



2.1.D3 Verified Competence Framework

WP2.1 IDENTIFYING THE FUTURE NEEDS IN GERONTOLOGICAL
NURSING

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Summary

The GeNEdu competence framework consists of the set of 6 core competences and corresponding learning outcomes for gerontological nurses in China defined on bachelor level. The competences are interrelated and applicable in different care settings for older persons with different kind of health problems.

The 6 core competences on which the competence framework is built on are:

1. Providing gerontological care
2. Communication and collaboration
3. Organisation of gerontological nursing care
4. Health promotion
5. Evidence-based nursing and lifelong learning
6. Professional behaviour

The competence framework is verified by a panel of Chinese and European experts.

1 Competences needed for gerontological nurses in China

For the renewal of the Chinese HEIs nursing curricula for gerontological nursing, competences are identified that are required for current and future nurses to be able to provide quality care with older people utilizing innovative approaches in gerontological nursing. These competences are described in the GeNeDU competence framework. The framework provides Chinese nursing teachers the required knowledge base for curriculum development.

The competence framework is developed after analysing the literature about competences in gerontological nursing, trends in gerontological nursing and the situation concerning elderly care and gerontological nursing in China.

The verified GeNEdu competence framework is based on 6 core competences for gerontological nurses in China defined on bachelor level. These core competences are:

Competence 1: Providing gerontological care

Providing gerontological care is the core of the gerontological nursing profession. The gerontological nurse practices safely, ethically and effectively along a continuum of care in situations of health and illness in a variety of health care environments. The gerontological nurse provides person-centered care for older persons and their families, based on evidence-based practice guidelines. This encompasses applying nursing knowledge, determining the need for nursing care through clinical reasoning and implementing therapeutic interventions for focusing on physical, emotional and spiritual health of older people. The gerontological nurse's focus includes other disciplines and members of the health care team, and family members, as appropriate.

All elements are shaped by the execution of the nursing process. The nursing process is the underlying system integrated in the competence "providing gerontological care" that can be seen as a cyclical method



in healthcare in which the nurse plans, implements and evaluates the care in a systematic manner based on assessments and diagnosis.



The foundation of knowledge is an understanding of the relationships among age-related physical, mental and psychosocial changes and knowledge about geriatric diseases. This includes knowledge about risk factors related to lifestyle, pathology and the environment. In addition, knowledge about person-centered care and the nursing process is included.

Competence 2: Communication and collaboration

The gerontological nurse communicates and collaborates with the patient, family members and other informal caregivers and other health professionals. The gerontological nurse attends to the personal characteristics of the elderly patients and their family and informal caregivers. It involves open and respectful communication tailored with great empathy. The nurse is aware of cultural backgrounds, individuals' level of literacy and sensory abilities, knowledge and level of understanding, emotion, coping style and financial standing. This encloses the nurse's consciousness of the impact of verbal and non-verbal communication in pursuing shared decision-making to achieve realistic care goals.

The gerontological nurse focusses on communication and collaboration within and beyond the own professional team involving the sharing of knowledge with colleagues, understanding the roles of others, pursuing common goals and managing differences, so that the continuity of care is accomplished. Cooperation relates to processes within multidisciplinary teams of professionals in integrated care and with informal caregivers to achieve optimal patient care for the older people.

The foundation of knowledge is an understanding of communication strategies, interviewing and coaching and empowering techniques and conflict resolution skills. It also includes understanding of group dynamics and appreciation of the contributions of other disciplines in the health care team.

Competence 3: Organisation of gerontological nursing care

Gerontological nurses plan, coordinate and organise integrated care for older people, focusing on achieving continuity in care to attain balance in the health and well-being of older people.



It includes a continuous and methodical approach to nursing quality control such as the safeguarding the safety of care recipients by identifying risks and errors, incidents reporting, or finding options for improving care provision. Furthermore, it encompasses the use of innovative solutions for the care of older people, including technical innovations.

The foundation of knowledge is an understanding of the organizational structure and the organisation of elderly care on regional and national level. It also includes knowledge of innovative practices, technological innovations and quality assurance processes in healthcare.

