eight (8) Levels of qualifications (Figure 1) differentiated by descriptors of expected learning outcomes along three domains: knowledge, skills and values; application; and degree of independence. It has sub-frameworks corresponding to the subsystems of the education and training system. For example, the TVET subsystem covers National Certificates (NC) I through IV corresponding to the first four levels while the Commission on Higher Education Subsystem covers Baccalaureate, Postgraduate Diploma, Masters, and Doctorate that correspond to Levels VI to VIII. The two Subsystems interface in the provision of qualifications at level V Graduate education in the Philippines is expected to achieve a clear progression beyond baccalaureate/undergraduate education by underscoring integrative and interrogative teaching and learning contents and

methods and recognizably higher competencies in knowledge production (research), knowledge transmission (teaching) and knowledge application (professional practice, vocational arts, technology).

Master's and doctoral programs in the Philippines have two tracks: Academic or Research Track (PhD by Research) and a Professional Track. Since the Philippine higher education system is heavily influenced by the United States, Master's or PhD degrees by research is a relatively recent development. The prevailing graduate curriculum is based on coursework with thesis/dissertation.

The Philippine Qualifications Framework - It is a collaborative program by the Department of Education (DepEd), Technical Education and Skills Development Authority (TESDA), Commission on Higher Education (CHED) , Professional Regulation Commission (PRC) and Department of Labor and Employment (DOLE).



CCNAPI's PQF Descriptors for Levels 6, 7, and 8

The CCNAPI through its Board of Directors crafted the proposal for the descriptors of the Professional Qualification Framework. After several years of deliberation with the PRC Board of Nursing, the recommendations were finally approved last October, 2020 under the leadership of Honorable BON Gloria Arcos.

These PQF descriptors pertains to Level 6 (BSN), Level 7 (Masters level), and Level 8 (Doctoral level) that describes the specialty practice of critical care nursing. The

attached CCNAPI PQF descriptors is provided for the guidance of the nurses particularly those who are interested or practicing critical care nursing.

Qualification Code	Qualification Title	Descriptor	PQF Level	Authority Granting Agency/Organizations
---	Certificate in Advanced Practice Nursing in Critical Care I	<p>This practice constitutes the demonstration of the expert knowledge and skills, and the application of critical care nursing practice within the bounds of ethical, moral and legal principles.</p> <p>The advanced practice in critical care nursing has the educational and practice experience in providing an advance and in-depth assessment for competent intervention, care and management of the complex patient with actual or potentially acute life-threatening health problems. The Advanced Practice Nursing in critical care works collaboratively with the physician based on the collaborative practice agreement stipulated by both the physician and the Advanced Practice Registered Nurse.</p> <p>The Advance Practice in critical care nursing ensures the continuity of care by leading and facilitating the transition of the critically ill patient and family across the continuum of acute and critical illness to optimum wellness. The advance practice in critical care provides services which may span a variety of setting, including, but not limited to, the critical care unit, alternate care facilities, ambulatory care, inpatients, and emergency departments whether in land, air and sea. The Advance Practice provides evidence-based nursing care to meet the unique and complex needs of the acutely- and critically-ill patient and family through direct care, education,</p>	7	PRC PRB-NRS Specialty Board CCNAPI

Qualification Code	Qualification Title	Descriptor	PQF Level	Authority Granting Agency/Organizations
		and collaboration with the transdisciplinary team.		
---	Certificate in Advanced Practice Nursing in Critical Care II	This Advanced Practice Nursing II demonstrates application of highly advanced and expert knowledge and skills in critical care. This practice ensures development of algorithms, clinical pathways and protocols of care and management derived through the collaboration with transdisciplinary teams. The Advanced Practice Nursing II engages in program planning, practice guidelines development and policy-making targeting population outcomes to ensure the health and well-being of critically ill patient and family. The practice involves the development of programs adhering to local, national, regional, and global standards in the utilization of innovative and evidence-based guidelines and principles in the delivery of advanced critical care health services towards the achievement of optimum patient care and universal health outcomes. A high degree of independence within a transdisciplinary work environment is demonstrated in this advanced practice and within the scope described in the Advanced Practice Nursing and the collaborative practice agreement with a critical care physician.	8	PRC PRB-NRS Specialty Board CCNAPI

ANNEX C. LEVEL ALIGNMENT MATRIX BETWEEN ADVANCED PRACTICE IN CRITICAL CARE NURSING I and II QUALIFICATION OUTCOMES TO THE Philippine Qualifications Framework LEVELS 7 and 8

C1. Certificate in Advanced Practice Nursing I (APNI) in Critical Care Nursing (CCN)

NAME OF QUALIFICATION	Certificate in Advanced Practice in Critical Care Nursing I
QUALIFICATION CODE	

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 7		
	Knowledge, Skills and Values	Application	Degree of Independence
A. VALUES-BASED NURSING PRACTICE	Demonstrated advanced knowledge and skills in a specialized or multi-disciplinary field of study for professional practice, self-directed research and/or lifelong learning field	Applied in professional /creative work or research that requires self-direction and/or leadership in a specialized or multi-disciplinary professional work/research work or in teams of multi-disciplinary field	Performed high substantial degree of independence that involves exercise of leadership and individual initiative
1. Applies advanced knowledge and skills in the specialized and multi-disciplinary field of critical care for professional nursing practice balanced with sound ethical and legal considerations.			
1.1 Integrates relevant principles of physical, psycho-emotional, social, and spiritual dimensions in adult, pediatric and neonatal cases requiring critical care (i.e., advanced pathophysiology, advanced pharmacokinetics)	1.1	1.1	1.1
1.2 Applies appropriate, holistic, and comprehensive advanced critical care nursing concepts, in the management of the critically ill adult,	1.2	1.2	1.2

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 7		
	Knowledge, Skills and Values	Application	Degree of Independence
	Demonstrated advanced knowledge and skills in a specialized or multi-disciplinary field of study for professional practice, self-directed research and/or lifelong learning field	Applied in professional /creative work or research that requires self-direction and/or leadership in a specialized or multi-disciplinary professional work/research work or in teams of multi-disciplinary field	Performed high substantial degree of independence that involves exercise of leadership and individual initiative
pediatric and neonatal patients. 1.3. Exhibits broader knowledge and proficient skills in the following: <ul style="list-style-type: none">• Advanced health assessment and clinical reasoning• Advanced health assessment applications• Advanced physiologic and pathophysiologic foundations• Advanced pharmaco-therapeutics and pharmacokinetics• Advanced modes of assisted ventilation and principles of weaning• Advanced vasopressor and inotropic drug infusion including high alert medications• Control and management of infection, inflammation, and multi-organ injury• Antimicrobial therapy• Nutrition: parenteral and enteral• Sedation and analgesia• Fluid and Electrolyte Balance and Challenges	1.3	1.3	1.3
2. Applies safe and professional advanced skills required to care for the critically ill patient in collaboration with multi-disciplinary team. 2.1 Performs a wide range of delegated medical treatment procedures, including but not limited to:	2.1	2.1	2.1

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	Demonstrated advanced knowledge and skills in a specialized or multi-disciplinary field of study for professional practice, self-directed research and/or lifelong learning field	Applied in professional /creative work or research that requires self-direction and/or leadership in a specialized or multi-disciplinary professional work/research work or in teams of multi-disciplinary field	Performed high substantial degree of independence that involves exercise of leadership and individual initiative
<ul style="list-style-type: none"> • Cardioversion and defibrillation • Managing patients on high alert medication • Managing advanced modes of assisted ventilation and principles of weaning • Removal of pacer wires and chest tubes • Dysrhythmia management • Managing difficult airway • Managing surgical and coagulopathic bleeding <p>2.2. Demonstrates grounded knowledge and understanding in the application of relevant policies, procedures, and guidelines in the care of the critically ill patient.</p> <p>2.3. Participates in problem solving through critical analysis and evaluation of more complex situations with other healthcare team members.</p> <p>2.4. Demonstrates collaborative partnership with physician(s)</p> <p>2.5. Coordinates safe practice standard with the multidisciplinary team for best patient outcome</p>	2.2.	2.2	2.2
	2.3	2.3	2.3
	2.4	2.4	2.4
	2.5	2.5	2.5

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 7		
	Knowledge, Skills and Values	Application	Degree of Independence
	Demonstrated advanced knowledge and skills in a specialized or multi-disciplinary field of study for professional practice, self-directed research and/or lifelong learning field	Applied in professional /creative work or research that requires self-direction and/or leadership in a specialized or multi-disciplinary professional work/research work or in teams of multi-disciplinary field	Performed high substantial degree of independence that involves exercise of leadership and individual initiative
2.6. Refers client and family in collaboration with primary physician to appropriate specialty physician, specialized services (rehabilitation, psycho-social care and other agency and other institutions (social welfare, LGU, others), based on patient and family needs for further management.	2.6	2.6	2.6
3. Applies the nursing process in the provision of advanced critical care nursing practice with consideration for ethical and legal standards. <ul style="list-style-type: none"> 3.1. Makes nursing diagnosis and develop comprehensive care plan for the critically ill patient 3.2. Utilizes scientific underpinnings for advanced critical care nursing practice 3.3. Demonstrates rapid diagnostics and clinical interventions for the care of the critically ill patient 3.4. Documents comprehensively each phase of treatment, with details of assessment, diagnosis, treatment, and outcome. 	3.1 3.2 3.3 3.4	3.1 3.2 3.3 3.4	3.1 3.2 3.3 3.4
4. Adopts the nursing core values in the advanced practice of critical care nursing			

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4.1. Demonstrates caring, love of God, love of country, and love of people as the core principles and advocacy of critical care nursing practice, 4.2 Manifests professionalism, integrity and excellence in advanced critical care nursing practice 4.3 Projects the positive professional image of a Filipino nurse engaged in advanced critical care nursing 4.4 Participates actively in professional activities focusing on skill acquisition in advanced critical care nursing practice			
B. KNOWLEDGE-DRIVEN NURSING PRACTICE			
5. Utilizes evidence-based guidelines and principles in the delivery of advanced critical care nursing 5.1 Applies current best practice evidence to provide safe and quality critical care to complex, complicated, with co-morbidities, and rapidly deteriorating patients 5.2 Incorporates the best evidence-based practices in the total care of the critically ill patient and family	5.1 5.2	5.1 5.2	5.1 5.2

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5.3 Identifies and acts on the opportunities for improvement of the existing protocol in the care of the critically ill patient and family for best outcome	5.3	5.3	5.3
5.4. Participates and leads translational research in critical care nursing	5.4	5.4	5.4
5.5. Coordinates management and care goals with the members of the healthcare team to improve client outcome.	5.5	5.5	5.5
5.6 Engages the family in the care of the critically ill patient			
6. Demonstrates deeper appreciation and enhanced application in relation to the implementation of relevant policies, procedures and guidelines such as but not limited to:			
6.1. Leadership and risk management	6.1	6.1	6.1
6.2. Information management	6.2	6.2	6.2
6.3. Engagement and facilitation of care bundles	6.3	6.3	6.3
6.4. Rehabilitation and recovery planning	6.4	6.4	6.4
6.5. Collaborative practice	6.5	6.5	6.5

