



Jordanian Nursing Council

National Standards & Core Competencies for Registered Nurses

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Forward

The Jordanian Nursing Council is pleased to present this updated edition of the National Standards and Core Competencies for the Registered Nurse, continuing a journey that began in 2005 to regulate nursing practice and enhance the quality of healthcare services in the Kingdom. This update reflects rapid advancements in health education, the evolving needs of the healthcare system, and the growing expectations of patients, families, and the wider community. It also reaffirms the national commitment to competency-based and evidence-informed nursing practice.

This document provides a unified national framework that clearly defines the knowledge, skills, and professional behaviors expected of registered nurses at the point of entry into professional practice. It incorporates measurable core competencies that support educational institutions in aligning nursing curricula with workforce needs, and assist healthcare practice settings in guiding, evaluating, and developing nursing performance.

The Jordanian Nursing Council emphasizes that the application of these standards is a shared responsibility between nursing education institutions and healthcare practice environments. Adherence to these standards is fundamental to ensuring nursing care that is safe, competent, ethical, compassionate, and aligned with regional and international best practices.

As we present this updated edition, we extend our sincere appreciation to all experts, practitioners, and partners who contributed to its development. We believe that strong, evidence-based professional standards remain the cornerstone of a healthcare system committed to quality, safety, and public trust.

JNC Secretary General

Professor Hani Al Nawafleh



Executive Summary

The *National Standards & Core Competencies for Registered Nurses (2025)* provides Jordan's updated national framework that defines the essential knowledge, skills, professional behaviors, and ethical expectations required for safe and competent nursing practice. Issued by the Jordanian Nursing Council (JNC), this edition reflects the evolving landscape of healthcare in Jordan—shaped by advances in technology, lessons from the COVID-19 pandemic, and the growing expectations of patients, families, and the healthcare system.

The document establishes a unified national benchmark for registered nurse (RN) practice and education. It guides nursing curricula, workforce preparation, clinical performance, professional accountability, and regulatory expectations. The standards ensure that all registered nurses practice in a manner that is person-centered, evidence-based, ethical, and aligned with global best practices and ICN definitions of nursing and the nurse.

The 2025 framework is organized into two major domains:

1. Practice Standards

These standards are built around the full nursing process—Assessment, Diagnosis, Outcomes Identification, Planning, Implementation (including Coordination of Care and Health Promotion), and Evaluation. They describe the core clinical competencies required to deliver safe, effective, holistic care across all health settings. The competencies emphasize collaboration, the therapeutic relationship, accurate documentation, cultural sensitivity, client involvement, use of evidence-based interventions, and the integration of digital health and emerging technologies.

2. Professional Standards

These standards outline the behaviors, responsibilities, and attributes expected of Jordanian RNs as members of a regulated profession. They cover adherence to laws and standards, ethics, advocacy, communication, teamwork, leadership, lifelong learning, evidence-based practice, quality improvement, resource stewardship, environmental health, and digital/AI literacy. The standards affirm the RN's role not only as a caregiver, but also as an educator, communicator, advocate, collaborator, leader, and contributor to system-level improvement.

Together, these two domains form a comprehensive competency framework that protects public safety, strengthens professional identity, and supports Jordan's movement toward modern, competency-based nursing regulation.

The document also reiterates the legal definition of the Registered Nurse in Jordan, eligibility requirements for licensure, and the broader purpose of the standards:



- To promote high-quality, ethical, and safe nursing care.
- To define expectations for RN performance across practice settings.
- To guide educators, managers, regulators, and employers.
- To align Jordan with international nursing standards and global health priorities.

The 2025 edition was developed through rigorous national consultation with clinical and academic experts, integration of international evidence-based frameworks, and review of prior JNC standards. It serves as a cornerstone for strengthening nursing regulation, practice, education, and workforce readiness—ultimately contributing to improved health outcomes for individuals, families, and communities across Jordan.

About Jordanian Nursing Council

The Jordanian Nursing Council (JNC) is a national governmental regulatory institution for nursing and midwifery in Jordan. The JNC is governed by a board of directors, headed by Her Royal Highness Princess Muna Al Hussein as president of the council. The board comprises 14 key representatives of the health care sector and the community. The JNC aims to protect and promote the health of the population through regulating and overseeing nursing education, practice and research.



Introduction

The *National Standards and Core Competencies for Registered Nurses 2025*, issued by the Jordanian Nursing Council (JNC), these standards and competencies are based on the specific healthcare needs of Jordanian society while incorporating international best practices to ensure both safe and competent nursing care.

This document acknowledges the dynamic nature of nursing and the impact of recent global changes, such as the COVID-19 pandemic, and the rapid technology development, on the roles and responsibilities of nurses. It aims to address these changes and align nursing practice in Jordan with regional and international developments in healthcare.

Updating of the JNC Standards

The previous JNC standards, issued in 2016, were found to inadequately address the evolving scope of nursing practice, particularly in light of the massive changes brought about by the COVID-19 pandemic and the huge technology development.

To ensure relevance and applicability, the 2025 standards were developed through:

- A comprehensive review of the 2016 standards.
- Integration of evidence-based international models and frameworks,
- Consultation with and revision by nursing experts from clinical areas, nursing faculties and consultants in Jordan.

This updated framework was approved by the JNC council board and officially launched in 2025.

Purpose and Scope of the National Standards & Core Competencies for Registered Nurses

The primary purposes of the National Standards & Core Competencies for Registered Nurses are to:

1. Promote safe and competent nursing practice across all settings.
2. Guide and direct professional nursing roles to meet healthcare demands.
3. Clarify professional expectations for healthcare managers and educators
4. Provide a framework for assessing competence in:
 - Nurses seeking licensure.
 - Nurses renewing license.
 - Internationally educated nurses entering Jordan's workforce.



Eligibility for Adoption

The National Standards & Core Competencies for Registered Nurses are applicable to:

- **Registered Nurses:** Mandatory compliance for licensure and practice.
- **Nursing Education:** Used as a guide for undergraduate and graduate nursing programs to prepare nurses for full professional competence.
- **Healthcare Institutions:** Provides practical guidance for nurse educators and managers to evaluate the competence of nurses in various settings.

Framework of National Standards and Core Competencies for Registered Nurses (2025)

This framework provides a detailed guide to the competencies required for nurses to practice safely and competently within the healthcare system. It is designed to be realistic, applicable, and reflective of nursing practice in Jordan, while also aligning with international standards.

Definition of Nursing

Nursing is a profession dedicated to upholding the right of every individual to enjoy the highest attainable standard of health. It is committed to providing collaborative, culturally safe, and person-centered care, advocating for equitable access to healthcare, and ensuring safe, sustainable environments.

Nursing practice is guided by a unique combination of scientific knowledge, technical skills, ethical standards, and therapeutic relationships. Nurses promote health, protect safety, advocate for patients, manage healthcare systems, and lead efforts toward a better future for humanity. (ICN, 2025)

Definition of Nurse

A nurse is a professional who is educated in the scientific knowledge, skills and philosophy of nursing, and regulated to practice nursing based on established standards of practice and ethical codes. Nurses enhance health literacy, promote health, prevent illness, protect patient safety, alleviate suffering, facilitate recovery and adaptation, and uphold dignity throughout life and at end of life. They work autonomously and collaboratively across settings to improve health, through advocacy, evidence-informed decision-making, and culturally safe, therapeutic relationships. Nurses provide people-centred, compassionate clinical and social care, manage services, enhance health systems, advance public and population health, and foster safe and sustainable environments. Nurses lead, educate, research, advocate, innovate and shape policy to improve



health outcomes. Further, nurses play a unique role in health and care for populations of all ages, and in all settings, building trust with individuals, families and communities and gaining valuable insights into people’s experiences of health and illness. Building on a foundation of personalized direct and social care, nurses advance their capabilities through ongoing education, research and exploration of best practices (ICN, 2025).

The JNC Legal Definition of a Registered Nurse

A Registered Nurse (RN) in Jordan is a healthcare professional who holds valid license from Ministry of Health according to “Public Health Law No 47 for the year 2008” and according to “Relicensing Health professions bylaw No 46 for the year 2018”.

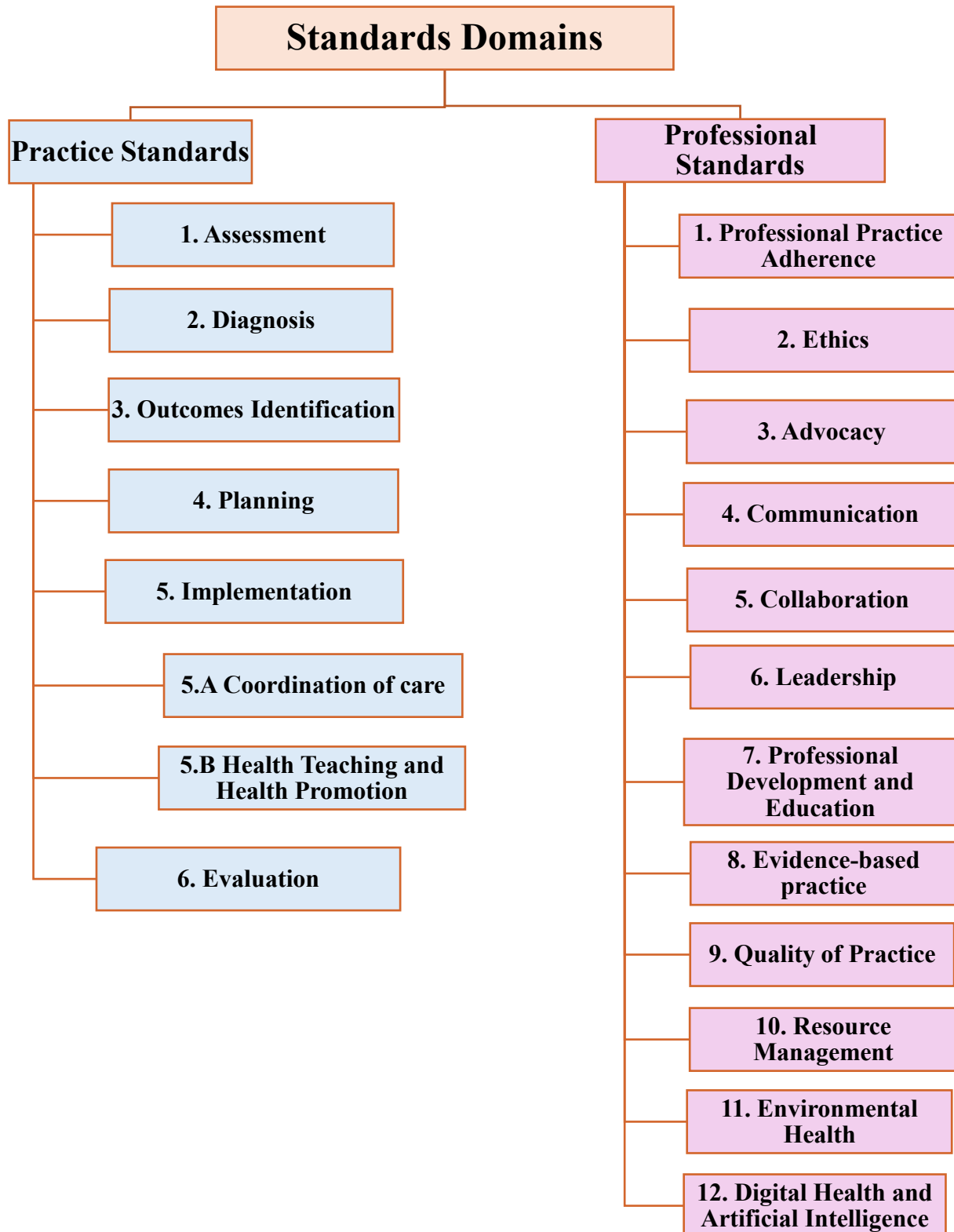
The Registered Nurse License requires:

- Completing an accredited nursing baccalaureate program.
- Passing the national licensing exam (Jordanian Nursing Council Licensure Exam for Registered Nurses (JNCLEX)) conducted by Jordanian Nursing Council.
- Holds valid registration as a Registered Nurse issued by the Jordanian Nursing and Midwifery Council (JNMC).

Domains of the Standards

The 2025 JNC standards framework for registered nurses is divided into two main domains:

<p>1. Practice Standards</p> <ul style="list-style-type: none">• Standard 1. Assessment• Standard 2. Diagnosis• Standard 3. Outcomes Identification• Standard 4. Planning• Standard 5. Implementation<ul style="list-style-type: none">○ Standard 5A. Coordination of Care○ Standard 5B. Health Teaching and Health Promotion• Standard 6. Evaluation	<p>2. Professional Standards</p> <ul style="list-style-type: none">• Standard 1. Professional Practice Adherence• Standard 2. Ethics• Standard 3. Advocacy• Standard 4. Communication• Standard 5. Collaboration• Standard 6. Leadership• Standard 7. Professional Development and Education• Standard 8. Evidence-based practice• Standard 9. Quality of Practice• Standard 10. Resource Management• Standard 11. Environmental Health• Standard 12: Digital Health and Artificial Intelligence
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Practice Standards

The Practice standards utilizes the nursing process, a framework, it involves several key steps, including assessment, diagnosis, outcome identification, planning, implementation, and evaluation. These steps represent essential actions carried out by registered nurses and serve as the basis for their clinical decisions, professional conduct, and delivery of care.

Standard 1. Assessment

The registered nurse conducts a comprehensive and systematic assessment to collect relevant client information.

Competencies

1. Ensures a safe and comfortable environment for assessment.
2. Collects holistic information about the client's physical, psychological, social, cultural, developmental, and environmental health.
3. Uses reliable tools, records, observations, and information from the client, family, and team.
4. Identifies factors that influence communication and understanding.
5. Recognizes patterns, risks, and changes in the client's condition.
6. Involves the client, family, and health team members in the assessment process.
7. Integrates current local and global health information when appropriate.
8. Prioritizes data collection based on current and anticipated needs.
9. Validates assessment findings with the client.
10. Recognizes how personal beliefs or biases may affect data collection.
11. Documents assessment findings clearly and reports changes promptly.
12. Applies ethical and legal standards when collecting and sharing information.

Standard 2. Diagnosis

The registered nurse analyzes assessment data to identify actual or potential health problems.

Competencies

1. Synthesizes information to identify health problems, risks, and care needs.
2. Considers physical, psychological, cultural, socioeconomic, and environmental factors.



3. Uses evidence-based frameworks and decision-support tools to define nursing diagnoses.
4. Identifies client strengths and available supports.
5. Validates diagnoses with the interprofessional team.
6. Prioritizes diagnoses based on safety and urgency.
7. Documents diagnoses clearly using standardized terminology.

Standard 3. Outcomes Identification

The registered nurse identifies expected outcomes that are measurable and individualized.

Competencies

1. Works with the client and team to define realistic, measurable outcomes.
2. Ensures outcomes reflect client values, needs, and evidence-based guidance.
3. Aligns outcomes with safety and quality standards.
4. Revises expected outcomes based on changes in the client's condition.
5. Documents outcomes as SMART objectives (Specific, Measurable, Achievable, Relevant, Time-bound).

Standard 4. Planning

The registered nurse develops an individualized, evidence-based plan of care.

Competencies

1. Collaborates with the client, family, and team to develop a holistic care plan.
2. Prioritizes interventions based on safety, expected benefits, risks, and client preferences.
3. Plans strategies that support health promotion, prevention, treatment, recovery, comfort, and risk reduction.
4. Advocates for appropriate and equitable use of resources.
5. Ensures plans follow laws, regulations, and professional standards.
6. Adjusts the plan as needed based on ongoing assessment.
7. Documents the plan using clear and standardized terminology.



Standard 5. Implementation

The registered nurse implements the care plan safely and effectively.

Competencies

1. Uses compassionate, client-centered approaches that support therapeutic relationships.
2. Implements evidence-based and technology-supported interventions.
3. Collaborates with the interprofessional team to ensure coordinated care.
4. Delegates tasks appropriately while maintaining accountability.
5. Documents interventions and any changes to the plan.

Standard 5A. Coordination of Care

The registered nurse coordinates the delivery of the care plan.

Competencies

1. Works with clients and the care team to manage care toward agreed outcomes.
2. Organizes and directs all components of the plan.
3. Supports client engagement in care decisions and self-care.
4. Ensures safe transitions between care settings through effective communication.
5. Documents and shares transition information accurately and promptly.

Standard 5B. Health Teaching and Health Promotion

The registered nurse uses effective strategies to teach and promote health.

Competencies

1. Assesses client needs related to health promotion, disease prevention, and self-management.
2. Provides education tailored to literacy, culture, values, readiness, and preferred learning style.
3. Uses digital tools and resources to support health education.
4. Encourages healthy behaviors and risk reduction.
5. Evaluates the effectiveness of teaching using client feedback.
6. Participates in community and organizational health promotion efforts.



