



National Standards and Core Competencies

For

Registered Nurse

2016

The 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 is comprised of 14 key representatives of the health care and the community. JNC aims to protect and promote the health status of the population through regulating and governing the nursing; education, practice and research.

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Forward

The Jordanian Nursing Council aims to protect the population health through regulating the nursing profession. Through its mandate, JNC had published the professional standards for nursing in 2005 and revised it in 2009. This document introduces the 2016 update of the nursing standards with addition of a set of competencies and measurement criteria.

The National Standards and the Core Competencies for the Registered Nurse is a policy document developed for the purpose of promoting, guiding and directing the registered nurse professional practice, it provides a framework that standardize the nursing general practice and core competencies.

This document is targeting nurses in educational and practice institutions; Nurses need to take the responsibility and comply with this document as a reference toward safe, competent and quality nursing care.

The educational institutions are responsible for integrating these standards to the nursing curricula to graduate competent nurses with the required core competencies to make safe transition to the professional life. The practice institutions are responsible for adhering to these standards and guide nurses' practice and use it as an evaluation tool when measuring performance. Practice institutions are committed to providing the suitable, positive environment for nurses to adhere to the nursing standards.

I would like to express my deep appreciation for all who contributed to the development of this document. JNC believes that the standards are the solid base for a quality, safe responsive nursing care.

Secretary General

Professor Muntaha Gharaibeh

Table of Contents

Introduction	
Methodology for Revision and Updating of the JNC Standards	
Purpose of the JNC Professional Standards	
Eligibility	
Framework of JNC National Professional Standards for Registered Nurse	
Scope of Practice for the Registered Nurse (RN)	
Definition of a Registered Nurse	
Domains of Standards	
Scopes of application	
Competencies	
Domain 1: Professional standards	
Standard 1: Professional Performance	
Standard 2: Knowledge	
Standard 3: Professional Relationship	
Standard 4: Professional Development	
Standard 5: Professional Leadership and Management	
Standard 6: Resource Utilization	
Domain 2: Standards of practice	
Standard 7.1: Assessment	
Standard 7.2: Identify Issues, Problems or Trends	
Standard 7.3: Outcome Identification	
Standard 7.4: Planning	
Standard 7.5: Implementation	
Standard 7.6: Evaluation	
References	
Glossary	
Acknowledgment	

Introduction

The "*National Standards & Core Competencies for Registered Nurse, 2016*" was developed in collaboration with JNC partners and the HCAC as part of the JNC mission to promote the health status of the community through a sound regulatory system that includes laws, by-laws, standards and policies for registered nurses to assure quality services and safe practice with the aim of protecting the public and the profession.

Methodology for Revision and Updating of the JNC Standards

Since nursing is a dynamic profession that requires nurses to engage in different roles for education, practice and research, and as the professional and practice standards are dynamic, therefore they require updating and revisions. This document "*National Standards & Core Competencies for Registered Nurse, 2016*" is an update of the previous document "*Professional Standards*" issued by JNC in 2009.

The JNC professional and practice standards 2016 were developed by reviewing the previous professional standards document, the best updated evidence of international models and frameworks of nursing professional standards that are relevant , comprehensive and have global applications such as, ANA, College of Registered Nurses of British Columbia, Australian Nursing and Midwifery Council and Institute of Medicine, in addition , consulting with nurses' leaders and soliciting feedback from nurses in a variety of settings. Measurement criteria as principles of assessment are also included to help nurses understand how these standards can be used to assess performance.

Those standards were approved by the council board and launched April 2016. We believe you will find them user-friendly and easy to understand.

Purpose of the JNC Professional Standards

The primary purpose of the JNC professional and practice standards is to promote, guide and direct professional nurse practice. The JNC professional standards also provide a framework for assessing the competence of nurses in their practice, renewal of registration, assessment of internationally educated nurses seeking to work in Jordan and nurses returning to work. The JNC considers the professional standards as document outlining responsibilities of nurses to protect the public by regulating nurses' practice to:

- determine entry-level and re-entry to practice for registered nurses.
- clarify to managers, other health and educational institutions about professional expectations of registered nurses.
- provide guidance to nurses regarding their professional obligations.
- provide a framework for the continuing assessment of professional performance.

