



Adult Health Nursing:
Adult Health Nurse and Advanced Adult Health Nurse Specialist:
Scope of Practice, Professional Standards, Competencies, and
Indicators

January 2023

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 headed by Her Royal Highness Princess Muna Al Hussein as president of the council. The board is comprised of 14 key representatives of the healthcare institutions and through regulating and governing the nursing profession in education, practice, and research.

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Acronyms

AHNS	Adult Health Nurse Specialist
AAHNS	Advances Adult Health Nurse Specialist
JNC	Jordanian Nursing Council
NANDA	North American Nursing Diagnosis Association

Introduction

This document presents the scope of practice, professional standards, and essential competencies for adult health nursing specialist (AHNS) and advanced adult health nurse specialist (AAHNS) in Jordan. This document was developed by the Jordanian Nursing Council (JNC) and partners as part of the JNC mission to promote the health status of patients as well as the community through a sound regulatory system to protect the public and the profession. JNC recognizes the importance of the role of AHNS and AAHNS and is committed to strengthening adult nursing practice to support and improve the quality of services and to protect patients and the public in general.

The primary purpose of the JNC Professional Standards is to promote, guide, and direct professional practice. Furthermore, it works as a framework for assessing the competence of practice nurses, assessment of nurses educated abroad seeking to work in Jordan, and nurses returning to work after breaks in service. JNC considers the professional standards as legal guidance to protect the public by regulating nursing practice, provide guidance to nurses regarding their professional obligations, provide a framework to assess professional performance, and address incompetence among nurses. The JNC Professional Standards are used by educators, universities, registered nurses, and managers.

Methodology

Standards of AHNS and AAHNS were developed by reviewing the best evidence-based international models and frameworks of adult health standards through consultations with adult health nursing educators, leaders and experts from Jordan universities, and feedback provided by advance practice adult nurses in a variety of clinical settings.

Scope of Practice

A staff nurse (registered nurse) is a person who has effectively accomplished a recognized and approved nursing education program in the country where the BSc qualification was achieved; has attained all requirements to practice nursing demonstrates and maintains competency in this area. The advanced practice nurse is a registered nurse who has effectively accomplished advanced or

post graduate nursing education and certified to provide specialized and advanced adult nursing care

AHNS and AAHNS, in general, is the largest nursing specialty all over the world; they work primarily in acute care settings in hospitals, recovery, operation rooms, emergency rooms etc. The scope of nursing practice is the range of roles, functions, responsibilities, and activities which a registered nurse is educated, competent and has authority to perform.

It is essential to clarify and explain the scope of practice for the adult health nursing specialty. This is essential because of the dynamic nature of the healthcare environment and the growing body of knowledge in nursing practice. The goal of adult health nursing specialty is to promote, maintain, and restore the health of the client in accordance with the best evidence available.

The scope of practice for AHNS and AAHNS includes the dynamic interaction and collaboration between all parties; patient, family, nurse, and environment where nursing care is being delivered to improve patient health status. The scope of practice for AHNS and AAHNS is the commitment to the vision of the holistic view of patients and their families, taking in consideration the six dimensions highlighted by Hettler including physical, emotional, spiritual, social, intellectual, and occupational needs. The scope of adult care nursing practice is grounded in specialized scientific knowledge, ethical and legal considerations for decision-making and interdisciplinary cooperation.

The scope of AHNS and AAHNS incorporates in making decisions about their individual scope of practice; nurses should give priority to the rights, needs, and overall benefit to the patient and the importance of fostering and maintaining the ultimate standards of high-quality nursing care provided to the patients.

The core of the scope of the AHNS and AAHNS is the importance of building a therapeutic relationship between the nurse and the patient that is founded on open communication, trust, understanding, compassion and kindness, and serves to empower the patient to make life choices.

The scope of practice for AHNS and AAHNS requires cognitive, intellectual, and technical abilities within ethically and culturally safe acts, policies, procedures, and practice guidelines. Adult health nurse must respect all people equally without discriminating on the grounds of age, gender, race, ethnicity, religion, civil status, family status, disability (physical, mental, or

intellectual). Furthermore, AHNS and AAHNS need to use the best evidence-based practice in the three level of care (primary, secondary, and tertiary). Hence, they have the capability to use the best of these evidence and research findings to improve nursing practice and subsequently quality of healthcare services.

The scope of AHNS and AAHNS is goal oriented, and outcome based. The nursing process provides the framework for adult health practice to assess, diagnose, plan, implement, and evaluate care provided for adult patients to prioritize the nursing problems and thus implement the appropriate actions to reach the expected outcomes.

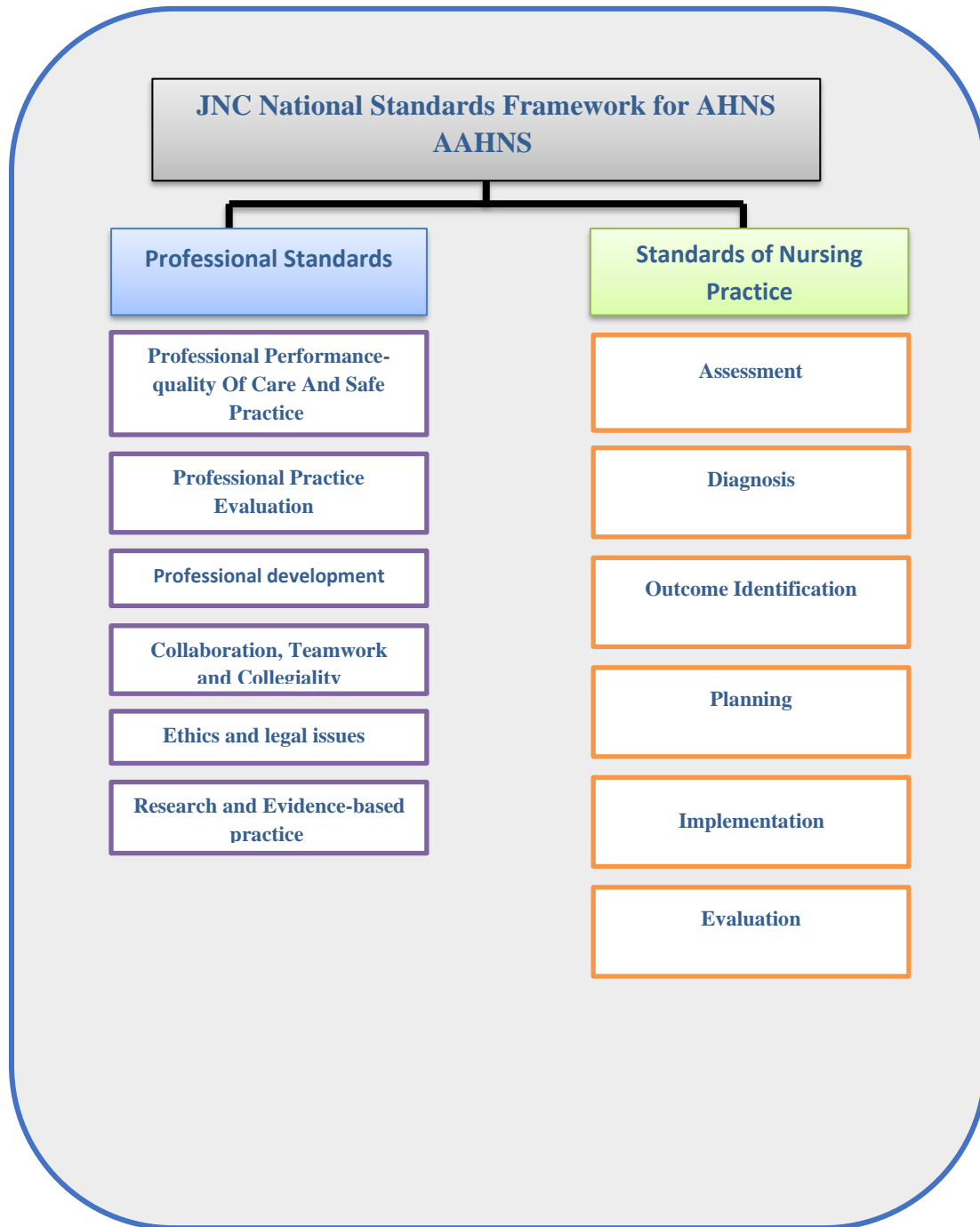
AHNS and AAHNS act as advocates for the rights of patients and their family with adult care conditions within institutional structures. AHN and AAHNS provide valuable advice to improve skills in handling work-related problems and to enhance abilities to handle similar problems in the future.

AHNS and AAHNS believe in enhancing collaboration and interdisciplinary teamwork is a significant role that must lead in developing, promoting, and maintaining interdisciplinary teamwork. Additionally, they take part in ongoing professional development through participation in continuing education and certification in order to keep their skills and knowledge up to date, thus apply the best quality of care for adult patients. Finally, adult health nursing requires a satisfactory leadership and management knowledge and skills; they are able to assess, implement, and evaluate leadership and management problems and opportunities that may arise in their area of work.

Qualifications

- Registered with the Jordan Nurses and Midwives Council (JNMC) and licensed according to the provisions of the Public Health Law.
- Obtained, at minimum, 9-months post-graduated diploma/certification for ANS and a master's degree for AAHNS from an accredited university or educational institution in a field of specialty listed and recognized by JNC.
- Fulfilled specific standards to achieve JNC certifications for this professional level.

Figure 1: JNC National Standards Framework for AHNS and AAHNS



Section 1: JNC Professional Standards for the Adult Health Nurse Specialist (AHNS) and Advanced Adult Health Nurse Specialists (AAHNS)

Standard 1: Professional Performance-quality of care and safe practice

AHNS and AAHNS are responsible and accountable for, firstly, providing and evaluating quality, safety, and effective management of care for acute, chronic and complex healthcare problems of adult clients including vulnerable and at-risk populations. Secondly, plans, coordinates, implements, and evaluates actions to enhance safe and quality healthcare services at an advanced level

First Core Competency

Develops and implements quality activities that ensure effective and quality nursing practice at advanced level.

Measurement criteria

- Provide direct care to patients with acute, chronic, and complex diseases or conditions
- Coordinates the care of patients with use of system and community resources to assure successful health/illness/wellness transitions, enhance delivery of care, and achieve optimal patient's outcomes.
- Participates in establishing quality improvement agenda for unit, department, program, system, or population
- Identifies facilitators and addresses barriers that affects patient's care outcomes
- Identifies and develops strategies to enhance quality care and promote safe work environments
- Ensures that nursing practice is safe, effective, efficient, equitable, timely, and person-centered
- Uses creativity and innovation to enhance nursing care.
- Documents nursing practice in a manner that supports quality and performance improvement initiatives

- Synthesizes data and formulates evidence-based recommendations to improve quality care, practice, and healthcare outcomes.
- Implements outcome-focused patient care programs to enhance quality of care.
- Develops, incorporates, and evaluates an innovative model of practice across the continuum of adult care to enhance quality of care
- Designs and provides health information and patient education appropriate to the patient's developmental level, health literacy level, learning needs, readiness to learn, and cultural values and beliefs.

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Provides indirect care (i.e. administration, management, and support services) to patients with acute, chronic, and complex diseases or conditions
- Articulates the role and significance of the AAHNS in improving healthcare outcomes for adult patients - to other healthcare providers and the public
- Provides critical review and evaluation of policies, procedures, and guidelines to improve the quality of health care.
- Engages in formal and informal peer review processes of the interprofessional team.
- Collaborates with the interprofessional team to implement quality improvement plans and interventions.
- Provides leadership in planning data collection and quality monitoring
- Uses quality monitoring data to assess the quality and effectiveness of clinical programs in meeting outcomes
- Performs system level assessments to identify variables that influence nursing practice and outcomes.
- Develops indicators and checklists to monitor quality and effectiveness of adult care nursing practice based on contextual variables, e.g., infection rates, medication and medical errors, falls, pressure ulcers prevalence, readmission rates, morbidity, mortality, adverse events, etc.
- Implements, evaluates, and updates policies, procedures, and/or guidelines to improve the quality and effectiveness of adult nursing practice
- Leads clinical practice and quality improvement initiatives for adult unit or a program

- Consults with other nurses and healthcare professionals in managing highly complex patient care problems and in achieving quality, cost-effective outcomes for adult patients across healthcare settings.
- Evaluates patient outcomes and cost-effectiveness of care to identify needs for practice improvements within the adult health nursing specialty
- Develops quality assurance (QA) program that is an ongoing using a systematic process designed to evaluate and promote excellence in the healthcare provided to adult clients including structure, (care setting), Process (quality of care provided) and Outcome evaluation focuses on demonstrable changes in the adult client's health status as a result of nursing care at the level of the unit or ward

Second Core Competency

Improves nursing practice to facilitate the physical, psychological, cultural, and environmental measures that promote safety at advanced level.

- Demonstrates safe and accountable adult nurse specialist practice
- Initiates and participates in activities that support safe care
- Promotes safety and risk reduction through the use of evidence-based nursing interventions
- Promotes safety awareness among staff, clients, and families
- Plans and implements emergency preparedness and disaster management at the unit level
- Adheres to nursing national and international safety guidelines.
- Uses data and trends in decision-making to optimize patient safety.
- Intervenes to prevent and/or minimize complications resulting from disease or illness.
- Fosters an interprofessional approach to safety into practice.
- Facilitates safe and effective transitions of patients across levels of care.
- Reports incidents of unsafe healthcare and/or nursing practice.
- Performs meticulous medical and surgical aseptic techniques and safety precaution while providing adult nursing care

- Coordinates infection surveillance at intervals to identify nosocomial and health care associated infections and resistant organisms in collaboration with the healthcare team specialist with infection control and the microbiologist.
- Develops strategies that prevent healthcare-associated pressure injuries, clients falls and medication errors at the level of the unit
- Implements strategies to achieve national safety goals at the clinical practice setting
- Applies the various patient restraints considering safety, prescriptive requirements, and legal implications.

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Designs and implements educational programs for staff to create culture of safety environment
- Determines nursing practice and system interventions that will promote patient, family, and community safety.
- Evaluates patient care practices based on research, evidence-based practice and experiential knowledge, and integrates changes into practice to improve safety.

Standard 2: Professional practice evaluation

AAHNS evaluates and audits own and other professionals' clinical practice and critically assesses and addresses own learning needs, negotiating a personal and others development plan that reflects the breadth of ongoing professional development.

Core Competency

Maintains accountability in the evaluation processes: credentials, privileges, and role performance according to practice standards.

Measurement criteria

- Engages in self-reflection, performance appraisal, and peer review to ensure competent professional practice and keeps self and staff up to date with current health issues and healthcare trends in the care of adult clients
- Complies with the credentialing and privileging process within the organization or system.

- Evaluates role performance according to professional practice standards, institutional guidelines, and relevant statutes and regulations.
- Mentors' healthcare providers, students, and others to develop expertise in the care of the vulnerable adult including the frail elderly patient

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Facilitates the provision of clinically competent care by staff/team through education, role modeling, teambuilding, and quality monitoring.
- Plans, coordinates, implements, and evaluates initiative to enhance healthcare providers' competencies and promote current knowledge and expertise in promoting safety of self and clients.

Standard 3: Professional Development

AHNS is a lifelong learner who is accountable for maintaining competence in clinical practice and engage in professional development learning activities to enhance advanced knowledge and skills in clinical practice. The AAHNS is motivated to acquire and maintain current knowledge and competency in advanced adult nursing practice.

Core Competency

Participates in ongoing professional development programs that improve professional performance.

Measurement criteria

- Engages in educational activities to enhance professional practice of adult health nurse specialist
- Uses information gained from educational activities to improve professional performance and competencies.
- Maintains currency and competence in information and patient care interventions appropriate to role of AHNS and AAHNS.

- Consciously seeks experiences, formal and independent learning activities to maintain and develop clinical and professional skills and knowledge as well as personal growth.
- Participates in nursing and health professional organization activities.
- