

Competencies shared between medicine, nursing and pharmacy in Ireland

Various national documents from the Medical Council, The Nursing and Midwifery Board and The Pharmaceutical Society were analysed for themes and concepts. Some competencies are shared between the professions.

Here is a summary of the work which is currently in preparation for publication and so should be regarded as a draft document.

The shared competencies can be grouped together for professional practice and as a practitioner.

As a professional

Professional values & conduct: Integrity, compassion, confidentiality

Management & teamwork: Recognise and value MDT, understand others roles, maintain good lines of communication, non-blame team culture, respect and engage with colleagues, beware role ambiguity, power differentials, different goals

Reflect, learn & teach others: Maintain competence, recognise own strengths and limitations, and learn from critical incidents

Working WITH patients: Treat all equally, patient safety is central, empower patients, recognise when there is a need for communication support

Leadership & scholarship: Support collaborative practice and team effectiveness, lead by example, engage in CPD, EBM,

As a practitioner

Clinical practice

Make and communicate timely and accurate decisions, gather information from a number of sources and adhere to best practice

Maintain up-to-date records and interpret clinical information to make informed decisions

Be aware of obligations under the Data Protection Acts

Remain up to date with developments in medicines and medication safety

Be able to prioritise in a clinical setting

Share knowledge of the beliefs of other cultures and value systems to inform and promote good practice

Assess and monitor symptoms, diagnoses and treatments based on objective and subjective measures

Patient safety

Maintain accurate records and ensure that all communications (including prescriptions) are legible, dated and signed and (where appropriate) state identity or number

Store and dispose of records securely and responsibly

Practice safe use of clinical equipment and medicines in compliance with relevant legislation and regulations

Organise, document and review clinical interventions

Monitor patient, maintaining ability to describe symptoms and observe changes

Adhere to standard precautions to prevent the transmission of infection in the workplace

Use medical devices and clinical equipment safely, and safely dispense and administer medicines

Remain committed to the safety of vulnerable patients

Cognitive and interpersonal skills

Use critical thinking to inform clinical practice

Relate theory and current research to clinical practice

Recognise when it is appropriate to seek advice beyond level of competence and expertise

Maintain ability to differentiate between an impartial and a judgemental attitude.

Discuss and embrace differing cultural and value belief systems and engage with these issues when working within communities of practice, patients and populations.

Check understanding of and explain the clinical processes fully and accurately by employing effective communication techniques

Report fully and accurately, ensuring that you identify, act upon and document errors

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