Eligibility

In further elaboration, the JNC Professional Standards are used by educators/universities, registered nurses and managers.

1. Educators/Universities

Educators and academic institutions need to use the professional and practice standards as a framework for the development of nursing curricula, and to inform the performance assessment of students and new graduates.

2. Registered Nurses

Registered nurses use JNC professional and practice standards to illuminate what nurses do, understand their professional responsibilities, maintain their own professional development, enhance and change policies and practices, resolve professional practice problems and to inform continuing education programs.

3. Managers

Managers develop systems that adopt JNC professional standards and standards of practice for job descriptions that identify expectations for practice and performance evaluation tools.

Framework of JNC National Standards and core competencies for Registered Nurse

The current framework defines who the registered nurse is, the domains of the standards, the cross cutting themes and the competencies. This is important as registered nurses deliver evidence based practice in a wide range of care settings such as primary, secondary and tertiary in a rural and urban communities, they practice with a high level of advocacy for clients centered care needs, provision of health promotion and management of health problems.

Scope of Practice for the Registered Nurse (RN)

The scope of practice for RN can be defined (dynamic core of roles and activities that are met by the RN after completion of a four-year academic program of nursing science including clinical and didactic training and licensed to practice consistent with legislation and standards that govern the nursing profession). The scope of practice is a legislative framework for nurses to practice competently and safely.

Scope of Practice for the RN requires that they have and use self-determination, cognitive, integrative and technical abilities, ethical and culturally safe practice that follows approved procedures, protocol and practice guidelines. The scope of practice of RN entails patient and peer education, mentorship, leadership and management of the practice environment, improving nursing practice through research utilization and implementation of meaningful research findings.

Registered nurse collaborates with the patients, engage health care team members and other disciplines to assess, plan, implement and evaluate client centered care and care services. RN utilizes and administers appropriate resources needed for continuous care and partner with stakeholders to influence policies that direct the health care environment.

Definition of a Registered Nurse

The JNC legal definition of a Registered Nurse is a 'designation given to a person who has graduated from an accredited nursing education program, proficient in the scientific basis of nursing, and holds a current, valid registration to practice as a Registered Nurse issued by the Jordanian Nursing and Midwifery Council and licensed to practice by Ministry of Health under the public health law.

The JNC professional definition of a nurse is 'A person who contributes to quality health care by delivering nursing services based on professional conduct and competent practice meeting the requirements of legal and ethical responsibilities'. In this capacity the RN demonstrates accountability for practice, functions in accordance with legislation, and

national standards to protect individual and group rights. Specifically, the RN implements safe competent practice reflecting evidence based knowledge relevant to the RN role. In addition, RNs engage in self-appraisal, professional development, effective professional relationships with individuals/groups, peers and colleagues. In their leadership roles RNs demonstrate leadership and management skills, and utilize cost effective resources to provide systematic and comprehensive client centered care.

Domains of the Standards

The JNC standards for Registered Nurses are divided into 2 domains; the, (a) Professional Standards, (b) Practice Standards.

Scopes of Application

Standards are considered in three relevant cross-cutting themes representing major areas (scopes of application) of the nursing profession that are important to all seven standards: Clinical practice, Education and Research.

Research:

- Ability to access research and use information systems
- Involvement in research
- Ability to implement research findings into practice, including use of and development of policies/protocols and guidelines.
- Conference presentations

Education:

- Principles of teaching and learning
- Supporting others to develop knowledge and skills
- Promoting learning environment
- Developing education materials
- Teaching, mentoring and coaching

Clinical Practice

- Decision making/clinical judgement and problem solving
- Critical thinking and analytical skills incorporating critical reflection
- Managing complexity
- Ethical and legal decision-making
- Assessment, diagnosis referral, discharge
- Developing higher levels of autonomy
- Assessing and managing risk

- Developing & evaluating therapeutic interventions to improve service user outcomes
- Higher level communication skills
- Promoting and influencing others to incorporate values based care into practice

Competencies

The competencies listed under each standard are the core competencies that reflects achieving the standard, and it is the integration of knowledge, skills, abilities and judgment that the registered nurse should have. Each competency has a list of measurement criteria enabling the evaluation of the registered nurse.

Measurement criteria:

Measurement criteria are specific and measurable elements enabling the evaluation of the actual performance of the RN to meet each standard. Measurement criteria are not written in order of importance, nor are intended to be an exhaustive list of criteria for each professional standard. Measurement criteria will be especially helpful for nurses assuming responsibilities in leadership, clinical practice, education and research, in addition the measurement criteria are the basis evaluation tools for nursing performance. Institutions are responsible for establishing their own tools.

A. Professional Standards

The Professional standards are rules to provide competent profession, that nurses are required to achieve in their performance.

The professional standards include 6 main standards in cross cutting themes:

1. Performance:

Relate to the professional, legal and ethical responsibilities, accountability, and advocacy for individual and group rights.

2. Knowledge

Reflects evidence based knowledge, skills, judgment, critical thinking, analysis and self-appraisal.

3. Relationships

Involves professional communication, collaboration, consultation and coordination with individuals/groups, peers and colleges, all levels of nursing staff, and interdisciplinary health care team to provide health care services in the best interest of clients.

4. Professional Development

Relates to quality improvement and professional development activities, which may include certification and accreditation, articulating organizational policies and guidelines.

5. Leadership and Management

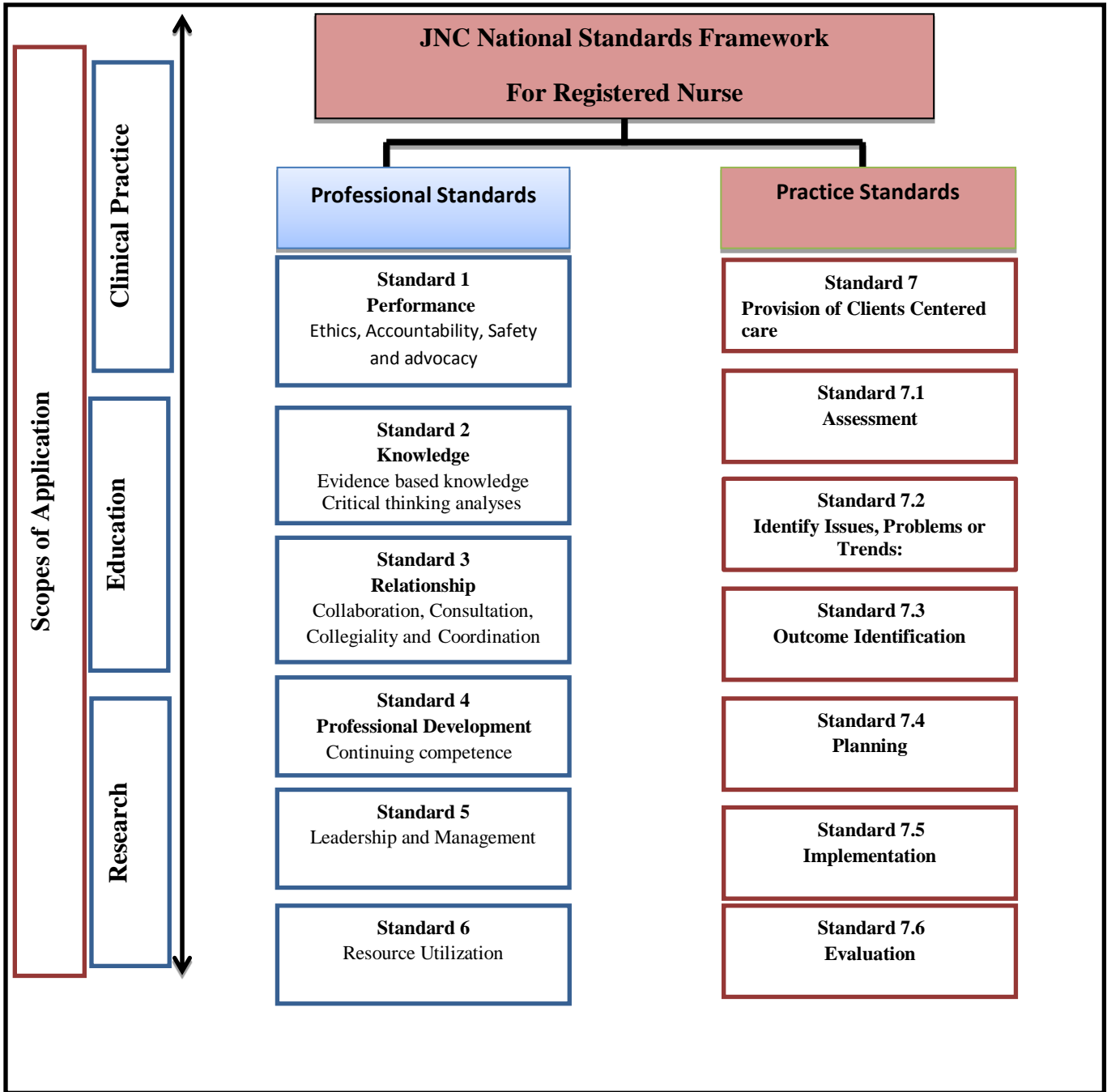
Includes nursing leadership, management and administration to ensure and promote responsible nursing practice and service.

6. Resource Utilization

Relates to utilization of appropriate resources, to planning and providing nursing services that are safe, effective and financially responsible.

B. Practice Standards

This domain focuses on the provision of comprehensive, systematic and prioritized nursing care to achieve identified health outcomes. It consists of one standard 'Provision of Client Centered care' and 6 sub-sections which include: Assessment, Identify Issues/ Problems or Trends, Outcome Identification, Planning, Implementation and Evaluation.



JNC National Standards and Core Competencies for Registered Nurse

Domain 1: Professional Standards

Standard 1: Performance

The registered nurse performs ethical, safe, accountable practice relevant to legislative and regulatory frameworks.

Core Competency 1: Practices within regulatory context of the nursing profession.

Measurement criteria:

- Identifies and adheres to legislation governing nursing profession.
- Identifies and adheres to JNC standards and competencies.
- Demonstrates actions that show awareness of legal implications for nursing practice.

Core competency 2: Practices in a way that acknowledges the dignity, culture, values and beliefs of clients within ethical framework.

Measurement criteria:

- Accepts individual/clients regardless of race, culture, religion, age, gender, physical or mental state.
- Seeks assistance to resolve situations involving moral conflict, and identifies solutions to overcome ethical constraints, in consultation with the health care team.
- Protects client privacy and confidentiality.
- Demonstrates respect and promotes the client's right to health, self-determination, being informed and make informed choices, beneficence and equity.
- Maintains effective processes of care when challenged by differing values, beliefs and risks.

Core competency 3: Fulfills the responsibility and accountability for professional nursing activities within all relevant national legislation.

Measurement criteria:

- Recognizes the roles and responsibilities of the RN.

- Recognizes responsibility for ensuring that nursing care provided to individuals/groups is within own level of competence.
- Seeks advice from managers and expert nurses when unsure about own role or clinical judgment.

Core Competency 4: Advocates for individuals/groups and their rights for health and care at all levels.

Measurement criteria:

- Protects the rights of individuals, clients and groups and support informed choices.
- Identifies and advocates for resources that meet the needs of clients and groups.
- Reports individuals/clients and group incidents of compromised rights.

Core Competency 5: Advocates for quality of nursing practice that supports nurses' ability to provide effective care.