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7. Practices within the scope of advanced critical care nursing guided by the existing laws, legal, ethical, and moral principles			
7.1. Fortifies critical care nursing practice that ensures safe, quality, and updated based on current practice guidelines	7.1	7.1	7.1
7.2. Applies ethical reasoning and decision-making process in situation that addresses ethico-moral dilemma in the care of the critically ill patient and family	7.2	7.2	7.2
7.3 Advocates for the rights of the critically ill patient and family specifically in the provisions of resource-efficient, cost-effective, culturally sensitive, quality, and safe care			
7.4 Engages the critically ill patient's family in the planning and implementing of care goals towards the achievement of best patient outcomes	7.3	7.3	7.3
7.5 Demonstrates advanced knowledge in collaborative practice and nursing roles as defined in <ul style="list-style-type: none"> • Scope of Advanced Practice in Critical Care Nursing 	7.4	7.4	7.4

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	Demonstrated advanced knowledge and skills in a specialized or multi-disciplinary field of study for professional practice, self-directed research and/or lifelong learning field	Applied in professional /creative work or research that requires self-direction and/or leadership in a specialized or multi-disciplinary professional work/research work or in teams of multi-disciplinary field	Performed high substantial degree of independence that involves exercise of leadership and individual initiative
<ul style="list-style-type: none"> • Standards of Advanced Practice in Critical Care • Competency Statements of Advanced Practice in Critical Care • PRC-BON National Career Progression and Specialization Guidelines • Other legislative and regulatory guidelines 	7.5	7.5	7.5
8. Participates in advanced problem solving through critical analysis and evaluation of more complex situations and decision making through but not limited to <ul style="list-style-type: none"> 8.1. Utilization of clinical data 8.2. Benchmarking with published best practices 8.3 Applying quality audit and risk management principles 	8.1 8.2 8.3	8.1 8.2 8.3	8.1 8.2 8.3
C. OUTCOME-ORIENTED INTERPERSONAL RELATIONSHIPS			
1. Communicates effectively in using culturally- and age-appropriate language being cognizant of barriers to communication <ul style="list-style-type: none"> 1.1 Utilizes advanced relational skills to promote the use of bio-behavioral interventions; develops and sustains therapeutic relationships and 			

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partnerships with the critically ill patient, family, and other members of the healthcare team to facilitate optimal care and patient outcomes 1.2. Influencing and negotiating skillfully with the critically ill patient, family, and healthcare team to ensure quality and safe care 1.3. Forging professional and productive working relationship with the healthcare team 1.4. Uses advanced relational skills in communicate with critically ill patient, family, and healthcare team.	1.1 8.2 8.3 8.4	1.1 8.2 8.3 8.4	1.1 8.2 8.3 8.4
2. Documents accurately and comprehensively relevant care management, to include reporting of up-to-date critical care nursing management while collecting comprehensive information through documentation databases 9.1 Adheres to protocol and principles of confidentiality in safe-keeping and releasing of records and other information for collective reporting 9.2 Ensures completeness, integrity, safety, accessibility, confidentiality,		9.1 9.2	

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and security of information; performs high-level document audits 9.3 Documents client's responses and outcomes to care management for legal instrumentation and utilization review and accreditation bodies	9.3		
D. LEADERSHIP AND GOVERNANCE			
10. Supervises or manages a nursing clinic for post-ICU (discharged) clients in collaboration with the primary physician 10.1. Ensures continuity of care towards rehabilitation and optimum recovery. 10.2. Employs delegated medical treatment (such as but no limited to prescriptive privileges and incision and drainage) for the client. 10.3. Applies business principles in the operation of the nursing clinic. 10.4. Abides with the legal, ethical and moral principles and standards in the operation of the nursing clinic.	10.1 10.2 10.3 10.4	10.1 10.2 10.3 10.4	10.1 10.2 10.3 10.4
11. Leads and works effectively in collaboration with inter, intra, and multi-			

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	Knowledge, Skills and Values	Application	Degree of Independence
	Demonstrated advanced knowledge and skills in a specialized or multi-disciplinary field of study for professional practice, self-directed research and/or lifelong learning field	Applied in professional /creative work or research that requires self-direction and/or leadership in a specialized or multi-disciplinary professional work/research work or in teams of multi-disciplinary field	Performed high substantial degree of independence that involves exercise of leadership and individual initiative
disciplinary and multi-cultural group in the preventive, promotive and rehabilitative aspects of care for the vulnerable clients.			
11.1 Apply principles of partnership and collaboration to improve provision of specialized, complex, and coordinated care to vulnerable individual, family, and community such as but not limited to: 11.1.1. Hypertension 11.1.2. Diabetes Mellitus 11.1.3. Chronic Obstructive Pulmonary Disease 11.1.4. Chronic Renal Failure	11.1	11.1	11.1
11.2 Collaborate with community networks (government and non-government organizations, and other socio-civic agencies) at high-level to ensure access of clients to community resources	11.2	11.2	11.2
12. Applies advanced management and leadership skills; systems approach to issues affecting the country's burden of illness by actively engaging in socio-civic activities			
12.1 Utilizes management and leadership principles in health promotion and prevention of diseases in the community	12.1	12.1	12.1

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	Demonstrated advanced knowledge and skills in a specialized or multi-disciplinary field of study for professional practice, self-directed research and/or lifelong learning field	Applied in professional /creative work or research that requires self-direction and/or leadership in a specialized or multi-disciplinary professional work/research work or in teams of multi-disciplinary field	Performed high substantial degree of independence that involves exercise of leadership and individual initiative
12.2 Uses appropriate strategies/ approaches to plan community health programs addressing the community's burden of illness	12.2	12.2	12.2
12.3 Applies advanced learned competencies in health promotion, prevention, curative and rehabilitative care.	12.3	12.3	12.3
12.4 Initiates/leads the planning and implementation of community development activities to enhance quality of life and address health-related concerns in the community	12.4	12.4	12.4
12.5 Acts as avid advocate of patient-centered care by ensuring the client, family and communities' best interest through contribution to policy standards and guidelines comprehensive universal health care	12.5	12.5	12.5
13. Engages self in evidence-based practice in performing advance critical care nursing practice			
13.1 Designs and conducts nursing research by serving as principal investigator or co-investigator	13.1	13.1	13.1
13.2 Contributes to the improvement of outcomes for critical care nursing	13.2	13.2	13.2

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	Demonstrated advanced knowledge and skills in a specialized or multi-disciplinary field of study for professional practice, self-directed research and/or lifelong learning field	Applied in professional /creative work or research that requires self-direction and/or leadership in a specialized or multi-disciplinary professional work/research work or in teams of multi-disciplinary field	Performed high substantial degree of independence that involves exercise of leadership and individual initiative
practice. 13.3 Utilizes evidence-based studies to improve critical care nursing practice 13.4 Presents and publish critical care nursing research results in a research forum	13.3 13.4	13.3 13.4	13.3 13.4
14. Engages in lifelong learning to acquire advanced skills in critical care nursing 14.1 Strongly advocates for and role-models continued competence and professional growth 14.2 Assumes responsibility for lifelong learning, own personal development and maintenance of competence in critical care nursing	14.1 14.2	14.1 14.2	14.1 14.2
15. Demonstrates citizenship and pride in being a Filipino 15.1 Demonstrates awareness of the rights and responsibilities as a	15.1	15.1	15.1

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 7		
	Knowledge, Skills and Values	Application	Degree of Independence
	Demonstrated advanced knowledge and skills in a specialized or multi-disciplinary field of study for professional practice, self-directed research and/or lifelong learning field	Applied in professional /creative work or research that requires self-direction and/or leadership in a specialized or multi-disciplinary professional work/research work or in teams of multi-disciplinary field	Performed high substantial degree of independence that involves exercise of leadership and individual initiative
Filipino and as a human being 15.2 Exemplifies love for country in service of Filipinos 15.3 Customizes advanced critical care nursing interventions based on Philippine culture and values	15.2 15.3	15.2 15.3	15.2 15.3
16. Applies techno-intelligent care systems and processes in critical care nursing practice in a comprehensive health care delivery for clients with advanced, complicated, and complex cases, and specialized population groups requiring advanced expertise 16.1 Uses appropriate technology to perform safe and efficient critical care nursing activities for specialized care requiring advanced expertise 16.2 Implements system of information to support the delivery of critical care nursing and delegated medical treatment that requires specialized/advanced expertise.	16.1 16.2	16.1 16.2	16.1 16.2
17. Applies entrepreneurial skills in the delivery of discharged care planning for the post ICU clients and family ensuring advanced competent nursing			

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Demonstrated advanced knowledge and skills in a specialized or multi-disciplinary field of study for professional practice, self-directed research and/or lifelong learning field	Applied in professional /creative work or research that requires self-direction and/or leadership in a specialized or multi-disciplinary professional work/research work or in teams of multi-disciplinary field	Performed high substantial degree of independence that involves exercise of leadership and individual initiative	
skills that are value-added for clients on their way to recovery for an optimum quality of life 17.1 Identifies opportunities for entrepreneurial (innovative, agile, politically will, systems thinking, sustainability) critical care discharge care planning.	17.1	17.1	17.1

F2. Certificate in Advanced Practice Nursing (APN) II in CRITICAL CARE NURSING (CCN)

NAME OF QUALIFICATION	Certificate Advanced Practice Nursing (APN) II in Critical Care Nursing (CCN)
QUALIFICATION CODE	

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 8		
	Knowledge, Skills and Values	Application	Degree of Independence

	Demonstrated highly advanced systematic knowledge and skills in highly specialized and/or complex multi-disciplinary field of learning for complex research and or professional practice and/or for the advancement of learning	Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field	Demonstrated full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for research and creativity for strategic value added. Significant level of expertise-based autonomy and accountability
A. VALUES-BASED CLINICAL PRACTICE			
<p>Competencies of the APN II in CCN equates to that of clinical experts in the delivery of acute / intensive care, with a focus on critical thinking, leadership and political policy skills needed to advocate and create changes in healthcare practice at all levels within an ethical and legal framework</p> <p>1 Assumes clinical leadership in an expert role in both service and academic settings</p> <p>1.1 Plans and maintains expert academic and professional responsibility for complex tasks based on scientific nursing theories and / or skills and methods of research</p> <p>1.2 Develops innovative approaches to nursing practice that are patient/client centered</p> <p>1.3 Critically analyzes, evaluates, and synthesizes new and complex information that is relevant for professional/clinical practice, society, and policy development</p> <p>1.4 Achieves designated expert advanced practice competences related to the work-based function</p> <p>1.5 Evaluates the appropriateness of nursing science methods for clinically based projects on an independent basis</p> <p>1.6 Demonstrates and promotes expert nursing knowledge and practice</p>	<p>1.1</p> <p>1.2</p> <p>1.3</p> <p>1.4</p> <p>1.5</p>	<p>1.1</p> <p>1.2</p> <p>1.3</p> <p>1.4</p> <p>1.5</p>	<p>1.1</p> <p>1.2</p> <p>1.3</p> <p>1.4</p> <p>1.5</p>

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 8		
	Knowledge, Skills and Values	Application	Degree of Independence
derived from cutting-edge theories and methods in nursing based on the social and cultural context of practice.	Demonstrated highly advanced systematic knowledge and skills in highly specialized and/or complex multi-disciplinary field of learning for complex research and or professional practice and/or for the advancement of learning	Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field	Demanded full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for research and creativity for strategic value added. Significant level of expertise-based autonomy and accountability
2 Influences health policies and systems of health care in local, regional, and national forums within the context of ethical and legal values that underpin nursing. 2.1 Communicates and defends substantive, contemporary, and detailed knowledge of broad areas of nursing both orally and in writing to / with peers, the larger scholarly community and with society in general 2.2 Conducts nursing projects in the field of practice fully aware of the global application and relevance of the project. 2.3 Makes sound decisions supported by complex documentation/clinical evidence.	1.6	1.6	1.6
A. KNOWLEDGE-DRIVEN NURSING PRACTICE			
3. Functions as a practice expert/consultant in collaborative knowledge-			

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generating research while adhering to ethical and legal frameworks 3.1 Uses analytic methods to critically appraise existing literature and other evidence to determine and implement the best evidence 3.2 Designs and implements processes to evaluate outcomes of practice, practice patterns, and systems of care within the practice setting, health care organization or community through national benchmarks to determine variances in practice outcomes and population trends 3.3 Designs, directs, and evaluates quality improvement methodologies to promote safe, timely, effective, efficient, equitable, and patient-centered management for risk reduction and management 3.4. Analyzes epidemiological, biostatistical, environmental, and other appropriate scientific data related to individual, family, and population health 3.5. Demonstrates advanced levels of clinical judgment, systems thinking, and accountability in designing, delivering, and evaluating evidence-	3.1 3.2 3.3 3.4 3.5	3.1 3.2 3.3 3.4 3.5	3.1 3.2 3.3 3.4 3.5

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 8		
	Knowledge, Skills and Values	Application	Degree of Independence
	Demonstrated highly advanced systematic knowledge and skills in highly specialized and/or complex multi-disciplinary field of learning for complex research and/or professional practice and/or for the advancement of learning	Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field	Demanded full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for research and creativity for strategic value added. Significant level of expertise-based autonomy and accountability
based care to improve patient outcomes.	3.6	3.6	3.6
3.6. Critically analyzes health policy proposals, health policies, and related issues from the perspectives of clients, nursing, and other health professions, and other stakeholders in policy and public fora	3.7	3.7	3.7
3.7. Applies and disseminates relevant findings to develop practice guidelines and improve individual, family, and community health practices.	3.8	3.8	3.8
3.8. Directs implementation of positive practice environment in the work setting	3.9	3.9	3.9
3.9. Leads the development of best practices by directing and disseminating findings from evidence-based critical care nursing practice and research to improve healthcare outcomes	3.10	3.10	3.10
3.10. Directs the coordinated care and team goals with members of the healthcare team and family to improve client outcome focusing critically ill clients with complicated and complex care; with co-morbidities; rapid			

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 8		
	Knowledge, Skills and Values	Application	Degree of Independence
deterioration, persistent conditions; and leading and coordinating organizational wellness	Demonstrated highly advanced systematic knowledge and skills in highly specialized and/or complex multi-disciplinary field of learning for complex research and or professional practice and/or for the advancement of learning	Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field	Demanded full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for research and creativity for strategic value added. Significant level of expertise-based autonomy and accountability
4 Engages in information technology and analytic methods to evaluate multiple sources of outcome data. 4.1 Conducts nursing projects in their field fully aware of the international application and relevance of the project. 4.2 Evaluates the appropriateness of nursing science methods for clinically based projects on an independent basis.	4.1 4.2	4.1 4.2	4.1 4.2
5 Practices expert level critical care nursing within the scope of existing laws, legal, ethical, and moral principles 5.1 Demonstrates collaborative partnership with physician(s). 5.2 Establishes productive working relationship with multidisciplinary team. 5.3 Refers client and family to appropriate physician, agency (social	5.1 5.2 5.3	5.1 5.2 5.3	5.1 5.2 5.3

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 8			Degree of Independence
	Knowledge, Skills and Values	Application		
welfare, LGU, others), and institution for further management. 5.4 Emphasizes ethical, moral, and legal considerations to ensure that critical care nursing delivered is safe and is of acceptable quality within advanced and specialized scope. 5.5 Apply ethical reasoning and decision-making process to address situations of ethical and moral dilemma in the care of clients in collaboration with healthcare team. 5.6 Advocate for client's rights and resource-efficient, cost-effective, culturally sensitive, quality, and safe care; advocate for nursing as a profession. 5.7 Partners with the patient, family and health care team in planning and implementing nursing actions toward the achievement of shared goals and outcomes 5.8 Demonstrates advanced knowledge of collaborative practice and nursing roles as defined in 5.8.1. Advanced Practice Nursing in Primary Care scope of practice 5.8.2. Standards of APN in Primary Care Practice	Demonstrated highly advanced systematic knowledge and skills in highly specialized and/or complex multi-disciplinary field of learning for complex research and/or professional practice and/or for the advancement of learning	Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field	Demonstrated full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for research and creativity for strategic value added. Significant level of expertise-based autonomy and accountability	
	5.4	5.4	5.4	5.4
	5.5	5.5	5.5	5.5
	5.6	5.6	5.6	5.6
	5.7	5.7	5.7	5.7
	5.8	5.8	5.8	5.8

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 8		
	Knowledge, Skills and Values	Application	Degree of Independence
	Demonstrated highly advanced systematic knowledge and skills in highly specialized and/or complex multi-disciplinary field of learning for complex research and or professional practice and/or for the advancement of learning	Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field	Demanded full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for research and creativity for strategic value added. Significant level of expertise-based autonomy and accountability
5.8.3. Competency Statements of APN in Primary Care 5.8.4. PRC-BON National Career Progression and Specialization 5.8.5. Other legislative and regulatory guidelines			
B. OUTCOME-ORIENTED INTERPERSONAL RELATIONSHIPS			
6 Communicates and leads discussion demonstrating effectiveness in speaking, writing and presentations, using culturally- and age-appropriate language and being cognizant of barriers to communication			
6.1 Uses advanced relational skills to establish a working relationship with the client and/or support system	6.1	6.1	6.1
6.2. Uses advanced communication skills/processes to lead quality improvement and patient safety initiatives in health care systems	6.2	6.2	6.2
6.3. Uses relational skills to establish working relationships with clients to promote use of bio-behavioral interventions.	6.3	6.3	6.3
6.4. Develops and sustains therapeutic relationships and partnerships with patients (individual, family, or group) and other professionals to	6.4	6.4	6.4

	PQF Level 8		
	Knowledge, Skills and Values	Application	Degree of Independence
PROFESSIONAL PRACTICE OUTCOMES	Demonstrated highly advanced systematic knowledge and skills in highly specialized and/or complex multi-disciplinary field of learning for complex research and or professional practice and/or for the advancement of learning	Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field	Demanded full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for research and creativity for strategic value added. Significant level of expertise-based autonomy and accountability
facilitate optimal care and patient outcomes			
D. LEADERSHIP AND GOVERNANCE			
7 Develops practice guidelines and policies, care delivery models and strategies to impact health outcomes.	7	7	7
8 Documents, publishes, and demonstrates leadership in the development and implementation of institutional, local, and national, and international health policy 8.1 Adheres to protocol and principles of confidentiality in safe- keeping and releasing of records and other information, queries databases for aggregate reporting 8.2 Ensures completeness, integrity, safety, accessibility, and security of information; performs high-level document audits	8.1 8.2	8.1 8.2	8.1 8.2
9 Development of standardized treatment protocols for complex critical cases in collaboration with Critical care physician	9	9	9

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 8		
	Knowledge, Skills and Values	Application	Degree of Independence
	Demonstrated highly advanced systematic knowledge and skills in highly specialized and/or complex multi-disciplinary field of learning for complex research and/or professional practice and/or for the advancement of learning	Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field	Demanded full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for research and creativity for strategic value added. Significant level of expertise-based autonomy and accountability
10 Develop evidence-based preventive protocols to prevent acute exacerbation of NCDs/chronic Diseases	10	10	10
11 Employs effective communication and collaborative skills in the development and implementation of practice models, peer review, practice guidelines, health policy, standards of critical care, and/or other scholarly products. 11.1. Leads interprofessional teams in the analysis of complex practice and organizational issues. 11.2. Employs consultative and leadership skills with intra-professional and inter-professional teams to create change in health care and complex healthcare delivery systems. 11.3. Applies principles of partnership and collaboration to improve provision of highly specialized, complex, and coordinated critical care 11.4. Influences policy makers through active participation on committees, boards, or task forces at the institutional, local, provincial,	11.1 11.2 11.3	11.1 11.2 11.3	11.1 11.2 11.3

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 8		
	Knowledge, Skills and Values	Application	Degree of Independence
	Demonstrated highly advanced systematic knowledge and skills in highly specialized and/or complex multi-disciplinary field of learning for complex research and or professional practice and/or for the advancement of learning	Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field	Demanded full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for research and creativity for strategic value added. Significant level of expertise-based autonomy and accountability
regional, national, and/or international levels to improve critical care health care delivery and outcomes.	11.4	11.4	11.4
12. Develops, evaluates, and provides leadership for health care policy that shapes health care financing, regulation, and healthcare delivery using systems approach. 12.1 Employ principles of business, finance, economics, and health policy to develop and implement effective plans for practice-level and/or system-wide practice initiatives that will improve the quality of critical care delivery. 12.2 Develops and/or monitors budgets for practice initiatives; analyzes the cost-effectiveness of practice initiatives accounting for risk and improvement of health care outcomes. 12.3 Uses appropriate strategies/ approaches to plan community health programs and critical care nursing service of a complex or complicated nature.	12.1 12.2 12.3 12.4	12.1 12.2 12.3 12.4	12.1 12.2 12.3 12.4

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 8		
	Knowledge, Skills and Values	Application	Degree of Independence
	Demonstrated highly advanced systematic knowledge and skills in highly specialized and/or complex multi-disciplinary field of learning for complex research and or professional practice and/or for the advancement of learning	Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field	Demanded full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for research and creativity for strategic value added. Significant level of expertise-based autonomy and accountability
12.4 Applies highly advanced learned competencies in the critical care nursing work and practice setting at expert and mastery level. 12.5 Guides, mentors, and supports other nurses to achieve excellence critical care nursing practice.	12.5	12.5	12.5
13. Designs and conducts critical care nursing research serving as principal investigator or co-investigator in multi-site and / or multidisciplinary research 13.1 Demonstrates improvement of outcomes of critical care through practice of meaningful and relevant research to add to nursing science 13.2 Uses research results /findings to improve critical care nursing practice for complex or complicated cases 13.3 Presents and reviews critical care research results for research forum 13.4 Conducts critical care research study as principal investigator or co-investigator on nursing clinical interventions, lived experiences through	13.1 13.2 13.3 13.4	13.1 13.2 13.3 13.4	13.1 13.2 13.3 13.4