Standard 6. Evaluation

The registered nurse evaluates progress toward expected outcomes.

Competencies

1. Uses defined criteria and standards to measure progress.
2. Continuously evaluates the effectiveness, safety, and timeliness of care.
3. Revises diagnoses, outcomes, and plans based on evaluation findings.
4. Assesses client satisfaction and experience.
5. Documents evaluation results clearly and shares them with clients and the care team.

Professional Standards

Standard 1. Professional Practice Adherence

The registered nurse follows professional standards, laws, and regulations.

Competencies

1. Evaluates personal practice regularly and identifies areas for improvement.
2. Adheres to JNC standards, professional codes, and licensure requirements.
3. Practices within legal and ethical boundaries.

Standard 2. Ethics

The registered nurse practices according to ethical principles.

Competencies

1. Applies the Nursing Code of Ethics in all decision-making.
2. Provides fair, respectful, and compassionate care to all.
3. Supports client autonomy and informed choice.
4. Protects privacy and maintains professional boundaries.
5. Addresses ethical concerns and promotes ethical practice environments.
6. Reports unsafe or unethical behavior.



Standard 3. Advocacy

The registered nurse advocates for clients, the profession, and the health system.

Competencies

1. Supports clients' rights, voices, and access to safe care.
2. Promotes safe working conditions and fair resource allocation.
3. Addresses barriers for vulnerable populations.
4. Supports client involvement in treatment and end-of-life decisions.
5. Participates in health initiatives and policy development.

Standard 4. Communication

The registered nurse communicates effectively with clients and the care team.

Competencies

1. Communicates clearly, respectfully, and with cultural sensitivity.
2. Adapts communication based on client literacy and needs.
3. Uses interpreters and digital tools when needed.
4. Shares accurate information to support safe care and transitions.
5. Reports concerns that may affect safety.

Standard 5. Collaboration

The registered nurse works collaboratively with clients and the interprofessional team.

Competencies

1. Builds respectful partnerships to support care plans.
2. Values the roles and expertise of other professionals.
3. Uses technologies to support teamwork and continuity of care.
4. Participates in shared problem-solving and conflict resolution.

Standard 6. Leadership

The registered nurse demonstrates leadership in practice settings.



Competencies

1. Applies leadership skills to improve care quality and safety.
2. Supports colleagues through mentorship and guidance.
3. Leads change and participates in decision-making.
4. Demonstrates accountability in delegation and practice.

Standard 7. Professional Development and Education

The registered nurse maintains competence through continuous learning.

Competencies

1. Identifies learning needs and engages in professional development.
2. Shares knowledge and contributes to learning environments.
3. Maintains a professional portfolio.
4. Seeks specialty or advanced certification when appropriate.

Standard 8. Evidence-Based Practice

The registered nurse integrates research and evidence into practice.

Competencies

1. Uses evidence and clinical expertise to guide decisions.
2. Participates in quality improvement and research activities.
3. Applies ethical principles when using evidence.

Standard 9. Quality of Practice

The registered nurse contributes to improving the quality of nursing care.

Competencies

1. Provides care that is safe, effective, timely, and equitable.
2. Participates in audits, accreditation, and quality initiatives.
3. Helps evaluate and revise policies and procedures.



Standard 10. Resource Management

The registered nurse uses resources responsibly and effectively.

Competencies

1. Collaborates to determine needed resources for care.
2. Advocates fair access to resources.
3. Considers environmental and economic factors in decisions.

Standard 11. Environmental Health

The registered nurse promotes environmental safety and health.

Competencies

1. Maintains a safe physical and psychological environment.
2. Reduces environmental risks in practice settings.
3. Supports environmentally responsible policies and practices.

Standard 12. Digital Health and Artificial Intelligence

The registered nurse uses digital and AI technologies safely and ethically.

Competencies

1. Demonstrates basic digital literacy and safe use of health technologies.
2. Understands the role and limits of AI in decision support.
3. Protects data privacy and confidentiality.
4. Evaluates digital solutions for safety and fairness.
5. Educates clients and colleagues about digital health tools.
6. Engages in learning and professional discussions on emerging technologies.



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