Measurement criteria:

- Communicates talent skills requirements to advocate clients/ groups' needs to managers and administrators.
- Advocates for procedures and practices that support and do not affect the rights of clients.
- Documents and reports when rights of clients compromised.
- Recommends policies and guidelines when rights of clients compromised.

Core competency 6: Improves nursing practice to facilitate the physical, psychosocial, cultural and spiritual environment that promotes safety and security.

Measurement criteria:

- Adheres to nursing national safety guidelines.
- Articulates appropriate emotional and psychological responses with clients and colleagues in a professional manner.
- Provides responsive environment using effective interpersonal skills, counseling, and psycho- behavioral actions.
- Reports incidents of unsafe health care and/or nursing practice.

Standard 2: Knowledge

The registered nurse demonstrates updated evidence based knowledge, reflects, and uses analytical skills, clinical judgment, critical thinking, and self-appraisal in all scopes of application.

Core competency 1: Participates and utilizes evidence-based knowledge in clinical practice, education and leadership.

Measurement criteria:

- Provides evidence-based rationale for all decisions and actions.
- Knows how and where to access information to support decision making in practice and knowledge development for nursing profession.
- Supports and contributes to nursing and health care research, either identifies research problems or participates in research.
- Participates and recommends guidelines and procedures based on updated evidence.

Core competency 2: Demonstrates critical thinking, clinical judgment and analytical skills in assessing, interpreting, and evaluating health information.

Measurement criteria:

- Collects information from a variety of sources using assessment skills, valid and reliable data collection tools and methods.
- Identifies, analyzes and uses relevant and valid information when making decisions.
- Uses best available evidence respecting the values and beliefs of individuals/groups in the provision of nursing activities.
- Understands the knowledge required to meet the needs of complex situations.
- Analyzes how bio-psychosocial needs and cultural background relate to health care needs.
- Critically evaluates evidences related to outcomes and advocates for its application in practice and integrates findings into professional service and practice.

Standard 3: Relationships

The registered nurse establishes professional communication, collaboration, consultation and coordination with individuals/groups, nursing staff, and interdisciplinary health care team to provide health care services in all scopes of application.

Core competency 1: Promotes and maintains successful communication in all professional interactions.

Measurement criteria:

- Uses effective verbal and non-verbal communication strategies and interpersonal skills.
- Communicates with clients, groups, students and other health care team in an effective respectful manner.
- Initiates, maintains and terminates professional relationships in an appropriate manner.
- Recognizes and respects the contribution of other health care professionals.

Core competency 2: Establishes therapeutic relationships that are goal directed and recognizes professional boundaries.

Measurement criteria:

- Builds trust and rapport with clients, groups and other health care professionals.
- Participates with clients and groups in the planning and provision of health care.
- Understands the client's abilities, limitations and needs related to his/her health condition and the client's needs for nursing care or services.
- Recognizes limits or boundaries in the nurse-client relationship.
- Demonstrates awareness of various nursing roles and their relationship to one another.

Core competency 3: Collaborates with client, nursing staff and interdisciplinary health care team to provide comprehensive nursing Care.

Measurement criteria:

- Collaborates and consults with clients, groups and health care team to facilitate provision of care.
- Shares nursing assessment and decisions with the interdisciplinary health care team and other relevant service providers.

- Collaborates with the health care team to inform policies and guidelines development.

Core competency 4: Coordinates clients' care, educational activities, strategies and other associated processes to achieve desired outcomes.

Measurement criteria:

- Organizes interventions with other health team members.
- Maintains information necessary for continuity of care.
- Directs and refers clients to appropriate governmental, agency and community resources to ensure continuity of care.
- Uses educational strategies to meet the needs of profession and practice environment.
- Coordinates learning activities that reflect current evidence in order to improve nursing skills competence and professional development.
- Coordinates human, organization and community resources and strategies including policies, services and environmental modifications.
- Promotes open communication systems for professional organization.

Standard 4: Professional Development

The registered nurse promotes effective mechanisms for the development, implementation and evaluation of professional development programs to enhance the quality of the nursing profession in all scopes of application.