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 8		
	Knowledge, Skills and Values	Application	Degree of Independence
quantitative, qualitative, or triangulation approaches	Demonstrated highly advanced systematic knowledge and skills in highly specialized and/or complex multi-disciplinary field of learning for complex research and/or professional practice and/or for the advancement of learning	Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field	Demanded full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for research and creativity for strategic value added. Significant level of expertise-based autonomy and accountability
14. Engages in lifelong learning to acquire expert skills in critical care nursing practice, education, research, leadership, and governance 14.1 Strongly advocates for and role-models continued competence and professional growth in critical care nursing 14.2 Develops, evaluates, and provides leadership for critical care health care policy that shapes health care financing, regulation, and delivery; educates others, including policy makers at all levels, regarding critical care nursing, health policy, and patient care outcomes 14.3 Assumes responsibility for lifelong learning, own personal development and maintenance of competence in critical care nursing	14.1 14.2 14.3	14.1 14.2 14.3	14.1 14.2 14.3
15. Demonstrates altruism and pride in being a Filipino 15.1 Demonstrates awareness of the rights and responsibilities as a Filipino and as a human being	15.1	15.1	15.1

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 8		
	Knowledge, Skills and Values	Application	Degree of Independence
	Demonstrated highly advanced systematic knowledge and skills in highly specialized and/or complex multi-disciplinary field of learning for complex research and/or professional practice and/or for the advancement of learning	Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field	Demanded full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for research and creativity for strategic value added. Significant level of expertise-based autonomy and accountability
15.2 Exemplifies love for country in service of Filipinos 15.3 Customizes highly advanced critical care nursing interventions based on Philippine culture and values	15.3	15.2 15.3	15.2 15.3
16. Applies techno-intelligent care systems and processes in critical care health care delivery, serving complicated and complex cases, and specialized individual, family and population groups requiring expertise 16.1 Uses information technology and research methods appropriately to collect appropriate and accurate data to generate evidence for critical care nursing practice. 16.2. Informs and guides the design of databases that generate meaningful evidence for critical care nursing practice. 16.3. Analyzes data from practice as basis for designing evidence-based interventions, predicting and analyzing care outcomes, examining patterns of behavior and outcomes, and identifying gaps in evidence for practice.	16.1 16.2 16.3	16.1 16.2 16.3	16.1 16.2 16.3

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 8		
	Knowledge, Skills and Values	Application	Degree of Independence
	Demonstrated highly advanced systematic knowledge and skills in highly specialized and/or complex multi-disciplinary field of learning for complex research and or professional practice and/or for the advancement of learning	Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field	Demanded full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for research and creativity for strategic value added. Significant level of expertise-based autonomy and accountability
16.4 Implements system of information to support the delivery of critical care health care that requires highly specialized/advanced expertise.	16.4	16.4	16.4
17. Adopt the nursing core values in the expert practice of critical care nursing. 17.1 Demonstrates caring, love of God, love of country and love of people as the core values of critical care nursing. 17.2 Manifests professionalism, integrity and excellence in advanced critical care nursing practice. 17.3 Projects the positive professional image of a Filipino nurse engaged in highly advanced critical care nursing practice. 17.4 Holds a leadership position in professional activities focusing on skill acquisition in critical care nursing.	17.1 17.2 17.3 17.4	17.1 17.2 17.3 17.4	17.1 17.2 17.3 17.4
18. Applies entrepreneurial skills in the delivery of critical care through			

PROFESSIONAL PRACTICE OUTCOMES	PQF Level 8		
	Knowledge, Skills and Values	Application	Degree of Independence
	Demonstrated highly advanced systematic knowledge and skills in highly specialized and/or complex multi-disciplinary field of learning for complex research and or professional practice and/or for the advancement of learning	Applied for professional leadership for innovation, research and/or development management in highly specialized or multi-disciplinary field	Demanded full independence in individual work and/or in teams of multi-disciplinary and more complex setting that demands leadership for research and creativity for strategic value added. Significant level of expertise-based autonomy and accountability
expert nursing skills that are value-added for clients with complicated, complex, rapidly deteriorating acute care, prolonged and chronic care with co-morbidities.	18	18	18
18.1 Acts on opportunities for entrepreneurial qualities (innovative, with political will, systems thinking, and sustainability) for highly advanced critical care nursing practice focusing on complex, complicated, acute and rapidly deteriorating, acute with co-morbidities and prolonged chronic care of individuals, family, community, groups, and populations.	18.1	18.1	18.1

CCNAPI's Standard of Care

Standards of care or standards of practice in critical care nursing are general guidelines that provide a foundation as how the nurse should act and what he or she should not do as professional capacity. Deviation from the standard practice can result in certain legal and ethical implications. Professional standards describe the competent level of the nursing practice by reflecting a desired and achievable level of performance. These statements as standards will direct and maintain safe and clinically competent nursing practice.

The critical care nursing standards were adapted from the PRBON standard of practice statements.

STANDARDS OF CRITICAL CARE NURSING PRACTICE

Critical care specialty addresses the management and support of patients with severe or life-threatening illness. The goal of critical care nursing is to promote optimal adaptation of critically ill patients and their families by providing highly individualized care, so that the critically ill patients adapt to their physiological dysfunction as well as the psychological stress in the Critical Care Unit or Intensive Care Unit (ICU). In order to achieve this, standards should be developed to serve as a guide for monitoring and enhancing the quality of intensive care nursing practice.

Care standards for critical care nursing provides measures for determining the quality of care delivered, and also serves as means for recognizing the competencies of nurses in intensive care specialty.

Procedures standards for critical care nursing practice provide a step-by-step guideline in guiding nurses to carry out day-to-day nursing procedure in a most appropriate manner.

The following 13 statements of Standards of Critical Care Nursing Practice are intended to furnish nurses with direction in providing quality care and excellence in Critical Care Nursing.

1. *The critical care nursing practice promotes social responsiveness of the nurse to perform her civic duty for the benefit of the whole society in accordance with legislation, common laws, organizational regulations and by-laws, which affect the provisions of nursing care.*
2. *The critical care nursing practice is provided to meet the care for individual patient needs on a 24-hour basis.*
3. *The critical care nursing practice adheres to current critical care nursing guidelines of care.*
4. *The critical care nursing practice is delivered in a way that can be ethically justified.*
5. *The critical care nursing practice is demonstrated by the responsibility and accountability of the nurse's professional judgment and actions.*
6. *The critical care nursing practice is created and maintained in an environment which promotes safety and security of patients, visitors and staff.*
7. *The critical care nursing practice demonstrates the nurses' mastery of the use of all essential equipment, available services and supplies for immediate care of patients.*
8. *The critical care nursing practice protects patients from developing environmental induced infection.*
9. *The critical care nursing practice utilizes the nursing process in an explicit systematic manner to achieve the goals of care.*
10. *The critical care nursing practice carries out health education for promotion and maintenance of health.*
11. *The critical care nurse nursing practice promotes to enhance the professional development of nurses and other.*
12. *The critical care nursing practice promotes culturally responsive care for the critically-ill client, family and community.*
13. *The critical care nursing practice demonstrates the critical care nurses' roles and responsibilities that foster a positive practice environment.*

The Structure-Process-Outcome model is used. Emphasis is put on management systems, nursing activities and interactions between the nurse and the care recipients, as well as the outcomes of nursing care provided.

Standard Statement 1: *The critical care nursing practice promotes social responsiveness of the nurse to perform her civic duty for the benefit of the whole society in accordance with legislation, common laws, organizational regulations and by-laws, which affect the provisions of nursing care.*

STRUCTURE CRITERIA	PROCESS CRITERIA	OUTCOME CRITERIA
<ol style="list-style-type: none"> 1. A copy of the Code of Professional Conduct for Nurses in the Philippines established by the PRC-BON is available. 2. A copy of the Philippine Nursing Law of 2002 (RA 9173) is available. 3. A copy of the organizational regulations, policies and procedures are available. 4. A copy of the CCNAPI Guidelines for Critical Care Nursing. 5. Other Laws such as but not limited to the Patient's Bill of Rights (PhilHealth) 	<p>The critical care nurse:</p> <ol style="list-style-type: none"> 1. Gains access to relevant ordinances and organizational regulations. 2. Maintains current nursing registration with the Professional Regulation Commission and membership to the accredited professional organization and CCNAPI. 3. Fulfils the duty of care in accordance with the laws. 4. Practices in accordance with the organizational regulations, by-laws, policies and procedures. 5. Practices in compliance with the scope of nursing practice and the equitable duty of confidence so as to deliver nursing care in a way to safeguard the rights, privacy, well being and interests of every patient. 6. Ensures that informed consents have been obtained prior to carrying out nursing procedures and medical treatment. 7. Maintains legible, dated, signed and accurate nursing records to fulfill the legal responsibilities. 	<ol style="list-style-type: none"> 1. Patient/Family states that his/her rights are protected. 2. Patient's privacy is not violated. 3. Patient expresses satisfaction to the quality treatment and service that he/she is lawfully entitled to. 4. Legible, dated, signed and accurate nursing records are maintained.

Standard Statement 2: The critical care nurse provides care to meet individual patient needs on a 24-hour basis

STRUCTURE CRITERIA	PROCESS CRITERIA	OUTCOME CRITERIA
<ol style="list-style-type: none"> 1. An explicit policy for selection of nursing staff is established. 2. A recognized manpower indicator to calculate staffing level is used. 3. Nurses with appropriate 	<p>The critical care nurse:</p> <ol style="list-style-type: none"> 1. Demonstrates knowledge and responsibility in line with policies and procedures stipulated by the unit. 	<ol style="list-style-type: none"> 1. There is documented evidence that critically ill patients receive quality intensive nursing care in a continuous manner. 2. The staffing level is sufficient to

qualification to practice intensive care nursing are available at all times. 4. A contingency plan is available.	2. Participates in the development of staffing patterns with flexibility to give optimum patient care on a 24-hour basis. 3. Practices intensive care nursing in a continuous manner	meet daily patient care requirements.
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Standard Statement 3: The critical care nurse practices current critical care nursing competently

STRUCTURE CRITERIA	PROCESS CRITERIA	OUTCOME CRITERIA
1. The critical care nurse possesses the knowledge required for the care of the critically ill. 2. The critical care nurse has knowledge and skills in assessing patient's needs, planning, implementing and evaluating the care provided. 3. There is always a nursing expert available in the ICU. 4. There is a mechanism in place to provide continuing nursing education. 5. There is a system in place to monitor the competency level of critical care nurses.	The critical care nurse: 1. Maintains standards of nursing practice and professional behavior determined by the organization requirements and Scope of Nursing Practice (RA 9173). 2. Demonstrates possession of psychomotor skills required for the care of the critically ill. 3. Shares knowledge and expertise with others through teaching programs, clinical supervision and research activities. 4. Demonstrates effective interpersonal skills in communicating with patients and families.	1. The critical care nurse demonstrates competency according to his/her experience and knowledge base. 2. There is documented evidence that care provided is individually assessed, planned, implemented and evaluated.

