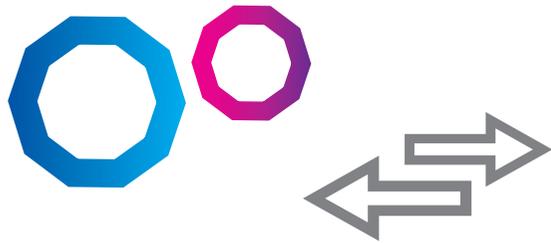# Recognition of Prior Learning Assessment Toolkit

for HLT51612 Diploma of Nursing (Enrolled-Division 2 nursing)

Unit Mapping

Australian
Nursing &
Midwifery
Federation

Community Services & Health
Industry Skills Council

Australian Government

Department of Industry

This document Recognition of Prior Learning Assessment Toolkit for HLT51612 Diploma of Nursing (Enrolled-Division 2 nursing), referred to as the RPL Toolkit, was funded by the Commonwealth Government, Department of Industry, as part of the Aged Care Innovation Project.

The RPL Toolkit is provided in the following five sections:

Assessor Guide

Student Guide

Workplace Guide

Forms and Templates

Unit Mapping

This document is the ***Unit Mapping***, providing Assessors with information to assist in conducting student focussed RPL assessments for the *HLT51612 Diploma of Nursing (Enrolled-Division 2 nursing).*

Acknowledgements

Disclaimer

Every attempt has been made to ensure the accuracy of the information contained in this RPL Toolkit and to trace and acknowledge copyright. However the authors apologise for any accidental infringement and welcome any information to redress the situation.

Recognition of Prior Learning Assessment Toolkit
for HLT51612 Diploma of Nursing (Enrolled-Division 2 nursing) Unit Mapping

Contents

Introduction

What is this resource?

This *Unit Mapping* resource is one of five sections that complete the *Recognition of Prior Learning Assessment Toolkit for HLT51612 Diploma of Nursing (Enrolled-Division 2 nursing)* - called the *RPL Toolkit*.

The *Assessor Guide* provides further information on the RPL approach and advice on how each section of the *RPL Toolkit* is used.

This resource provides detailed mapping of the Essential Knowledge and Skills in the *RPL Toolkit* to the requirements of units of competency from the *HLT51612 Diploma of Nursing (Enrolled-Division 2 nursing)*.

Essential Knowledge and Skills listed in the HLT51612 Diploma of Nursing (Enrolled-Division 2 nursing) have been collated and clustered into similar skills or knowledge sets. Some of the wording from the training package has been altered however the content has been encapsulated for those statements not quoted exactly from the training package.

The tables provide a visual representation of each clustered knowledge or skill set and those core units of competency the knowledge and skill sets are embedded within.

Please refer to range statements for the relevant unit of competency to provide context.

This document is intended as a guide to Assessors in developing holistic assessment or gap training approaches. It is not developed for use by applicants as part of the RPL process.

The key audience is the Assessor; however, it could also be of interest to personnel responsible for quality assurance and compliance in the Registered Training Organisation (RTO).

How should Assessors use this resource?

Assessors may need to consider the mapping in this resource when determining the assessment methods they use for each cluster of units for a student, or in validating assessment. In addition, if a student already holds a unit in a cluster, Assessors may consult the mapping in determining assessment methods for single units.

Assessors may contextualise the *RPL Toolkit* to suit the needs of students, employers or enterprises, or to meet RTO's policies. **However, co-badging with an RTO's logo is not permitted.**

Unit clusters in this resource

Units in this *RPL Toolkit* are organised into nine clusters. Please see the *Assessor Guide* for details of student pathways.

The units in Cluster 1 to 9 are as follows:

Cluster 1 - Communication oral and written	
HLTEN502B	Apply effective communication skills in nursing practice (core unit)
HLTEN510B	Implement and monitor nursing care for consumers with mental health conditions (core unit)

Cluster 2 - Health care systems	
HLTEN516B	Apply understanding of the Australian health care system (core unit)
HLTEN401B	Work in the nursing profession (core unit)
HLTEN514B	Apply research skills within a contemporary health environment (elective unit)
BSBWOR402A	Promote team effectiveness (elective unit)
CHCCS427B	Facilitate adult learning and development (elective unit)
CHCORG405E	Maintain an effective work environment (elective unit)
CHCORG506E	Coordinate the work environment (elective unit)
CHCORG627B	Provide mentoring support to colleagues (elective unit)
TAEDEL401A	Plan, organise and deliver group-based learning (elective unit)

Cluster 3 - Trans-cultural approaches to nursing

HLTHIR404D	Work effectively with Aboriginal and/or Torres Strait Islander people (core unit)
HLTHIR403C	Work effectively with culturally diverse clients and co-workers (core unit)
CHCLLN403A	Identify clients with language, literacy and numeracy needs and respond effectively (elective unit)

Cluster 4 - Anatomy and physiology/patho-physiology/health terminology

HLTAP501C	Analyse health information (core unit)
HLTAP401B	Confirm physical health status (core unit)

Cluster 5 - Infection control principles

HLTIN301C	Comply with infection control policies and procedures (core unit)
HLTEN506B	Apply principles of wound management in the clinical environment (core unit)
HLTIN403C	Implement and monitor infection control policy and procedures (elective unit)

Cluster 6 - Support the planning and delivery of health care

HLTEN512B	Implement and monitor nursing care for clients with acute health problems (core unit)
HLTEN513B	Implement and monitor nursing care for clients with chronic health problems (core unit)
CHCOHC401A	Inform and encourage clients and groups to understand and achieve good oral health (elective unit)
CHCOHC402A	Support clients and groups to learn practical aspects of oral health care (elective unit)
CHCOHC404A	Recognise and respond to signs and symptoms that may indicate oral health issues (elective unit)
CHCOHC406A	Provide or assist with oral hygiene (elective unit)
CHCOHC407B	Apply and manage use of basic oral health products (elective unit)
HLTEN511B	Provide nursing care for clients requiring palliative care (elective unit)
HLTEN608B	Practise in the domiciliary health care environment (elective unit)