Competence 4: Health promotion

Gerontological nurses play an important role in promoting public health, focussing on disease prevention and empowering and changing the behaviour of older persons with respect to their health and focus on healthy ageing. The gerontological nurse identifies risk factors and plans person centered health promotion interventions. The nurse focuses on individuals, groups, communities, or populations they serve in order to determine needs and develop partnerships.

The foundation of knowledge is an understanding of the concepts of health promotion, healthy ageing and prevention. Also, knowledge about health literacy and educational strategies is necessary.

Competence 5: Evidence-based nursing and lifelong learning

The gerontological nurse demonstrates commitment to lifelong learning, and the use evidence-based nursing knowledge about older people, as related to their own profession and domain of expertise. The nurse applies a methodical approach to practical issues, with an objective problem analysis and understands the principles of research implementation in practice. The gerontological nurse also can participate as a teacher and coach in education and training activities about gerontological nursing for staff, students and teachers.

The foundation of knowledge includes strategies for lifelong learning and the principles of evidence based practice. It also includes knowledge about the principles of research and educational strategies.

Competence 6: Professional behaviour

The gerontological nurse is committed to promote optimal care and quality of life and maximize function for older persons through knowledge and respectful practice, professional regulation and adherence to standards of practice. The gerontological nurse embraces appropriate attitudes and high standards of behaviours, such as integrity, altruism, and personal wellbeing. The gerontological nurse acts as a role model for others.

The foundation of knowledge is an awareness of one's own values and assumptions in interactions with older persons.



2 Verified competence framework

Each competence has two or more learning outcomes. The competences represent a combination of knowledge, skills, attitudes and values, that can be transferred to different contexts in the field of gerontological nursing. The learning outcomes are statements of what the student is expected to know, understand and be able to demonstrate after the completion of the gerontological nursing course.

The following table gives an overview of the set of 6 core competences for gerontological nursing in China and corresponding learning outcomes. This competence framework is verified by a panel of Chinese and European experts. As an outcome of the verification process, it is indicated here how important each competence is for gerontological nurses in China: distinguishing the essential from relevant competences.

1. PROVIDING GERONTOLOGICAL CARE		Importance
<p>Competence: Providing gerontological care</p> <p>The gerontological nurse assesses, analyses, plans, implements and evaluates the care for older persons comprehensively. The gerontological nurse is able to utilize evidence-based knowledge and critical thinking when making decisions and providing person centered and holistic care in different care settings, considering the wishes and physical and mental wellbeing of the older person and their family by supporting their active participation.</p>	Essential	
<p>a) Assessment</p> <p>Conduct a comprehensive gerontological assessment in a systematic way from the older person and when necessary, from his/her family or caregivers, about the individual's physical and mental wellbeing, medical history, personal life history, housing conditions and social participation and loneliness. Identify the needs, wishes and possibilities to increase the comfort of the older person. Assess the level of nursing needs.</p>	Essential	
<p>b) Nursing diagnosis</p> <p>Analyse the data collected from the gerontological assessment and form a diagnosis through careful consideration using knowledge about healthy ageing, most common health problems of older people and geriatric syndromes. Identify the problems and the risk factors for the older person and his/her family. Diagnose the required nursing care using current theoretical and clinical knowledge in the nursing process.</p>	Essential	
<p>c) Planning</p> <p>Develop a clear, timely, and appropriate plan for person centred nursing care with the focus on recovery, optimal health, wellbeing and quality of life for the older person and his/her family. Use practice based and evidence based interventions and if possible include the use of technology for the benefits of the patient and the family members. Use appropriate techniques for shared decision making.</p>	Essential	
<p>d) Implementation of nursing interventions</p> <p>Provide accurate implementation of the care plan and perform the nursing interventions based on professional nursing standards in different care settings,</p>	Essential	