Standard Statement 4: The critical care nurse delivers nursing care in a way that can be ethically justified.

STRUCTURE CRITERIA	PROCESS CRITERIA	OUTCOMECRITERIA
1. The information regarding patient's rights and responsibilities is available for patients and families. 2. A mechanism for identification and resolution of ethical issues related to the care of the critically ill is established. 3. A copy of the Code of Professional Conducts for Nurses in Philippines is available. 4. Materials such as books, journals and training programs on nursing ethics are available.	The critical care nurse: 1. Complies with the Code of Professional Conducts for Nurses in Philippines as determined by the Professional Regulation Commission. 2. Provides care with respect for patient's dignity. 3. Acts as patient advocate in terms of respecting patient's rights and interests. 4. Maintains confidentiality of information as appropriate. 5. Informs and supports patient in	1. Patient/Family states that his/her rights and dignity are protected. 2. Patient/Family states that he/she is adequately informed and adequately supported in decision making. 3. All perceived unethical incidents are recorded and reported.

	<p>his/her decision making regarding his/her well-being.</p> <p>6. Acknowledges honestly and limits of personal knowledge and skills and takes steps to remedy such deficits.</p> <p>7. Reports perceived unethical incidents to the appropriate person.</p>	
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Standard Statement 5: The critical care nurse demonstrates accountability for his/her professional judgment and actions.

STRUCTURE CRITERIA	PROCESS CRITERIA	OUTCOMECRITERIA
<p>1. The philosophy of critical care nursing is available.</p> <p>2. The unit objectives to guide nursing activities are available.</p> <p>3. Policy and procedure manuals approved by the hospital are available.</p> <p>4. A mechanism is available to ensure the eligibility of nursing practice.</p> <p>5. An audit system to ensure safe nursing practice is established.</p>	<p>The critical care nurse:</p> <ol style="list-style-type: none"> Accepts responsibility to deliver safe nursing care to critically ill patients. Take responsibility to clarify unclear instruction and question inappropriate intervention. Practices within the guidelines and protocols issued by hospitals and professional organizations. Audits nursing practice regularly. Makes sound and independent clinical judgments based upon ongoing monitoring of critically ill patients and evidence-based practice. Recognizes on level of competence and limitation; and seeks appropriate plan of self-development. 	<p>1. The critical care nurse demonstrates ability to justify his/her own actions and judgment.</p> <p>2. No professional misconduct is reported.</p>

Standard Statement 6: The critical care nurse creates and maintains an environment which promotes safety and security of patients, visitors and staff.

STRUCTURE CRITERIA	PROCESS CRITERIA	OUTCOMECRITERIA
<p>1. Written policies and procedures exist to minimize the risks of environmental hazards.</p> <p>2. A policy exists to ensure staff knows the correct use of new equipment.</p> <p>3. Copies of Occupational Safety and Health Ordinance and Regulation (OSHO & OSHR) are available.</p>	<p>The critical care nurse:</p> <ol style="list-style-type: none"> Implements agreed policies to minimize the risks of environmental hazards. Such policies and procedures shall include the prevention of fire and bio-medical hazards. Demonstrates knowledge of and responsibility for implementation of all aspects of the fire and bio- 	<p>1. Accidents are minimized.</p> <p>2. Hazardous incidents are documented and reported.</p> <p>3. A safe environment for patients, visitors and hospital staff is provided and maintained.</p>

<p>4. A copy of the guidelines on Manual Handling Operations is in place.</p> <p>5. An established mechanism exists for reporting and auditing incidents.</p> <p>6. The critical care nurse is cognizant of various rules and regulations governing the use of medical appliances for caring critically ill patients.</p> <p>7. Resource persons are available to the intensive care staff at all times to provide service and advice on the safe use of medical appliances.</p>	<p>medical safety program.</p> <p>3. Evaluates the effectiveness of preventive measures for controlling and counteracting the hazards periodically.</p> <p>4. Ensures that the patient's safety is protected through the planning and design of the unit:</p> <ul style="list-style-type: none"> ● Adequate space per patient bed, with allowance for potential equipment. ● Adequate space for support areas. ● Adequate electrical outlets. ● Adequate illumination. ● Adequate fire exits. ● Windows, clocks, calendars ● Sewage and sinks ● Life-supporting systems, including medical gases, suction outlets and emergency power availability. ● Emergency call system. ● Auxiliary lighting system <p>5. Reports any environmental situation or defect, which is dangerous to patient/visitors/hospital staff.</p>	
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Standard Statement 7: The critical care nurse masters the use of all essential equipment, available services and supplies for immediate care of patients.

STRUCTURE CRITERIA	PROCESS CRITERIA	OUTCOME CRITERIA
<p>1. An inventory of essential routine and emergency equipment is established and reviewed regularly.</p> <p>2. Access to service provision is stipulated.</p> <p>3. Emergency equipment, medication and supplies are readily accessible.</p> <p>4. Policies and guidelines for acquisition, preparation, utilization, cleaning and maintenance are available.</p> <p>5. Policies for ordering, monitoring ad replacing equipment, medication and supplies for the intensive care unit are in place.</p>	<p>The critical care nurse:</p> <ol style="list-style-type: none"> 1. Participates in mandatory equipment training ensuring safe, efficient and effective utilization. 2. Participates in establishing written policies and procedures for ordering, reordering, monitoring and replacing equipment, medication and supplies needed. 3. Reviews inventory of all equipment at regular intervals and ensures functionality through preventive maintenance program 4. Ensures that all necessary equipment and supplies are readily available at all times, and 	<p>1. Harm to patient from equipment failure is prevented.</p> <p>2. Harm to patient from deficiencies of service and supply system is prevented.</p> <p>3. There is written document for all equipment being checked for proper functioning on a regular basis.</p>

	<p>in proper working order.</p> <p>5. Is familiar with the available hospital services, such as laboratory and pharmacy services during emergency situations.</p>	
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Standard Statement 8: The critical care nurse protects patients from developing environmental induced infection.

STRUCTURE CRITERIA	PROCESS CRITERIA	OUTCOME CRITERIA
<p>1. Written infection control policies are established.</p> <p>2. Immunization programs for all critical care nurses are provided when condition warrants.</p> <p>3. In-service programs regarding current infection control practice are provided.</p> <p>4. Necessary protective devices are available for standard precautions.</p> <p>5. Isolation facilities are provided to cohort and contain infectious outbreak.</p> <p>6. A standing working group composing of staff of critical care unit and infection control unit for controlling infection is established.</p> <p>7. An ongoing system for reporting, reviewing and evaluating infection incidents are established.</p>	<p>The critical care nurse:</p> <ol style="list-style-type: none"> Demonstrates knowledge of various infectious conditions requiring isolation and precaution. Adheres to the defined policies, procedures and guidelines for control of infection. Reviews and revises infection control policies and procedures regularly. Works collaboratively with infection control nurses for controlling infection. 	<p>1. The outbreak of infection is controlled.</p> <p>2. The infection rate in the intensive care unit is reduced or stays low.</p> <p>3. Decreased infection incidents are reported and documented.</p>

Standard Statement 9: The critical care nurse utilizes the nursing process in an explicit systematic manner to achieve the goals of care.

STRUCTURE CRITERIA	PROCESS CRITERIA	OUTCOME CRITERIA
<p>A. Performance of Health Assessment</p> <p>1. Guidelines for critical care nurse to perform health assessment are available.</p> <p>2. An agreed conceptual model for guiding nursing practice is available.</p> <p>3. The Health Assessment form is available for documentation of patient data.</p>	<p>The critical care nurse:</p> <ol style="list-style-type: none"> Collects data on a continuous basis starting from admission. Collects subjective and objective data to determine patient needs. Collects data in a systematic manner to ensure completeness of assessment. Uses appropriate physical examination techniques to gather data. 	<p>1. Individualized patient assessment is performed in an accurate, continuous and systematic manner.</p> <p>2. There is documented evidence that patient's physical, psycho-social and spiritual needs are identified.</p> <p>3. The intensive care nurse is cognizant of the current condition of each patient under his/her</p>

<p>4. Experienced staffs are available to give advice on health assessment to less-experienced staff.</p> <p>5. The critical care nurse possesses the knowledge and skills in performing physical examination and psycho-social assessment</p>	<p>5. Uses effective communication skills to obtain psycho-social subjective data from patient/family.</p> <p>6. Collects relevant data from previous patient record(s).</p> <p>7. Documents all relevant data in the patient record.</p> <p>8. Updates the database regularly and whenever necessary.</p> <p>9. Ensures pertinent data are accessible to all health care team members.</p>	<p>care.</p> <p>4. Patient's data are kept up-to-date.</p>
<p>B. Formulation nursing diagnoses/identifies patient problems in priority of patient's needs</p> <p>1. References to guide formulating nursing diagnoses/identifying patient problems are available.</p> <p>2. Guidelines for formulating nursing diagnoses/identifying patient problems are established.</p> <p>3. Experienced staffs are available to advise nurses in formulating nursing diagnoses/identifying patient problems.</p> <p>4. The critical care nurse possesses the knowledge and skills to make accurate nursing diagnoses to identify patient problems.</p>	<p>The critical care nurse:</p> <ol style="list-style-type: none"> Utilizes collected data to establish a list of actual and potential patient problems/needs. Collaborates with the patient, family and other health care team members in identification of problems/needs. Formulates appropriate nursing diagnosis relevant to the patient's condition wherein the nurse has the ability and experience to implement plan of care Establishes the priority of problems/needs according to the actual/potential threats to the patient. Records prioritized nursing diagnoses/patient problems in the patient record. Updates nursing diagnoses/patient problems when patient's condition changes. 	<p>There is documented evidence that nursing diagnoses are formulated. Patient problems are identified according to priority of needs.</p>
<p>C. Planning for Collaboration of Care</p> <p>1. References and information on nursing care plans are available.</p> <p>2. Experienced staff advises novice nurses in care planning when appropriate.</p> <p>3. The critical care nurse possesses knowledge and skills to devise an individualized care plan pertinent to patient needs.</p> <p>4. An agreed nursing care delivery model and medical treatment</p>	<p>The critical care nurse:</p> <ol style="list-style-type: none"> Develops goals for each nursing diagnosis/patient problem. Plans appropriate nursing interventions in collaboration with the patient, family and other health care team members whenever necessary. Devises an individualized care plan. Communicates the plan with those involved. Updates planned nursing actions 	<p>1. Patient care reflects the identified patient problems/needs.</p> <p>2. The planned care reflects appropriate nursing interventions.</p>