Cluster 7 - Legal and ethical frameworks for nursing practice

HLTEN509B	Apply legal and ethical parameters to nursing practice (core unit)
HLTWHS300A	Contribute to WHS processes (core unit)
HLTWHS401A	Maintain workplace WHS processes (elective unit)

Cluster 8 - Nursing interventions and management of client care	
HLTEN505C	Contribute to the complex nursing care of clients (core unit)
HLTEN508B	Apply reflective practice, critical thinking and analysis in health (core unit)
HLTEN507C	Administer and monitor medications in the work environment (core unit)
HLTEN515B	Implement and monitor nursing care for older clients (core unit)
HLTEN519C	Administer and monitor intravenous medication in the nursing environment (elective unit)

Cluster 9 - Management of health care needs across the lifespan	
HLTEN503B	Contribute to client assessment and developing nursing care plans (core unit)
HLTEN504C	Implement and evaluate a plan of nursing care (core unit)
HLTLAID003	Provide first aid (core unit)
HLTLAID006	Provide advanced first aid (elective unit)
HLTRAH302C	Undertake home visits (elective unit)
HLTEN520B	Contribute to the care of mothers and babies (elective unit)

Note: This resource was based on the Health Training Package Release 5.1. Assessors should be conversant with the Training Package and current industry trends and requirements including Australian Government and State or Territory Government policies, legislation and regulations. In conducting RPL, Assessors must ensure that each student demonstrates appropriate understanding and application of all relevant current requirements. See the Health Training Package and *Assessor Guide* in this *RPL Toolkit* for more information.

Essential knowledge

1. Communication oral and written

Demonstrate understanding of oral and written communication approaches to fulfil job roles specified by health environment including:

1.1   Awareness of factors that potentially may cause constraint to effective oral communication and strategies to minimise

1.2   Approaches that facilitate effective communication skills including non verbal's that indicate understanding, culturally appropriate active listening skills, role of interpreters

1.3   Principles of therapeutic alliance

1.4   Strategies to support mediation/negotiation/resolution of conflict

1.5   Counselling resources within environment and community

1.6   Recognising triggers for challenging behaviours

1.7   Limitations to effective written communication and strategies to overcome

1.8   Principles/ legal implications of documentation requirements including:

- Mandatory reporting requirements

- Legal compliance for recording and reporting

- Abbreviations for health terms

- Incident reporting

- Medication administration

1.9   Models of documentation for recording client focused/nursing oriented action, data collection instruments (including electronic systems) used in health care environments

Essential knowledge - 1. Communication oral and written

Competency code and title	HLTEN401B Work in the nursing profession	HLTEN502B Apply effective communication skills in nursing practice	HLTEN503B Contribute to client assessment and developing nursing care plans	HLTEN504C Implement and evaluate a plan of nursing care	HLTEN505C Contribute to the complex nursing care of clients	HLTEN506B Apply principles of wound management in the clinical environment	HLTEN507C Administer and monitor medications in the work environment	HLTEN508C Apply reflective practice, critical thinking and analysis in health	HLTEN509B Apply legal and ethical parameters to nursing practice	HLTEN510B Implement and monitor nursing care for consumers with mental health conditions	HLTEN512B Implement and monitor nursing care for clients with acute health problems	HLTEN513B Implement and monitor nursing care for clients with chronic health problems	HLTEN515B Implement and monitor nursing care for older clients	HLTEN516B Apply understanding of the Australian health care system	HLTIN301C Comply with infection control policies and procedures	HLTWHS300A Contribute to WHS processes	HLTAP401B Confirm physical health status	HLTAP501C Analyse health information	HLTHIR403C Work effectively with culturally diverse clients and co-workers	HLTHIR404D Work effectively with Aboriginal and/or Torres Strait Islander people	HLTAID003 Provide first aid
1.1		✓								✓			✓								
1.2				✓						✓	✓	✓	✓	✓					✓	✓	
1.3										✓											
1.4					✓																
1.5													✓								
1.6										✓							✓				
1.7	✓																				
1.8	✓			✓		✓	✓			✓	✓	✓									
1.9									✓				✓								

(HLTAID003 column: Senior First aid or equivalent)

Unit Mapping

2a. Health care systems

Demonstrate understanding of contemporary service models for health care delivery including:

2.1   Understand structure of Australian Health Care System (AHCS) and recognise contextual factors that influence current structure of including historic, social, political and economic factors

2.2   Current issues influencing health service delivery:

- Health policy

- Philosophical frameworks of health care and models of service delivery (eg current, non western models)

- Resource allocations and constraints - government and NGO, Medicare, private health insurers

- Role of Commonwealth/State/Territory/Local government and NGO in standards of health care and health services

- Range of health care environments

- Environmental policy and procedure

- Specific needs of ATSI people

2.3   Strengths and weaknesses of AHCS, emphasising local area

Essential knowledge - 2a. Health care systems

Competency code and title	HLTEN401B Work in the nursing profession	HLTEN502B Apply effective communication skills in nursing practice	HLTEN503B Contribute to client assessment and developing nursing care plans	HLTEN504C Implement and evaluate a plan of nursing care	HLTEN505C Contribute to the complex nursing care of clients	HLTEN506B Apply principles of wound management in the clinical environment	HLTEN507C Administer and monitor medications in the work environment	HLTEN508C Apply reflective practice, critical thinking and analysis in health	HLTEN509B Apply legal and ethical parameters to nursing practice	HLTEN510B Implement and monitor nursing care for consumers with mental health conditions	HLTEN512B Implement and monitor nursing care for clients with acute health problems	HLTEN513B Implement and monitor nursing care for clients with chronic health problems	HLTEN515B Implement and monitor nursing care for older clients	HLTEN516B Apply understanding of the Australian health care system	HLTIN301C Comply with infection control policies and procedures	HLTWHS300A Contribute to WHS processes	HLTAP401B Confirm physical health status	HLTAP501C Analyse health information	HLTHIR403C Work effectively with culturally diverse clients and co-workers	HLTHIR404D Work effectively with Aboriginal and/or Torres Strait Islander people	HLTAID003 Provide first aid / Senior First aid or equivalent
2.1	✓													✓							
2.2	✓												✓	✓						✓	
2.3														✓							

3. Trans-cultural approaches to nursing

Understanding of the principles and practices to support trans-cultural nursing including:

3.1   Understand the phenomenon of culture, and cultural diversity including:

- Its impact on communities in Australian society
- Including the diversity between cultures of Aboriginal and Torres Strait Islander peoples

3.2   Health and illness issues facing people from countries other than Australia

3.3   Health issues for ATSI peoples including factors that contribute to ill health and disease and the impact for health care delivery (impact of European settlement)

3.4   Identification of health themes that impact on health and/or illness (ability, disability, emotional issues, religion, language, impact of racism and discrimination, culture, community)

3.5   Cultural, spiritual and religious considerations for nursing approaches which reflect respectful practices including:

- Inclusiveness
- Acknowledgement of own and others beliefs and practices that influence behaviour and health status
- Awareness of traditional medicines for ATSI peoples

3.6   Impact of culture and belief systems on mental health and illness

3.7   Knowledge of available resources and assistance to assist with issues related to cultural diversity

Essential knowledge - 3. Trans-cultural approaches to nursing

Competency code and title	HLTEN401B Work in the nursing profession	HLTEN502B Apply effective communication skills in nursing practice	HLTEN503B Contribute to client assessment and developing nursing care plans	HLTEN504C Implement and evaluate a plan of nursing care	HLTEN505C Contribute to the complex nursing care of clients	HLTEN506B Apply principles of wound management in the clinical environment	HLTEN507C Administer and monitor medications in the work environment	HLTEN508C Apply reflective practice, critical thinking and analysis in health	HLTEN509B Apply legal and ethical parameters to nursing practice	HLTEN510B Implement and monitor nursing care for consumers with mental health conditions	HLTEN512B Implement and monitor nursing care for clients with acute health problems	HLTEN513B Implement and monitor nursing care for clients with chronic health problems	HLTEN515B Implement and monitor nursing care for older clients	HLTEN516B Apply understanding of the Australian health care system	HLTIN301C Comply with infection control policies and procedures	HLTWHS300A Contribute to WHS processes	HLTAP401B Confirm physical health status	HLTAP501C Analyse health information	HLTHIR403C Work effectively with culturally diverse clients and co-workers	HLTHIR404D Work effectively with Aboriginal and/or Torres Strait Islander people	HLTAID003 Provide first aid
3.1																			✔	✔	
3.2	✔													✔							Senior First aid or equivalent
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3.5	✔		✔				✔	✔		✔		✔							✔	✔	
3.6										✔							✔				
3.7																			✔	✔	

4. Anatomy and physiology/patho-physiology/health terminology

Knowledge of anatomy and physiology theory/patho-physiology of disease/health terminology including:

4.1   In depth understanding of concepts of anatomy and physiology including:

- Interpretation of relevant terminology associated with anatomy and physiology

- Mechanisms to support life requirements for survival, basic chemistry, transport mechanisms, cellular respiration, homeostatic responses,

- Structure and function of cell and tissue types and organs

- All major body systems: gastro intestinal, nervous, special senses, endocrine, urinary, reproductive, fluid/electrolyte balance and musculo skeletal, cardiovascular, respiratory, integumentary, lymphatic

4.2   Understand concepts of patho-physiology including:

- Interpretation of relevant terminology associated with patho-physiology

- Factors contributing to disease development (genetic, nutrition, trauma, degenerative change)

- Patho-physiology of disease associated with each body system: gastro intestinal, nervous, special senses, endocrine, urinary, reproductive, biochemical, fluid/electrolyte balance and musculo skeletal, cardiovascular, respiratory, integumentary, lymphatic

4.3   Terminology related to specialisation areas such as mental health, restorative/rehabilitation care, wound management, surgery/surgical procedures, oncology

4.4   Principles of acute and medical nursing terminology including:

- Recognised terms and abbreviations for nursing interventions associated with care of clients

- Approved medication terminology

- Knowledge of correct spelling of terms

4.5   Lifespan approach to anatomy and physiology and the influences of genetics and environment on human growth and development, including the physiology of ageing

Essential knowledge - 4. Anatomy and physiology/patho-physiology/health terminology

Competency code and title	HLTEN401B Work in the nursing profession	HLTEN502B Apply effective communication skills in nursing practice	HLTEN503B Contribute to client assessment and developing nursing care plans	HLTEN504C Implement and evaluate a plan of nursing care	HLTEN505C Contribute to the complex nursing care of clients	HLTEN506B Apply principles of wound management in the clinical environment	HLTEN507C Administer and monitor medications in the work environment	HLTEN508C Apply reflective practice, critical thinking and analysis in health	HLTEN509B Apply legal and ethical parameters to nursing practice	HLTEN510B Implement and monitor nursing care for consumers with mental health conditions	HLTEN512B Implement and monitor nursing care for clients with acute health problems	HLTEN513B Implement and monitor nursing care for clients with chronic health problems	HLTEN515B Implement and monitor nursing care for older clients	HLTEN516B Apply understanding of the Australian health care system	HLTIN301C Comply with infection control policies and procedures	HLTWHS300A Contribute to WHS processes	HLTAP401B Confirm physical health status	HLTAP501C Analyse health information	HLTHIR403C Work effectively with culturally diverse clients and co-workers	HLTHIR404D Work effectively with Aboriginal and/or Torres Strait Islander people	HLTAID003 Provide first aid
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4.2			✓		✓	✓	✓			✓	✓	✓	✓				✓	✓	✓		Senior First aid or equivalent
4.3						✓				✓	✓	✓			✓			✓			
4.4		✓			✓		✓														
4.5			✓	✓										✓				✓		✓	

5. Infection control principles

Knowledge of microbiology and infection control practices:

5.1   Understand principles of infection control including compliance with current infection control practices and guidelines such as:

- Effective hand washing (routine/surgical) and personal standards of hygiene

- Clean and sterile technique

- Guidelines for use of Personal Protective Equipment (gown, apron, mask, eye wear, glove use)