	such as homecare, hospital care, long term care and hospice care. Guarantee person centred and holistic care.	
	e) Evaluation Evaluate and adjust care plans for the older person on a continuing basis with the purpose of providing optimal nursing care for the person and his/her family.	Essential
2. COMMUNICATION AND COLLABORATION		
	Competence: Communication and collaboration The gerontological nurse communicates and collaborates with the older person, with family members and other informal caregivers and with other health and social care professionals to provide person centred care and is able to use ICT properly for this purpose.	Essential
	a) Person centred communication and empowerment Form strong positive professional relationships with older persons based on empathy, trust, respect and reciprocity. Communicate in a clear and effective way considering older person's individuality, cultural social background, health problems and needs. Collaborate with patients, use shared decision making and empower older persons to take responsibility for their own health and comfort.	Essential
	b) Collaborate with family members and informal caregivers Work together with older people's supportive family, informal caregivers and their social network to encourage appropriate informal care and support. Be aware of older patients suffering from loneliness and family members suffering from caregiver burden.	Essential
	c) Collaborate with nursing colleagues and the multidisciplinary team Work effectively together with other professionals for integrated care and support. Multi- and inter-professional cooperation to achieve optimal support and care for the older persons with a goal of optimising their health, wellbeing and quality of life in multiple locations.	Essential
3. ORGANISATION OF GERONTOLOGICAL NURSING CARE		
	Competence: Organisation of gerontological nursing care The nurse plans and coordinates high-quality and safe person centered care for older people, is involved in quality assurance activities and contributes to innovation of care for older people, including the use of suitable technical applications in care.	Essential
	a) Planning and coordination of care and services Plan, arrange, and coordinate the nursing care and services provided by nurses and other formal and informal health and social care workers, across different organizations, to provide the best personalized care and support for the older person and their family. Ensure continuity of care.	Essential
	b) Innovation and technology Use innovative ideas, theories and methods to improve gerontological nursing practice including the use of technological applications.	Relevant
	c) Quality management Initiate, monitor and participate in quality management activities to provide high-	Essential



	quality and safe person centred nursing care for older people. Establish assessment mechanisms and processes for continuous quality improvement.	
4. HEALTH PROMOTION		
	<p>Competence: Health promotion The gerontological nurse is able to prevent further functional decline and promotes healthy ageing and healthy lifestyle. The nurse supports older people and their families to find comprehensive person-centred solutions within the entire healthcare system.</p>	Essential
	<p>a) Plan person-centered health promotion Identifies early risk factors that can impact the functional ability of the older person, and plans holistic and person-centered health promotion interventions.</p>	Essential
	<p>b) Perform health promotion interventions Works closely together in partnerships with patients, informal caregivers and other health care professionals to promote a healthy lifestyle and to work towards improved self-care of older people.</p>	Relevant
5. EVIDENCE-BASED NURSING AND LIFELONG LEARNING		
	<p>Competence: Evidence based nursing and lifelong learning The gerontological nurse uses evidence based practice and lifelong learning activities to be able to provide the best nursing care for older people and their families.</p>	Relevant
	<p>a) Lifelong learning and professional development Increase knowledge, understanding, and skills in gerontological nursing through continuous education and professional development. Demonstrate commitment to lifelong learning.</p>	Essential
	<p>b) Evidence based practice Uses and supports the implementation of the theoretical and methodological principles of evidence based nursing in elderly care.</p>	Relevant
	<p>c) Training and coaching Participate as a teacher and coach in education and training activities about gerontological nursing for staff, students and teachers. Strengthen the competences of nursing staff in gerontological nursing.</p>	Relevant
6. PROFESSIONAL BEHAVIOUR		
	<p>Competence: Professional behaviour The gerontological nurse shows a professional attitude, is aware of professional guidelines and is committed to provide appropriate person centered care for older people and their families.</p>	Essential
	<p>a) Professional ethics Provide nursing care for older people in accordance with the professional and personal ethics, legal guidelines and cultural sensitivities.</p>	Essential
	<p>b) Professional commitment and personal awareness Demonstrate commitment to provide appropriate gerontological nursing care for older people and their families. Be aware of personal values and assumptions</p>	Essential



	influencing professional practice and can act within professional frameworks and legislation.	
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Table 1: An overview of the 6 competences and corresponding learning outcomes

3 Using the competences in professional practice

The competences are interrelated and applicable in different care settings for older persons with different kind of health problems. This implies that all competences can be executed in the different situations of care and health care environments including homecare, hospital care, acute care and end of life care.

A gerontological nurse is able to integrate all six competences. Each competence contains a comprehensive set of tasks which together form the complete profile of the gerontological nurse which is illustrated in the figure below. The providing of gerontological care can be seen as the core competence in which the nurse integrates all other competences as these are inseparable from each other.



Figure 1: Visual representation of the cohesion of the six competences