<p>protocol, algorithm is available.</p>	<p>in accordance with changes in patient health status.</p> <ol style="list-style-type: none"> 6. Provides coordinated continuity of care. 7. Identifies activities through which care will be evaluated. 8. Records the nursing care plan in patient record. 	
<p>D. Implementation of Planned Nursing Care</p> <ol style="list-style-type: none"> 1. The critical care nurse possesses the knowledge and skills in implementing the agreed care plan. 2. Standards of nursing care and practice are established. 3. Experienced staffs are available to give advice on implementation of care. 4. Appropriate equipment for the implementation of the agreed care plan is available. 5. A policy to ensure the continuity of patient care is in place. 	<p>The critical care nurse:</p> <ol style="list-style-type: none"> 1. Utilizes accepted principles for nursing interventions according to the dynamic environment. 2. Implements care according to standards and protocols. 3. Implements the planned care in collaboration with the patient, family and other health care team members. 4. Implements the planned care in an organized and humanistic manner. 5. Integrates current scientific knowledge with technical and psychomotor competency. 6. Provides care in such a way as to anticipate and to prevent complications and life-threatening situations. 7. Provides individualized and continuous care to achieve identified goals. 8. Documents interventions in patient's records. 9. Reviews and modifies interventions based on patient's progress. 	<ol style="list-style-type: none"> 1. The agreed nursing care plan is implemented. 2. A nursing intervention record for individual patient is kept. 3. The identified goals for individual patient care are achieved
<p>E. Evaluation of Outcome of Nursing Care</p> <ol style="list-style-type: none"> 1. The critical care nurse possesses the knowledge and skills to evaluate the implemented care. 2. Experienced staff advises nurses on the evaluation of delivered care are available. 3. A policy is available to evaluate patient's responses to nursing care in a continuous manner. 	<p>The critical care nurse:</p> <ol style="list-style-type: none"> 1. Collects data for evaluation within an appropriate time interval after intervention. 2. Compares the patient's responses with expected outcomes. 3. Determines the causes of significant differences between the patient's responses and the expected outcomes. 4. Reviews and revises the plan of care based on the evaluation. 5. Documents evaluation findings in patient record. 	<p>The implemented care is evaluated and documented.</p>

Standard Statement 10: The critical care nurse carries out health education for promotion and maintenance of health.

STRUCTURE CRITERIA	PROCESS CRITERIA	OUTCOME CRITERIA
<ol style="list-style-type: none"> An education framework for intensive care setting is established. An optimal learning environment is created. A tool for assessing patient's/family's needs is established. Plans for promoting and maintaining health are devised. The critical care nurse possesses competency in the provision of health education. 	<p>The critical care nurse:</p> <ol style="list-style-type: none"> Modifies health teaching strategies according to patient's /family's literacy level. Assesses patient's/family's learning ability or any barriers to learning. Establishes good rapport with patient and family. Assists patient in setting short-term and long-term goals for the promotion and maintenance of health. Plans and implements individualized health educational activities. Provides educational information for patient and family in promotion and maintenance of health. Facilitates patient's/family's ability to comply with the health education provided. Documents the teaching-learning progress. Evaluates the effectiveness of health teaching and modifies the approach if necessary. 	<ol style="list-style-type: none"> Patient demonstrates a positive attitude towards health promotion and health maintenance. There is documented evidence that patient/family understands the health education material.

Standard Statement 11: The critical care nursing practices enhance the professional development of nurse and others.

STRUCTURE CRITERIA	PROCESS CRITERIA	OUTCOME CRITERIA
<ol style="list-style-type: none"> A system to offer nurses the opportunity for continual professional development is established. An objective performance appraisal system is available. Professional journals and textbooks related to critical care nursing are available. A mechanism to facilitate career progression program is available. 	<p>The critical care nurse:</p> <ol style="list-style-type: none"> Sets and reviews objectives for professional development at regular intervals. Participates in continuing educational programs to update intensive care knowledge and skills. Contributes to professional development through teaching activities and clinical supervision. Participates in conducting clinical 	<ol style="list-style-type: none"> Patient receives quality nursing care based on current scientific knowledge and research findings. The critical care nurse completes continuing nursing education programs and demonstrates commitment in further professional advancement. Expertise in intensive care nursing is developed and respected by others.

	<p>research and application of evidence-based nursing practice.</p> <p>5. Participates and promotes the activities of professional nursing organizations.</p> <p>6. Demonstrates interest in pursuing advanced critical care nursing practice</p>	
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Standard Statement 12: The critical care nursing practice promotes culturally responsive care for the critically-ill client, family and community.

STRUCTURE CRITERIA	PROCESS CRITERIA	OUTCOME CRITERIA
<p>1. The following documents and resources are available to the staff: <i>Declaration of Human Rights</i> <i>ICN's Nurses and Human Rights, Code of Conduct for Nurses</i>, WHO's <i>Declaration of Alma Alta</i>, WFCCN Position Statement on Culturally – Sensitive care. <i>AACN Social Policy Statement</i>, <i>PRC - BON's Code of Ethics</i></p> <p>2. A system that provides the structure and resources necessary to evaluate and meet the cultural and language needs of their diverse clients.</p> <p>3. A system that strengthens recruitment and retention effort to achieve a multicultural workforce</p> <p>4. A system and policies for zero tolerance for discrimination</p> <p>5. Resources for translation and interpretation are within the organization.</p> <p>6. A system-wide interdisciplinary programs for cultural competence development of organizational staff are available.</p>	<p>The critical care nurse:</p> <ol style="list-style-type: none"> Engages in critical reflection of their own values, beliefs, and cultural heritage in order to have an awareness of how these qualities and issues can impact culturally congruent nursing care. Demonstrates an understanding of the perspectives, traditions, values, practices, and family systems of culturally diverse individuals, families, communities and populations for whom they care, as well as a knowledge of the complex variables that affect the achievement of health and well-being Utilizes cross cultural knowledge and culturally sensitive skills in implementing culturally congruent nursing care Recognizes the effect of healthcare policies, delivery systems and resources on their patient populations, and shall empower and advocate for their patients as indicated. Advocates for the inclusion of their patient's cultural beliefs and practices in all dimensions of their health care when possible. Engages in the effort to ensure a multicultural workforce in health care settings. Is educationally prepared to promote and provide culturally congruent health care. Utilizes culturally competent verbal and nonverbal communication skills to 	<p>1. Patient receives humane and socially just care.</p> <p>2. Patients are given fair treatment regardless of economic status, race, ethnicity, age, citizenship, disability, or sexual orientation</p>

	identify client's values, beliefs, practices, perceptions, and unique healthcare needs.	
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Standard Statement 13: The critical care nursing practice demonstrates the critical care nurses' roles and responsibilities that foster a positive practice environment.

STRUCTURE CRITERIA	PROCESS CRITERIA	OUTCOME CRITERIA
1. There is a system-wide philosophy of critical care emphasizing quality, safety, interdisciplinary collaboration, continuity of care, and professional accountability.	<p>1. The organization has a philosophy and mission statement that reflects these criteria;</p> <p>2. Nursing staff have meaningful input into policy development and operational management of issues related to clinical quality, safety, and clinical outcomes evaluation;</p> <p>3. Nurse staffing patterns have an adequate number of qualified nurses to meet patients' needs, including consideration of the complexity of patient care;</p> <p>4. Nursing is represented on the organization's staff committees that govern policy and operations;</p> <p>5. The organization has a formal program of performance improvement that includes a focus on nursing practice, safety, continuity of care, and outcomes; and</p> <p>6. Nursing staff assume responsibility and accountability for their own nursing practice.</p>	<p>The positive practice environment will foster positive outcomes for</p> <ol style="list-style-type: none"> 1. job satisfaction, 2. staffing costs, 3. nurse turnover rates, 4. adverse events (i.e., patient falls and medication errors), 5. nursing roles, and 6. patient interventions and outcomes
2. The organization empowers the nurses' participation in clinical decision-making and organization of clinical care system.	<p>The critical care nurse</p> <ol style="list-style-type: none"> 1. Participates in the decentralized, unit-based program or team organizational structure for decision making; 2. Demonstrate involvement in organization or system-wide committee and communication structures; 3. Demonstrates leadership role in performance improvement of clinical care and the organization of clinical care systems; 4. Utilizes a review system for analysis and correction of clinical care errors and patient safety concerns; and 5. Are provided with authority to develop and execute nursing care orders and actions and to control their practice 	
3. There is a system that maintains clinical advancement programs based on education, certification, and advanced preparation for the nurses	<p>The critical care nurse</p> <ol style="list-style-type: none"> 1. Participate in clinical advancement program and education; 2. Pursues opportunities for promotion and longevity related to education, clinical expertise and professional contributions; 	

	<p>3. Provides cooperation and inputs during peer review and performance evaluation</p>	
4. The organization has a system that creates collaborative relationships among members of the health care provider team,	<p>The critical care nurse:</p> <ol style="list-style-type: none"> 1. Practice collaboratively and participate in standing organizational committees, bioethics committees, the governing structure, and the institutional review processes. 2. Have appropriate oversight and supervisory authority of unlicensed members of the nursing care team; and 3. Participate in the review of patient care errors with the interdisciplinary team utilizing a peer review process. 	

Standard Statement 14: *critical care nursing practice promotes social responsiveness of the nurse to fulfill her civic duty for the benefit of the whole society.*

COMPETENCIES FOR CRITICAL CARE NURSES

The competence of critical care nurses together with established nursing standards and the identified core competencies for registered nurses will result to excellence in critical care nursing practice. This three-pronged holistic framework ensures quality performance through an adherence to nursing standards, the application of competencies, and the integration of appropriate nursing model/s into the care delivery process.

To achieve safe and quality client-centered care, nurses working in the critical care units are envisioned to adopt not only the stated core competencies of registered nurses but also the specific competencies stipulated in the following eleven major key responsibility areas:

- 1. Safe and Quality Nursing Care**
- 2. Management of Resources**
- 3. Legal Responsibilities**
- 4. Ethico-Moral Responsibilities**
- 5. Collaboration and Teamwork**
- 6. Personal and Professional Development**
- 7. Communication**
- 8. Health Education**
- 9. Quality Improvement**
- 10. Research**
- 11. Record Management**

Key Responsibility Areas	Responsibilities / Tasks	Competent Behavior Clusters
I. Safe Quality Nursing Care	<p>1. Conducting nursing assessment</p> <p><i>Description: The critical care (ICU) nurse performs advanced patient health assessment accurately, continuously, comprehensively and systematically. The critical care nurse prioritizes the health needs of the patient from a holistic perspective.</i></p>	<p>The critical care nurse:</p> <ul style="list-style-type: none"> a. obtains comprehensive critically ill patient information from a holistic perspective with the aid of advanced technologies and physical examination techniques, paying particular attention to the psychosocial impact of the critical care environment on patients and relatives b. prioritizes the health needs of the critically ill patient based on the assessment data and communicates this information to the right people in a timely right manner c. collects critically ill patient's data in a systematic, objective and continuous manner from clinical observation and monitor devices d. ensures pertinent data are clearly documented and accessible to all health care team members
	<p>2. Formulating care plans</p> <p><i>Description: The critical care nurse develops individualized, holistic and patient-centered care plans that document nursing diagnoses / identifies patient's problems in relation to patient's needs.</i></p>	<p>The critical care nurse:</p> <ul style="list-style-type: none"> a. utilizes collected data to establish a list of actual and potential problems/needs of the critically ill patient b. collaborates with the critically ill patient, if applicable, family and other health care team members in identifying problems/needs and planning of appropriate nursing actions accordingly c. establishes and records the priority of problem/needs according to the actual danger or potential threats to the critically ill patient d. formulates an individualized care plan with continuous review to match both the needs of critically ill patient and family
	<p>3. Implementing planned care</p> <p><i>Description: The critical care nurse implements planned care to achieve optimal health status or dignified death of the critically ill patient.</i></p>	<p>The critical care Nurse:</p> <ul style="list-style-type: none"> a. carries out planned care or immediate nursing actions in a safe, comprehensive, effective and humanistic manner according to critically ill patient's response. b. adopts evidence based practice in the care of the critically ill patients where applicable c. helps critically ill patient to survive comfortably and ensures the end of life to be peaceful and dignified
	<p>4. Evaluating patient's health progress and outcome</p> <p><i>Description: The critical care nurse evaluates the outcomes of</i></p>	<p>The critical care nurse:</p> <ul style="list-style-type: none"> a. maximizes clinical skills and monitoring devices to evaluate the care process and compares the critically ill patient's response

	<p><i>nursing care in an explicit, systematic and ongoing manner.</i></p>	<p>with expected outcome</p> <ul style="list-style-type: none"> b. identifies the cause for any significant difference between the patient's response and the expected outcome c. Identifies potential risk of critically ill patients, such as but not limited to DVT, aspiration, pressures, infection, fall risk, malnutrition / starvation, patient abuse, iatrogenic etiologies d. revises the care plan to ensure patient centered and quality of care to critically ill patient e. implements appropriate and effective nursing interventions to help critically ill patients and significant others address hospice, palliative and end-of-life care needs
	<p>5. Maintaining effective communication</p> <p><i>Description: The critical care nurse communicates relevant, accurate and comprehensive information, both verbal and written, about the patient's health status to related health care team members and family members.</i></p>	<p>The critical care nurse:</p> <ul style="list-style-type: none"> a. reports instantly key changes of critically ill patient's health condition in an emergency b. monitors and documents relevant information objectively and systematically c. maintains information in an accessible and retrievable form d. conducts effective patients (if applicable) and family teaching
	<p>6. Acting in emergency situations such as rapid deterioration, life-threatening, unstable, and critical events</p> <p><i>Description: The critical care nurse responds swiftly in a calm and proficient manner when faced with an unexpected or rapidly changing situation related to the patient or environment.</i></p>	<p>The critical care nurse:</p> <ul style="list-style-type: none"> a. demonstrates knowledge of emergencies such as medical emergencies, civil disasters and contingent plan for hospital emergencies b. anticipates possible changes / complications associated with particular diseases and/or treatment procedures c. implements prompt and appropriate resuscitative intervention d. keeps the medical team informed of critically ill patient's deteriorating condition in a timely manner e. fulfills the specific team role during large-scale crisis to provide safe, effective and efficient care of the needy.
	<p>7. Demonstrating specific knowledge and skills in the critical care setting</p> <p><i>Description: The critical care nurse provides quality and effective care to patient in the following aspects:</i></p>	<p>A. Pulmonary care</p> <p>The critical care nurse:</p> <ul style="list-style-type: none"> i. Has an understanding of the applied / advanced respiratory physiology ii. Demonstrates nursing competencies in: <ul style="list-style-type: none"> • Advanced respiratory assessment • Advanced respiratory monitoring such as

	<ul style="list-style-type: none"> • Pulmonary • Cardiovascular • Neurological • Renal • Gastrointestinal • Endocrine • Peri-operative • Trauma • Burn • Organ Transplantation • Control of Infection • Psychosocial and Spiritual Care 	<p>clinical observation, arterial blood gases, SpO₂, ETCO₂</p> <ul style="list-style-type: none"> • Airway management such suctioning, chest physiotherapy, oral care, use of airway gadgets and others • Respiratory investigation and therapy such as bronchoscopy, tracheostomy, chest physiotherapy <p>iii. Provides holistic care to patients in the following conditions:</p> <ul style="list-style-type: none"> • Before and after thoracic surgery • With acute or chronic respiratory disorders • On ventilator support • Being weaned from mechanical ventilator • On oxygen therapy iv. Initiates and assists in the emergency and resuscitative procedures such as endotracheal intubation, tracheostomy and chest drain insertion v. Educates and supervises patients and families on home oxygen therapy <p>B. Cardiovascular care</p> <p>The critical care nurse:</p> <ul style="list-style-type: none"> i. Has an understanding of the applied /advanced cardiac physiology ii. Demonstrates nursing competencies in: <ul style="list-style-type: none"> • Advanced cardiovascular assessment • Cardiovascular investigation • Interpretation of electrocardiogram • Hemodynamic monitoring such as non-invasive, arterial pressure, pulmonary artery pressure, CVP • Administration of cardiac medication iii. Provides holistic care to patients with the following conditions: <ul style="list-style-type: none"> • Before and after cardiac surgery • With cardiac arrhythmias and heart block • With cardiac disorders such as myocardial infarction, Acute Coronary Syndrome, heart failure, shock • On cardiovascular support such as intra-aortic balloon pump, ventricular assist devices iv. Initiates and assists in cardiovascular resuscitation e.g. cardiac pacing, cardioversion, defibrillation, pericardiocentesis, advanced cardiac life
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		<p>support</p> <p>C. Neurological care</p> <p>The critical care nurse:</p> <ul style="list-style-type: none"> i. Has an understanding of the applied neurological physiology ii. Demonstrates nursing competencies in: <ul style="list-style-type: none"> • Neurological assessment • Neurological investigation iii. Provides holistic care to patient: <ul style="list-style-type: none"> • Before and after neurological operation • Suffering from neuro-medical disorders • On intracranial pressure monitoring <p>D. Renal care</p> <p>The critical care nurse:</p> <ul style="list-style-type: none"> i. Has an understanding of the applied renal physiology ii. Demonstrates nursing competencies in: <ul style="list-style-type: none"> • Renal assessment • Renal investigation • Interpretation of blood biochemistry iii. Provides holistic care to patients with renal failure by: <ul style="list-style-type: none"> • Peritoneal dialysis • Hemodialysis • Continuous renal replacement therapy (CRRT) <p>E. Gastrointestinal care</p> <p>The critical care nurse:</p> <ul style="list-style-type: none"> i. Has an understanding of the applied gastrointestinal physiology ii. Provides holistic care to patient: <ul style="list-style-type: none"> • With gastrointestinal disorder such as acute pancreatitis, hepatic failure • Before and after gastrointestinal operation • With gastrointestinal emergencies such as gastrointestinal bleeding, bleeding esophageal varices • Undergoing different procedures such as peritoneal lavage • Early access and early feeding using appropriate gadgets <p>F. Endocrine care</p> <p>The critical care nurse:</p> <ul style="list-style-type: none"> i. Has an understanding of the applied
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	<p>endocrine physiology</p> <p>ii. Provides holistic care to patients with the following conditions:</p> <ul style="list-style-type: none"> • Diabetic emergencies such as diabetic ketoacidosis, hyperglycemia, hypoglycemia • Thyroid storm • Other endocrine emergencies <p>G. Peri-operative care</p> <p>The critical care nurse:</p> <p>i. Equips oneself with knowledge and skills for implementation of safe, adequate evidence-based care of clients during the pre-, intra- and post-operative procedures</p> <p>ii. Provides holistic care to patients with the following conditions:</p> <ul style="list-style-type: none"> • Before and after different types of operations • With wounds and drains <p>iii. Demonstrates nursing competencies in pain assessment and pain management</p> <p>H. Trauma care</p> <p>The critical care nurse:</p> <p>i. Has an understanding on the mechanism of different types of injury</p> <p>ii. Demonstrates nursing competencies in:</p> <ul style="list-style-type: none"> • Primary and secondary assessment • Stabilization, transfer and transport of trauma patients • Emergency and resuscitative procedures <p>iii. Provides holistic care to patients with different types of trauma</p> <p>I. Burn care</p> <p>The critical care nurse:</p> <p>i. Has an understanding of the:</p> <ul style="list-style-type: none"> • Applied skin physiology • Mechanism of injury associated with burn and inhalation injury <p>ii. Demonstrates nursing competencies in:</p> <ul style="list-style-type: none"> • Burn assessment • Burn resuscitation such as airway, breathing and circulation • Burn wound care <p>iii. Provides holistic care to patients with burn</p> <p>iv. <u>Educates</u> patient on long term skin care</p>
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	<p>J. Organ transplantation care</p> <p>The critical care nurse:</p> <ul style="list-style-type: none"> i. Demonstrates knowledge in brain stem death test ii. Identifies potential organ donor iii. Provides holistic care to: <ul style="list-style-type: none"> • Potential donor • Perioperative transplant patient iv. Identifies potential risk associated with organ transplant and takes appropriate actions <p>K. Pain Management</p> <p>The critical care nurse:</p> <ul style="list-style-type: none"> i. Applies evidence-based practices on pain prevention ii. Selects appropriate assessment and intervention tools and techniques in collaboration and consultation with other team members (such as WHO Pain Ladder or other similar framework) iii. Demonstrate management capabilities of clients using pharmacological and non-pharmacological interventions. <p>L. Prevention and Control of Infection</p> <p>The critical care nurse:</p> <ul style="list-style-type: none"> i. Has an understanding of the principles of prevention of infection ii. Complies with infection prevention and control guidelines iii. Demonstrates competency in handling and preventing infection iv. Monitors patient's treatment compliance and the related outcome v. Provides health education on infection control to the patients and relatives <p>M. Psychosocial and spiritual care</p> <p>The critical care nurse:</p> <ul style="list-style-type: none"> i. Identifies the psychosocial and spiritual needs of ICU patient and his/her families ii. Demonstrates nursing competence in communication and counseling skills iii. Supports the family during the loss, grieving and bereavement process iv. Provides psychosocial care such as music therapy, therapeutic touch and relaxation therapy to patient and his/her family according to their needs <p>N. Miscellaneous</p> <p>The critical care nurse provides holistic care</p>
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		<p>to patients with the following problems:</p> <ul style="list-style-type: none"> • Drug overdose • Hematological failure • Obstetrical emergencies • Pediatric emergencies • Near drowning • Thermal injuries – heat stroke, hypothermia
II. Management of Resources	<p>1. Managing within the organization</p> <p><i>Description: The critical care nurse understands the mission and core values of the organization and facilitates the achievement of the organizational goals.</i></p>	<p>The critical care nurse:</p> <ol style="list-style-type: none"> a. Demonstrates specialty knowledge in managing within the organization b. Uses organizational core values and objectives in line with daily work c. Follows organizational policies, procedures and protocols d. Participates in organizational initiatives by contributing constructive proposals for improvement e. Strengthens and develops critical care delivery in pace with rapid advanced technologies f. Maximizes effective resource utilization
	<p>2. Empowering subordinates</p> <p><i>Description: The critical care nurse achieves targets through subordinates using the processes and techniques associated with motivating, coaching, delegating and supervising.</i></p>	<p>The critical care nurse:</p> <ol style="list-style-type: none"> a. Motivates subordinates to achieve assignments and goals by providing them with the rationale for performing the task; considering and accepting their suggestions when appropriate; and reinforcing good practice b. Collaborates tasks and deploys subordinates according to their capabilities and job experiences, to allow immediate delivery of critical care services in crisis management c. Encourages subordinates to participate in specialty activities, and stimulates their innovation in critical care nursing development
	<p>3. Assisting in maintaining a safe and healthy working environment</p> <p><i>Description: The critical care nurse carries out activities to assist in maintaining a favorable working environment</i></p>	<p>The critical care nurse:</p> <ol style="list-style-type: none"> a. Creates a favorable working environment that maximizes the production of high quality critical care delivery b. Establishes effective feedback loop between health care teams, patients and relatives c. Contributes to the maintenance of occupational health and safety, and prevention of occupational hazard ensuring positive practice environment. d. Establishes effective linkages between inter and intra departments and hospitals

		<p>to share updated specialty information and different experiences, thus preparing the organization to cope with continuous external changes more efficiently</p> <p>e. Reports any unfavorable environment which may have a negative impact on the patient's physical, psychological and social well-being as well as the process of rehabilitation.</p>
III. Legal Responsibilities	<p>Fulfilling legal responsibilities and acting as patients' advocate</p> <p><i>Description: The critical care nurse functions in accordance with common law, ordinance and regulations influencing nursing practice.</i></p>	<p>The critical care nurse:</p> <ul style="list-style-type: none"> a. Demonstrates awareness of the relevant ordinances and organizational regulations that have legal regulations such as Code of Professional Conduct for Nurses and the Philippines Nursing Law of 2002 (RA 9173). b. Acts on the all legal principles and ensures that no action or omission is detrimental to the safety of patients. c. Familiarizes with the legal procedures for organ transplantation and be sensitive to organ preservation management and family support. d. Ensures that informed consent has been obtained prior to carrying out invasive and non-invasive procedures and medical treatment, particularly when patient or/and family does not have complete information to make an informed decision. e. Facilitates delivery of comprehensive explanation to patient/family if indicated to empower them to make responsible choice. f. Maintains legible, dated signed and accurate nursing records to fulfill legal responsibilities. g. Is aware of self-limitation and seeks advice and supervision from senior if a delegated task or responsibility is felt to be beyond current training or ability, (e.g., informs seniors that he/she has no experience and training in caring patient undergoing continuous renal replacement therapy). h. Reports any unfavorable environment which may have a negative impact on the patient's physical, psychological and social wellbeing as well as the process of rehabilitation.
IV. Ethico-Moral Practice	Practicing ethico-moral standards of the nursing profession.	<p>The critical care nurse:</p> <ul style="list-style-type: none"> a. Has respect for patient / family rights

	<p><i>Description: The critical care nurse demonstrates the appropriate application of knowledge in nursing practice, which complies with the code of professional conduct, principles of autonomy, beneficence and justice. She / He also accepts personal responsibility for one's own professional judgments and actions as well as consequence of one's behavior</i></p>	<p>including confidentiality</p> <ul style="list-style-type: none"> b. Conducts intensive care nursing practice and makes sound independent clinical judgment in a way that can be ethically justified c. Aware of the importance of open discussion with others about his/her own views on ethical dilemmas d. Reports all perceived unethical incidents to responsible person such as but not limited to, responsible use of technology (clinical or administrative); use of communication devices not related to clinical practice e. Maintains professional decorum in dealings with patient, family and co-workers.
V. Collaboration and Teamwork	<p>1. Maintaining collaborative relationships in the multi-disciplinary team</p> <p><i>Description: The critical care nurse maintains collaborative relationships within the ICU team. This relationship contributes towards the achievement of smooth and effective team performance in accomplishing common goals.</i></p>	<p>The critical care nurse:</p> <ul style="list-style-type: none"> a. Contributes in various clinical meetings to provide professional input in patient care management such as case conference and risk management meeting b. Values team members' participation and joint decision-making c. Seeks opportunities to participate in cross-functional, multi-disciplinary quality improvement initiatives
	<p>2. Maintaining a cohesive nursing team</p> <p><i>Description: The critical care nurse establishes and maintains harmonious working relationships with nursing colleagues</i></p>	<p>The critical care nurse:</p> <ul style="list-style-type: none"> a. Demonstrates knowledge of team concepts (e.g., discuss the dynamic of teams, participates in various stages of team growth: forming, brainstorming, and performing) b. Demonstrates understanding of the structure, functions and purposes of the team c. Demonstrates understanding of the role of different team members and the agreed goals d. Takes initiatives to participate in team discussion and to achieve team goals and objectives e. Shows willingness to share workload when needed f. Participates in various intensive care related activities such as CQI projects, research activities, infection prevention and control survey
VI. Professional and Personal Development	<p>1. Facilitating the development of nursing knowledge in clinical setting</p>	<p>The critical care nurse:</p> <ul style="list-style-type: none"> a. Develops the necessary skills and initiates

	<p><i>Description: The critical care nurse takes initiative to support or conduct activities, which promote the advancement of nursing knowledge</i></p>	<p>efforts to improve efficiency and effectiveness of service; seeks opportunities for further development within the organization and contributes to the training and development needs</p> <ul style="list-style-type: none"> b. Facilitates learners to achieve their training and development needs c. Conducts coaching and actively participates in preceptorship and mentorship d. Assists in ward orientation/induction for new nurses and alerts them to the specific requirements in caring ICU patients. e. Assimilates the evidence-based research findings to further improve clinical practice f. Supports or participates in nursing research g. Shares and disseminates evidence-based findings h. Shares clinical experience and knowledge with colleagues i. Applies theoretical knowledge to practice j. Identifies areas for enhancement of nursing knowledge such as counseling and communication skills in all areas of critical care practice including bereavement process
	<p>2. Promoting the professional image of ICU nurse</p> <p><i>Description: The critical care nurse acts in manner that maintains active ongoing involvement in activities related to the nursing profession such as ICU conference, workshop and course; and promotes the professional image of nursing</i></p>	<p>The critical care nurse:</p> <ul style="list-style-type: none"> a. Asserts professionally in the health care team b. Shows concerns about the public interest regarding health promotion and maintenance c. Acts in the manner of a knowledgeable, competent, responsible, accountable and caring professional with critical thinking to achieve the aimed objective d. Supports activities run by professional organization such as micro-teaching and sharing session of clinical experiences e. Promotes spirit of professional cohesiveness f. Acts for the collective interest of the profession g. Adopts continuous improvement in nursing
	<p>3. Evaluating own nursing practice and knowledge to enhance personal skills</p>	<p>The critical care nurse:</p> <ul style="list-style-type: none"> a. Uses professionally acceptable standards or practice to assess self-performance

	<p><i>Description: The critical care nurse assesses self-awareness of his/her own professional competence continuously and independently; maintains up-to-date nursing knowledge to keep abreast of nursing trends and nursing standards in specialty practice.</i></p>	<ul style="list-style-type: none"> b. Demonstrates proficiency in providing care to patients receiving different modes of treatment in acute settings to achieve intended outcomes and prevent or minimize adverse outcomes c. Demonstrates awareness of individual strength and limitations and the importance of enhancing nursing knowledge d. Seeks additional information /opportunities to polish personal skills and qualities e.g. attending courses/seminars or reading books on relevant subjects when unfamiliar clinical situations with no precedents are encountered e. Develops own personal development plans that include attending in-service ICU courses, ICU scientific meetings, overseas ICU conferences, tertiary educational programs and reading ICU specialty journals/literature, etc. f. Shares up-to-date ICU nursing knowledge and current practice with nursing colleagues
VII. Communication	<p>Communicates with individual patient and/or groups and with other members of the health care team</p> <p><i>Description: The critical care nurse takes initiative to communicate with individual and / or groups and with other members of the health team to facilitate care and management of the patients</i></p>	<p>The ICU nurse:</p> <ul style="list-style-type: none"> a. Develops the necessary skills and initiates efforts to improve efficiency and effectiveness of communication; b. Uses a range of appropriate communication strategies which will have effective outcome such as but not limited to Hand-off communication, use of SBAR on referral, use of ICU flow sheet. c. Encourages the use of non-verbal / alternative communication techniques including information technologies to elicit appropriate communication. d. Responds rapidly and appropriately to the needs of the critically ill patients, their significant others and the members of the health team
VIII. Health Education	<p>Provides appropriate health education based on comprehensive learning needs of the patient and family</p> <p><i>Description: The critical care nurse makes thorough assessment of the learning needs of the patient and family for the provision of health education to assist the patient and family towards a productive life</i></p>	<p>The critical care nurse:</p> <ul style="list-style-type: none"> a. Assesses comprehensively the needs and learning barriers of critically-ill clients, family and their significant others b. Provides refined health education plan which is individualized and comprehensive based on the client's needs c. Demonstrates ability to develop and use appropriate learning tools for health education d. Conducts health education to significant

		<p>others of the critically-ill clients with emphasis on basic concepts of the disease process</p> <ul style="list-style-type: none"> e. Facilitates the thorough understanding of the critically ill client's significant others regarding the disease process and course of management to enable them to participate in the care process f. Demonstrates ability to appraise outcome of the health education g. Integrates the helping and coaching role of a nurse during expressed need of the client, his family and significant others
IX. Quality Improvement	<p>Proactive in the implementation of changes as a consequence of quality improvement initiatives</p> <p><i>Description: The critical care nurse demonstrates positive attitudes towards change for improvement</i></p>	<p>The critical care nurse:</p> <ul style="list-style-type: none"> a. Demonstrates in-depth understanding and facilitates the achievement of the organization's mission, vision and goals through quality improvement b. Identifies areas for quality improvement initiatives c. Establishes effective feedback loops between the organizations, health teams, patients and significant others pertaining to quality improvement. d. Facilitates the implementation of new policies, changes in implementing rules and regulations for quality improvement. e. Utilizes available and existing data to support quality improvement initiatives.
X. Research	<p>Supports a positive climate for research within the practice setting</p> <p><i>Description: The critical care nurse maintains currency of knowledge and practice based on relevant research findings</i></p>	<p>The critical care nurse:</p> <ul style="list-style-type: none"> a. Demonstrates active involvement in research activities b. Incorporates evidenced-base and research findings into nursing practice. c. Identifies areas of practice for which further research is indicated d. Seeks continuously to improve professional practice through research activities.
XI. Record Management	<p>Ensures that written information conforms to legal and ethical framework</p> <p><i>Description: The critical care nurse maintains accurate and updated documentation of the care for the critically ill patients</i></p>	<p>The ICU nurse:</p> <ul style="list-style-type: none"> a. Demonstrates ability to document information in a comprehensive and clear manner within the legal and ethical framework. b. Protects and safe guards the document conforming legal and ethical framework and institutional policies. c. Demonstrates effective and appropriate methods of documenting information d. Analyzes variances in the data recorded for improvement of client care

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