- Management of sharps

- Immunisation requirements

- Infection control risk assessment and identification

- Cleaning, routine, managing body fluid spills

5.2   Modes of transmission of infection and disease, and factors influencing transmission including:

- Source, carrier and incubation phases

- Host immunological state and susceptibility

- Risk of acquisition

5.3   Knowledge of basic microbiology related to pathogens:

- Bacteria, spores, anaerobic organisms, Gram positive and Gram negative organisms, fungi, virus

- Nosocomial infection

5.4   Methods of identifying bacteria and common bacterial diseases

Essential knowledge - 5. Infection control principles

Competency code and title	HLTEN401B Work in the nursing profession	HLTEN502B Apply effective communication skills in nursing practice	HLTEN503B Contribute to client assessment and developing nursing care plans	HLTEN504C Implement and evaluate a plan of nursing care	HLTEN505C Contribute to the complex nursing care of clients	HLTEN506B Apply principles of wound management in the clinical environment	HLTEN507C Administer and monitor medications in the work environment	HLTEN508C Apply reflective practice, critical thinking and analysis in health	HLTEN509B Apply legal and ethical parameters to nursing practice	HLTEN510B Implement and monitor nursing care for consumers with mental health conditions	HLTEN512B Implement and monitor nursing care for clients with acute health problems	HLTEN513B Implement and monitor nursing care for clients with chronic health problems	HLTEN515B Implement and monitor nursing care for older clients	HLTEN516B Apply understanding of the Australian health care system	HLTIN301C Comply with infection control policies and procedures	HLTWHS300A Contribute to WHS processes	HLTAP401B Confirm physical health status	HLTAP501C Analyse health information	HLTHIR403C Work effectively with culturally diverse clients and co-workers	HLTHIR404D Work effectively with Aboriginal and/or Torres Strait Islander people	HLTAID003 Provide first aid
5.1				✓	✓	✓	✓						✓		✓						Senior First aid or equivalent
5.2					✓										✓						
5.3				✓	✓	✓									✓						
5.4						✓									✓		✓				

6. Support the planning and delivery of health care

Achieve identified outcomes of care appropriate to client's health status in line with principles and concepts underpinning specific approaches, philosophies and regimes of nursing practice and health care. Includes:

6.1   Understand organisational protocols and policies related to own area of work:

- No lift policy guidelines to ensure safe practice

- Risk assessment in critical, non-critical clinical situations and in the mental health context

- The impact of stigma and discrimination on clients and consumers of services including aged, or Indigenous peoples, or who have mental health issues

6.2   Knowledge of personnel associated with health service delivery including:

- Group dynamics

- Function of a MDT and role of each health care team members

6.3   Professional issues related to nursing role, including:

- Historical and current perspectives of the nursing profession

- Knowledge of nursing theorists and their work

- Critical thinking, reflective practice, problem solving process and evidence based practice

- Quality improvement programs and accreditation standards

- Understanding of the role and function of professional and industrial bodies relevant to enrolled nurse practice

- Performance appraisal processes and practices

- Educational, career opportunities for enrolled nurses

- Processes for employment for enrolled nurses

- Age and gender issues

6.4   Application of nursing theory in developing plan of care for the client, use of best practice guidelines to address complex and/or special and/or mental health needs

6.5   Patterns of nursing care (functional, team, client assignment, primary nursing)

6.6   Understanding of how health and illness factors for clients impact on nursing practice

Essential knowledge - 6. Support the planning and delivery of health care

Competency code and title	HLTEN401B Work in the nursing profession	HLTEN502B Apply effective communication skills in nursing practice	HLTEN503B Contribute to client assessment and developing nursing care plans	HLTEN504C Implement and evaluate a plan of nursing care	HLTEN505C Contribute to the complex nursing care of clients	HLTEN506B Apply principles of wound management in the clinical environment	HLTEN507C Administer and monitor medications in the work environment	HLTEN508C Apply reflective practice, critical thinking and analysis in health	HLTEN509B Apply legal and ethical parameters to nursing practice	HLTEN510B Implement and monitor nursing care for consumers with mental health conditions	HLTEN512B Implement and monitor nursing care for clients with acute health problems	HLTEN513B Implement and monitor nursing care for clients with chronic health problems	HLTEN515B Implement and monitor nursing care for older clients	HLTEN516B Apply understanding of the Australian health care system	HLTIN301C Comply with infection control policies and procedures	HLTWHS300A Contribute to WHS processes	HLTAP401B Confirm physical health status	HLTAP501C Analyse health information	HLTHIR403C Work effectively with culturally diverse clients and co-workers	HLTHIR404D Work effectively with Aboriginal and/or Torres Strait Islander people	HLTAID003 Provide first aid
6.1	✓	✓		✓	✓	✓	✓			✓	✓	✓	✓		✓	✓					
6.2		✓						✓		✓	✓	✓	✓							✓	Senior First aid or equivalent
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6.4											✓	✓	✓								
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6.6	✓																				

7. Legal and ethical frameworks for nursing practice

Have knowledge of legislation and codes of practice that relate to an enrolled nurse, including:

7.1   Statutory framework within which nursing takes place and legal requirements for standards of practice including:

- Principles related to administration of medication by an enrolled nurse, practices and routes of administration
- Legislation related to mental illness including Mental Health Act – 'Authorised person'

7.2   Legal frameworks/requirements including:

- Codes of practice
- ACFI documentation, Aged Care Act
- Workplace Health and Safety legislation:
  - Sources of WHS information within and external to workplace
  - Examples of hazards of work environment
  - Principles of hazard ID and risk assessment (workplace inspection, reporting requirements, examples of hazard alert mechanisms)
  - Hierarchy of control
  - Incident and injury response
  - Roles, legal rights and responsibilities of employee/employer/representatives and committees in WHS
- Knowledge of law including:
  - Australian legal systems (sources, court)
  - Australian laws (common, statute, civil, precedent,)
  - Torts (negligence, trespass, assault and battery, legal and intellectual capacity, false imprisonment, defamation)
  - Coroner function, inquest and coronial evidence

7.3   Limitations and legal ramifications of physical, chemical and psychological restraint

7.4   Understand organisation policies, procedures, guidelines and protocols including:

- Philosophy/vision/mission statements

- Privacy and confidentiality of information

- Principles of informed consent

- Principles, processes and practices of open disclosure

- Principles of non racist, non-discriminative practice, non-judgmental attitude sexual harassment and abuse prevention, social justice principles

- Principles of empowerment/disempowerment for people with mental health problems

- Ethical guidelines including duty of care and public liability

- Promoting public safety

- Definitions of challenging behaviour's and protocols for managing causes

7.5   Knowledge of contemporary ethical issues including:

- Autonomy, maleficience, justice, rights

- Moral decision making models

- Application of ethical principles to enrolled nurse practice eg. bioethics, nursing ethics

Essential knowledge - 7. Legal and ethical frameworks for nursing practice

Competency code and title	HLTEN401B Work in the nursing profession	HLTEN502B Apply effective communication skills in nursing practice	HLTEN503B Contribute to client assessment and developing nursing care plans	HLTEN504C Implement and evaluate a plan of nursing care	HLTEN505C Contribute to the complex nursing care of clients	HLTEN506B Apply principles of wound management in the clinical environment	HLTEN507C Administer and monitor medications in the work environment	HLTEN508C Apply reflective practice, critical thinking and analysis in health	HLTEN509B Apply legal and ethical parameters to nursing practice	HLTEN510B Implement and monitor nursing care for consumers with mental health conditions	HLTEN512B Implement and monitor nursing care for clients with acute health problems	HLTEN513B Implement and monitor nursing care for clients with chronic health problems	HLTEN515B Implement and monitor nursing care for older clients	HLTEN516B Apply understanding of the Australian health care system	HLTIN301C Comply with infection control policies and procedures	HLTWHS300A Contribute to WHS processes	HLTAP401B Confirm physical health status	HLTAP501C Analyse health information	HLTHIR403C Work effectively with culturally diverse clients and co-workers	HLTHIR404D Work effectively with Aboriginal and/or Torres Strait Islander people	HLTAID003 Provide first aid
7.1	✓	✓	✓	✓					✓	✓	✓	✓									
7.2						✓	✓		✓		✓	✓	✓			✓				✓	Senior First aid or equivalent
7.3									✓				✓								
7.4	✓	✓		✓		✓	✓	✓	✓	✓	✓		✓						✓	✓	
7.5									✓												

8. Nursing interventions and management of client care

Knowledge of nursing interventions/procedures to provide therapeutic care specific to client needs:

8.1   Health teaching principles and strategies including physiological and psychological wellness approach to health

8.2   Client observations and assessment including:

- Principles of assessment—problem solving strategy and assessment techniques

- Equipment used in nursing assessment and data collection

- Interpretation and analysis of information

- Risk assessment related to:
    - Client characteristics (age, nutritional status, presence of morbidity)
    - Anaesthesia and surgery
    - Cognitive status
    - Falls assessment
    - Non compliance

8.3   Health care procedures:

- Pre and post operative nursing management

- Admission and discharge processes

- Surgical procedures

- Principles of surgical nursing

- Medical nursing interventions and outcomes

8.4   Understanding of the potential impacts of dual/multiple diagnosis on identifying and prioritising needs

8.5   Acute disease states/illnesses including:

- Definitions

- Descriptions and clinical manifestations of patho-physiology and acute disease/illness

- Nursing interventions to support therapeutic outcomes

8.6   Chronic disease states including:

- Definitions

- Description and clinical manifestations of patho-physiology and chronic diseases

- Nursing interventions to support therapeutic outcomes

8.7   Common mental health disorders including:

- Definition of

- Description and clinical manifestations of, including behaviours

- Nursing interventions to support therapeutic outcomes

8.8   Fundamental nursing interventions to support ADL needs including:

- Purpose of hygiene and grooming

- Principles of bed rest including:
    – Maintenance of skin integrity
    – Factors promoting sleep and rest
    – Risk factors for immobility, DVT/PE

- Peoples perception of pain and principles and pain management strategies to alleviate

- Continence management

- Active and passive exercises

8.9   Complex and/or special needs requiring complex ADL's and nursing interventions

8.10 Knowledge of wound management including:

- Historical development of contemporary wound management strategies

- Educational, professional and community organisations associated with wound management

8.11 Explain basic life support and emergency management including:

- Protocols for emergency management of cardiac and/or respiratory arrest

- First aid procedures

8.12 Principles of peripheral intravenous therapy

8.13 Principles of a recovery model including acute, chronic and psychosocial rehabilitation strategies and techniques

8.14 Knowledge of use of systems of medication delivery and medication administration devices (eg. pumps and syringe drivers) within the scope of own role

8.15 Medication management principles including:

- An understanding of the pharmacology of medications including pharmacodynamics, pharmacokinetics, pharmacotherapeutics

- Factors influencing medication actions

- Major medication groups

- Methods of storage, handling and usage of medications

- Scheduling of medications, including:
  - Administration principles and guidelines for individual needs (physical, cultural cognitive restrictions)
  - Understand precautionary practices, contraindications and side effects of medication and own role in adverse reactions, medical emergency or anaphylaxis
  - Role of MDT in administration

8.16 An awareness of the role of complementary therapies

8.17 Knowledge of equipment used in acute care and chronic care environments

8.18 Referral options and resources available in community health care setting

Column legend:
- C1 = HLTEN401B Work in the nursing profession
- C2 = HLTEN502B Apply effective communication skills in nursing practice
- C3 = HLTEN503B Contribute to client assessment and developing nursing care plans
- C4 = HLTEN504C Implement and evaluate a plan of nursing care
- C5 = HLTEN505C Contribute to the complex nursing care of clients
- C6 = HLTEN506B Apply principles of wound management in the clinical environment
- C7 = HLTEN507C Administer and monitor medications in the work environment
- C8 = HLTEN508C Apply reflective practice, critical thinking and analysis in health
- C9 = HLTEN509B Apply legal and ethical parameters to nursing practice
- C10 = HLTEN510B Implement and monitor nursing care for consumers with mental health conditions
- C11 = HLTEN512B Implement and monitor nursing care for clients with acute health problems
- C12 = HLTEN513B Implement and monitor nursing care for clients with chronic health problems
- C13 = HLTEN515B Implement and monitor nursing care for older clients
- C14 = HLTEN516B Apply understanding of the Australian health care system
- C15 = HLTIN301C Comply with infection control policies and procedures
- C16 = HLTWHS300A Contribute to WHS processes
- C17 = HLTAP401B Confirm physical health status
- C18 = HLTAP501C Analyse health information
- C19 = HLTHIR403C Work effectively with culturally diverse clients and co-workers
- C20 = HLTHIR404D Work effectively with Aboriginal and/or Torres Strait Islander people
- C21 = HLTAID003 Provide first aid

Competency code and title	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10	C11	C12	C13	C14	C15	C16	C17	C18	C19	C20	C21
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Note: The HLTAID003 (C21) column carries the vertical span notation "Senior First aid or equivalent".