Core competency 1: promotes quality improvement programs and activities.

Measurement criteria:

- Participates in development, implementation and evaluation of nursing professional development programs.
- Incorporates organizational policies and guidelines using current best evidences.
- Promotes and adheres to the national standards and guidelines of nursing professional development.
- Promotes strategies and techniques for high quality learning and research environment.
- Supports quality performance improvement activities.

Core competency 2: Participates in ongoing professional development.

Measurement criteria:

- Demonstrates commitment to lifelong learning through self-reflection and inquiry to identify learning needs with professional leaders.
- Participates in educational activities related to appropriate knowledge and professional issues for self and others.
- Acquires knowledge and skills appropriate to specialty areas requirements and practice setting.
- Contributes to and participates in continuing education programs, preceptorship, coaching and mentoring to assist and develop colleagues.
- Participates in systematic peer review.
- Acts as role model for other members of health care team.

Core competency 3: Uses appropriate strategies to evaluate professional development.

Measurement criteria:

- Undertakes regular self-evaluation of own nursing professional activities and practices.

- Considers feedback from colleagues and critically reflects on own professional performance.
- Uses evaluation and monitoring processes to identify areas of strength and improvements to determine required changes.
- Uses the results of quality program activities to initiate changes in nursing profession and practice.

Standard 5: Leadership and Management

The registered nurse demonstrates leadership and management abilities to carry out the responsibility of nursing services in all scopes of application.

Core competency 1: Promotes self-awareness of values and beliefs, self-development and personal resilience.

Measurement criteria:

- Exhibits knowledge of establishing and leading team.
- Exhibits creativity and flexibility adapting to change.
- Demonstrates passionate and compassionate care.
- Creates and promotes practice culture of positive criticism to self and others.
- Inspires loyalty and equity in valuing clients and colleagues.

Core competency 2: Demonstrate leadership and management skills.

Measurement criteria:

- Participates in committees, councils, and administrative roles.
- Delegates professional practices and aspects of care to others according to their competence and scope of practice.
- Provides effective supervision to ensure that delegated care and professional practices are provided safely and accurately.
- Participates in professional organizations activities.
- Influences the decision making process and policy change to improve client care and health services.
- Provides direction to enhance effectiveness of interdisciplinary and multidisciplinary team.
- Accepts changes based on evidence and addresses emerging situations.
- Develops innovative solutions and take actions to resolve conflict.
- Participates in the management plan of the institutions.
- Promotes communication of information through writing, publishing and presentations for professional and lay audiences.

Standard 6: Resource Utilization

The registered nurse makes equitable decisions to utilize and administer beneficial cost effective resources to plan and provide safe, effective and financially responsible nursing services.

Core competency 1: Evaluates factors such as safety, effectiveness, availability, cost benefits, efficiencies, and impact on profession and practice.

Measurement criteria:

- Participates in evaluation strategies regarding cost effectiveness and cost benefits of the nursing services and its impact on environment.
- Uses evaluation methods to measure safety and effectiveness of health interventions and available resources.
- Monitors resource allocation and utilization.

Core competency 2: Makes equitable decisions about the allocation of resources based on the needs of clients and individuals.

Measurement criteria:

- Knows how to access and evaluate resources.
- Participates in allocation of human, financial, and material resources based on identified needs and goals.
- Assists colleagues, managers and stakeholders to identify and secure appropriate available human, financial and materials resources.

Core competency 3: Manages human resources, facilities, materials, equipment, and technologies for better health care practices.

Measurement criteria:

- Participates in innovative solutions that address effective resource utilization and maintenance of quality.
- Develops proficiency with current and advanced technology and applications.
- Promotes activities that assist others in becoming informed about costs, risks, and benefits of plans and solutions.
- Incorporates client and perspectives of other stakeholders on services and service quality.
- Participates in the management of nursing human resources addressing equitable distribution and delegation based on JNC national nursing ratios.

Domain 2: Practice Standards

Standard 7: Provision of Clients Centered care:

The registered nurse provides comprehensive, systematic and prioritized nursing care to clients to achieve identified health outcomes.

Standard 7.1: Assessment

Conducts a comprehensive and systematic nursing assessment to collect data pertinent to issue, situation or trends.

Core competency 1: Uses a relevant evidence-based assessment framework to collect data about all domains of health of client/groups.

Measurement criteria:

- Uses all available evidence sources, including client/groups/significant others, health care team, records, reports, and own knowledge and experience.
- Organizes assessment in a structured framework by using appropriate tools and strategies.
- Collects holistic data that relate to client/groups health on an ongoing basis.
- Validates data with the client/group, members of the health care team and available health information records.
- Uses best-practice guidelines to address client/groups concerns and needs.

Core competency 2: Ensures accurate documentation and maintains confidentiality.

Measurement criteria:

- Maintains documentation within legal & ethical framework.
- Demonstrates literacy & computer skills necessary for managing data for health care delivery.

Standards 7.2: Identifies Issues, Problems or Trends:

Identifies issues, problems or trends to determine the needs of client/groups

Core competency 1: Analyzes, interprets the assessment data and identifies actual and potential health problems accurately.

Measurement criteria:

- Analyzes and synthesizes complex information and data.
- Integrates clinical, psychological, cultural and economic data to support the problem identification.
- Establishes priorities for identified health needs.
- Identifies and incorporates the needs and preferences of the client/ group into a plan of care.
- Documents issues and problems in a manner that clarifies the plan and expected outcomes.

Standards 7.3: Outcome Identification

Develops context specific outcomes based on assessment data and evidence base in relation to ethical considerations, client preferences, cost, resources, and risk-benefit ratio in collaboration with other health team members.

Core Competency 1: Identifies expected outcomes for individualized plan.

Measurement criteria:

- Develops contextual, timely outcomes based on assessment data, best-available evidence, and client's preferences.
- Reviews and updates expected outcomes based on continuous change in client condition.
- Documents expected outcomes as measurable goals.

Standard 7.4: planning

Plans nursing care in coordination with inter-professional team and other disciplines to develop options and alternatives to achieve expected outcomes

Core Competency: Plans client-centered care interventions in collaboration with other healthcare team members to achieve the expected outcomes.

Measurement criteria:

- Determines agreed priorities to meet health needs of clients.
- Identifies time frame for achieving the expected agreed outcomes.
- Documents plan of care to achieve expected outcomes.
- Plans for continuity of care to achieve expected outcomes.

Standard 7.5: Implementation

Provides comprehensive, safe, and effective evidence-based client centered care to achieve identified health outcomes.

Core competency: Implements and manages the appropriate nursing care for individual and groups according to the documented care plan.

Measurement criteria:

- Provides nursing care according to agreed and pre-determined plan.
- Coordinates all resources needed to implement the plan.
- Prioritizes workload based on client needs, and optimal time for intervention.
- Responds effectively to unexpected or urgent changing situations.
- Documents implementation and any modifications to the plan of care including changes or omissions.

Standard 7.6: Evaluation

Evaluates advancement of expected client's health outcomes in collaboration and consultation with the health care team.

Core Competency: Determines progress of client/groups towards planned outcomes

Measurement criteria:

- Determines progress of clients toward planned outcomes.
- Revises the care plan and determines changes in accordance with evaluation data and expected outcomes.

Glossary

Client-centered care: Providing care that is respectful of and responsive to individual client preferences, needs, and values, and ensuring that client values guide all clinical decisions.

Manager: is the person responsible for planning and directing the work of a group of nurses, monitoring their work, and taking corrective action when necessary.

Therapeutic relationship: refers to the relationship between a healthcare professional and a client including the means by which a therapist and a client hope to engage with each other, and effect beneficial change in the client.

Health outcome: refers to "change in the health of an individual, group of people or population which is attributable to an intervention or series of interventions" (Frommer, etal.1992)

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