9. Management of health care needs across the lifespan

Recognise and respond to variations in health care needs across the lifespan:

9.1   Basic human, social, psychological, cognitive and physical development

9.2   Understanding of domains of human development and their interrelatedness

9.3   Recognise stages of human development and influences on health status, including issues that may be relevant to that age/stage such as stereotyping of age

9.4   Health care needs which are specific to age, gender, family

9.5   Variations in activities of daily living across the lifespan

9.6   Chronic health problems with older person

9.7   Acute health problems with older person

9.8   Understanding of development of cancer and common sites for development

9.9   Understand the needs of clients with dementia including:

- Nature of dementia as a progressive neurological condition, including current research, statistical information

- Common indicators and symptoms of dementia

- Range of appropriate strategies for activities with and when communicating and working with people with dementia

- The importance of a safe physical, social and emotional environment for people with dementia

9.10 Perspectives of mental health, mental health problems and mental illness including:

- Effect on consumer needs of common behaviours associated with mental health problems

- Understanding of support requirements for people with mental health problems

- Understanding of the principles of community development as they may apply to clients with mental health issues

- Consumer and carer perspectives on mental health care

Competency code and title	HLTEN401B Work in the nursing profession	HLTEN502B Apply effective communication skills in nursing practice	HLTEN503B Contribute to client assessment and developing nursing care plans	HLTEN504C Implement and evaluate a plan of nursing care	HLTEN505C Contribute to the complex nursing care of clients	HLTEN506B Apply principles of wound management in the clinical environment	HLTEN507C Administer and monitor medications in the work environment	HLTEN508C Apply reflective practice, critical thinking and analysis in health	HLTEN509B Apply legal and ethical parameters to nursing practice	HLTEN510B Implement and monitor nursing care for consumers with mental health conditions	HLTEN512B Implement and monitor nursing care for clients with acute health problems	HLTEN513B Implement and monitor nursing care for clients with chronic health problems	HLTEN515B Implement and monitor nursing care for older clients	HLTEN516B Apply understanding of the Australian health care system	HLTIN301C Comply with infection control policies and procedures	HLTWHS300A Contribute to WHS processes	HLTAP401B Confirm physical health status	HLTAP501C Analyse health information	HLTHIR403C Work effectively with culturally diverse clients and co-workers	HLTHIR404D Work effectively with Aboriginal and/or Torres Strait Islander people	HLTAID003 Provide first aid
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Essential skills

1. Communication oral and written

Ability to apply advanced oral and written communication skills and ability to use written communication skills (literacy competence) to fulfil job roles specified by health environment:

1.1 Establishing rapport, interviewing techniques, active listening, clarification client negotiating solutions, acknowledging, responding, empathising questioning skills, teaching skills

1.2 Deflecting challenging behaviours through use of active listening and observation skills, and seeking expert assistance

1.3 Communicate using culturally appropriate language, using sensitivity when dealing with people and relating to persons from differing age, gender cultural, spiritual, social and religious backgrounds

1.4 Uses interpreter services

1.5 Uses consultation methods

1.6 Participate in team negotiation and networking

1.7 Providing advice and feedback in a constructive and supportive manner

1.8 Apply documentation principles to complete documentation:
- Data collection instruments used in health care environments
- Types of data to be collected in health care environment
- Legally compliant recording and reporting, including use of abbreviations for medical terms
- Record or report client outcomes according to legal, organisational policy and procedures
- Utilise organisation protocols for electronic communication including electronic data systems

1.9 Reading and understanding client reports

1.10 Understanding incident reports and case management materials

1.11 Preparing handover reports for receiving staff

1.12 Sharing information as oral/written presentation

Essential Skills - 1. Communication oral and written

Competency code and title	HLTEN401B Work in the nursing profession	HLTEN502B Apply effective communication skills in nursing practice	HLTEN503B Contribute to client assessment and developing nursing care plans	HLTEN504C Implement and evaluate a plan of nursing care	HLTEN505C Contribute to the complex nursing care of clients	HLTEN506B Apply principles of wound management in the clinical environment	HLTEN507C Administer and monitor medications in the work environment	HLTEN508C Apply reflective practice, critical thinking and analysis in health	HLTEN509B Apply legal and ethical parameters to nursing practice	HLTEN510B Implement and monitor nursing care for consumers with mental health conditions	HLTEN512B Implement and monitor nursing care for clients with acute health problems	HLTEN513B Implement and monitor nursing care for clients with chronic health problems	HLTEN515B Implement and monitor nursing care for older clients	HLTEN516B Apply understanding of the Australian health care system	HLTIN301C Comply with infection control policies and procedures	HLTWHS300A Contribute to WHS processes	HLTAP401B Confirm physical health status	HLTAP501C Analyse health information	HLTHIR403C Work effectively with culturally diverse clients and co-workers	HLTHIR404D Work effectively with Aboriginal and/or Torres Strait Islander people	HLTAID003 Provide first aid
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2b. Numeracy

Competence required for:

2.1   Calculation of volumes/use of formulae to perform accurate drug calculation

2.2   Estimation of volume, dimension

2.3   Recognition and use of correct SI abbreviations

2.4   Comparison of metric measurements

2.5   Recording or reporting client outcomes (eg FBC)

2.6   Administration of, and documentation of administration of, medications for:

- Adult clients
- Older clients
- Paediatric clients
- Intravenous therapy

Competency code and title	HLTEN401B Work in the nursing profession	HLTEN502B Apply effective communication skills in nursing practice	HLTEN503B Contribute to client assessment and developing nursing care plans	HLTEN504C Implement and evaluate a plan of nursing care	HLTEN505C Contribute to the complex nursing care of clients	HLTEN506B Apply principles of wound management in the clinical environment	HLTEN507C Administer and monitor medications in the work environment	HLTEN508C Apply reflective practice, critical thinking and analysis in health	HLTEN509B Apply legal and ethical parameters to nursing practice	HLTEN510B Implement and monitor nursing care for consumers with mental health conditions	HLTEN512B Implement and monitor nursing care for clients with acute health problems	HLTEN513B Implement and monitor nursing care for clients with chronic health problems	HLTEN515B Implement and monitor nursing care for older clients	HLTEN516B Apply understanding of the Australian health care system	HLTIN301C Comply with infection control policies and procedures	HLTWHS300A Contribute to WHS processes	HLTAP401B Confirm physical health status	HLTAP501C Analyse health information	HLTHIR403C Work effectively with culturally diverse clients and co-workers	HLTHIR404D Work effectively with Aboriginal and/ or Torres Strait Islander people	HLTAID003 Provide first aid
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3. Trans-cultural approaches to nursing

Ability to use cultural safety approaches:

3.1   Form mutual mentoring arrangements with Aboriginal and/or Torres Strait Islander people

3.2   Demonstrate sensitivity and respectfully communicate in a cross-cultural context

3.3   Form effective relationships with persons from another culture

3.4   Reflect on actions and events to make and maintain cross-cultural relationships

3.5   Advocate for anti racism/discrimination

3.6   Reflect on self and make changes to practice in a cross-cultural context

3.7   Participate in identifying and implementing culturally safe work practices

Essential Skills - 3. Trans-cultural approaches to nursing

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4. Anatomy and physiology/patho-physiology/health terminology

Ability to accurately articulate concepts of anatomy and physiology, and patho-physiology using correct health terminology. In detail describe and explain:

4.1   Principles of functional anatomy of body systems including:

- Major components of each system, structure and their location

- Inter-relationships of body structures and systems

4.2   The relationship of each body system using concepts and principles specific to the nature of particular health care to be provided

4.3   Key factors necessary to healthy functioning of each body system, and inter-relationships between body systems needed to maintain overall health

4.4   Identify variations from normal functioning and potential interactions between body systems and other internal and external factors

4.5   Explain common issues and associated patho-physiology for each body system and its components, using terms relevant to specific health care to be provided

4.6   Recognise variations from normal functioning and determine an appropriate response in terms of:

- Referral to an appropriate medical, nursing or allied health professional

- Provision of appropriate health care services

- Report and record clinical information

4.7   Associated health issues in the context of health care provision and services specific to the nature of the care required

Essential Skills - 4. Anatomy and physiology/patho-physiology/health terminology

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5. Infection control principles

Ability to apply infection control principles in a variety of health environments:

5.1   Apply standard precautions including:

- Procedures for washing and drying hands

- Use of Personal Protective Equipment

5.2   Practice clean and sterile/aseptic techniques including:

- Medication handling

- Ensuring instruments used for invasive procedures are sterile at time of use (where appropriate)

- Limit contamination

- Maintain clean surfaces and manage blood and body fluid spills

5.3   Protect materials, equipment and instruments from contamination until required for use

5.4   Apply additional precautions when standard precautions are not sufficient

5.5   Undertake infection control risk assessment in relation to:

- Self

- Client

- Others

Competency code and title	HLTEN401B Work in the nursing profession	HLTEN502B Apply effective communication skills in nursing practice	HLTEN503B Contribute to client assessment and developing nursing care plans	HLTEN504C Implement and evaluate a plan of nursing care	HLTEN505C Contribute to the complex nursing care of clients	HLTEN506B Apply principles of wound management in the clinical environment	HLTEN507C Administer and monitor medications in the work environment	HLTEN508C Apply reflective practice, critical thinking and analysis in health	HLTEN509B Apply legal and ethical parameters to nursing practice	HLTEN510B Implement and monitor nursing care for consumers with mental health conditions	HLTEN512B Implement and monitor nursing care for clients with acute health problems	HLTEN513B Implement and monitor nursing care for clients with chronic health problems	HLTEN515B Implement and monitor nursing care for older clients	HLTEN516B Apply understanding of the Australian health care system	HLTIN301C Comply with infection control policies and procedures	HLTWHS300A Contribute to WHS processes	HLTAP401B Confirm physical health status	HLTAP501C Analyse health information	HLTHIR403C Work effectively with culturally diverse clients and co-workers	HLTHIR404D Work effectively with Aboriginal and/or Torres Strait Islander people	HLTAID003 Provide first aid
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6. Support the planning and delivery of health care

Achieve identified outcomes of care appropriate to clients health status in line with principles and concepts underpinning specific approaches, philosophies and regimes of nursing practice and health care. Includes:

6.1   Holistic client assessment, which recognises and addresses the special needs of clients

6.2   Support rights of clients and their family

6.3   Comply with relevant guidelines and procedures and demonstrate ethical practice

6.4   Meeting duty of care responsibilities including:

  •   Checking the workplace for hazards and implementing hazard control

  •   Undertaking risk assessment

6.5   Apply problem-solving skills:

  •   Including use of tools and techniques to solve problems

  •   Analyse information and make decisions that require discretion and confidentiality

6.6   Applying effective time management skills to achieve objectives within agreed timeframes, by prioritising workload and managing contingencies

6.7   Participate as a member of a health care team

6.8   Apply information technology skills

6.9   Promote the work of the organisation

6.10   Provide mentoring in line with jurisdictional regulatory requirements

6.11   Professional self review by regular evaluation of actions through process of critical thinking, analysis and reflection, and plan development of skills

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Senior First aid or equivalent

7. Legal and ethical frameworks for nursing practice

Ability to practice within scope of role:

7.1 Demonstrate preparation, administration and recording of medication/s via all routes as per State and Territory Legislation

7.2 Demonstrate professional conduct, skills and knowledge

7.3 Apply professional standards of practice:

- NMBA code of conduct

- NMBA code of ethics

- NMBA national enrolled nurse competency standards

- State/Territory Nurse Regulatory Nurses Act

- State/Territory Nursing and Midwifery Regulatory Authority standards of practice

- Scope of Nursing Practice Decision Making Framework

7.4 Articulate scope of practice and boundaries for each individual team member

7.5 Comply with:

- Principles of informed consent

- Open disclosure processes

Essential Skills - 7. Legal and ethical frameworks of nursing practice

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8. Nursing interventions and management of client care

Use/perform clinical nursing interventions/procedures specific to client care such as:

8.1   Contribute to health teaching

8.2   Client observations and assessment:

- Collection of specimen—wound swab, blood (venepuncture), faeces, urine, sputum

- Of activities of daily living

- Measurement of body mass index

- Measurement of weight

- Measurement of fluid balance

- Urinalysis

- Neurological observations

- Neurovascular observations

- Blood glucose monitoring

- Assessment of pain/pain tolerance

- Respiratory and perfusion status, oxygen saturation

- Peak flow assessment, incentive spirometry

- Temperature, pulse, respiration, blood pressure status

- Behavioural observations

- Intravenous therapy

- Improvements or deterioration in signs/symptoms

- Client history

- Risk assessment

8.3   Apply health care procedures:

- Admission and discharge procedures

- Pre procedural/pre-operative care

- Post procedural/post-operative care

8.4   Support mobility function:

- Manual handling/risk assessment

- Assist with mobility

- Positioning/active and passive exercises

- Use of wheelchairs and walking aids

- Application of prosthesis

- Range of active and passive exercises

8.5   Support hygiene and grooming:

- Hygiene (bathing and showering)

- Eye toilet, nasal toilet, perineal toilet

- Oral hygiene

- Dressing and undressing

- Baths and wet packs

8.6   Support integument function:

- Maintaining skin integrity

- Care to prevent pressure and decubitus ulcers

- Wound assessment

- Implement wound care principles - asepsis, that promote healing

- Wound management techniques - wound cleansing, debridement, packing a wound

- Removal of staples and sutures

8.7   Support cardiovascular function:

- Blood transfusion care

- Recording of 12 lead electrocardiogram

8.8   Support respiratory function:

- Administration of oxygen therapy

- Established tracheostomy care

- Use of nebulisers/inhalers

8.9   Support nutrition and hydration:

- Insertion/care of a nasogastric tube

- Administer nasogastric feed

- Administer gastrostomy feed

- Assistance with eating/feeding

- Fluid intake needs/assistance with drinking

8.10   Support elimination functions:

- Assist clients with continence problems

- Observations of client undergoing peritoneal or haemodialysis

- Stoma care

- Insertion of indwelling catheter, care of indwelling catheters

8.11   Support comfort and rest:

- Assist clients with chronic pain

- Rest and sleep/bed making

- Promote comfort

8.12 Support neurological function:

- Assist with electro-convulsant therapy

8.13 Support immunological function:

- Isolation and barrier nursing

8.14 Support endocrine function:

- Assist clients with hypoglycaemia

8.15 Basic life support and emergency care

8.16 Explain and demonstrate emergency management for client experiencing adverse medication reaction

8.17 Monitor intravenous therapy

8.18 Rehabilitation and restorative care

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9. Management of health care needs across the lifespan

Respond to variations in health care needs across the lifespan:

9.1   Modification of assessment and intervention techniques to accommodate lifespan needs:

- Developmental age/stage of development

- Self esteem

- Body image

- Consent

- Lifestyle choices

- Use of equipment for nursing skills or data collection

9.2   Perspectives of mental health, mental health problems and mental illness across the lifespan including:

- Undertaking specific observations of mental health status including close/constant observations

- Prevention and management of aggression including level of risk, signs of physical injury/distress

- Assessment of levels of personal distress and anxiety

- Participate in therapy programs—diversional, skill building, social normalisation

9.3   Support the client/carers who experience unexpected death or face terminal illness and death:

- Observe client/carers spiritual, cultural needs, lifespan, developmental needs

- Recognise and respond to behaviours correlated to grief and bereavement

- Identify resources to assist client/carers with the living dying phases of illness

- Respond to death in the health care setting

9.4   Promote and support community development for ATSI people and communities by participating in developing and implementing strategies for sharing power and facilitating participation, self determination and self control

Competency code and title	HLTEN401B Work in the nursing profession	HLTEN502B Apply effective communication skills in nursing practice	HLTEN503B Contribute to client assessment and developing nursing care plans	HLTEN504C Implement and evaluate a plan of nursing care	HLTEN505C Contribute to the complex nursing care of clients	HLTEN506B Apply principles of wound management in the clinical environment	HLTEN507C Administer and monitor medications in the work environment	HLTEN508C Apply reflective practice, critical thinking and analysis in health	HLTEN509B Apply legal and ethical parameters to nursing practice	HLTEN510B Implement and monitor nursing care for consumers with mental health	HLTEN512B Implement and monitor nursing care for clients with acute health problems	HLTEN513B Implement and monitor nursing care for clients with chronic health problems	HLTEN515B Implement and monitor nursing care for older clients	HLTEN516B Apply understanding of the Australian health care system	HLTIN301C Comply with infection control policies and procedures	HLTWHS300A Contribute to WHS processes	HLTAP401B Confirm physical health status	HLTAP501C Analyse health information	HLTHIR403C Work effectively with culturally diverse clients and co-workers	HLTHIR404D Work effectively with Aboriginal and/or Torres Strait Islander people	HLTAID003 Provide first aid
9.1		✓	✓	✓	✓				✓												Senior First aid or equivalent
9.2	✓	✓	✓	✓						✓		✓								✓	
9.3	✓		✓																✓	✓	
9.4																				✓	

Appendix

References

Australian Government Department of Education (2013) RPL Assessment Toolkit for CHC50113 - Diploma of Early Childhood Education and Care. Accessed 17 January 2014 https://docs.education.gov.au/system/files/doc/other/chc50113_assessor_aug.pdf

Conroy, J. 2012. *Compulsory Competencies RPL Assessment: Matrices of clustered essential knowledge and essential skills mapped to individual core units of competency HLT51607 (Enrolled/Division2 nursing)*, Community Services and Health program TAFE SA.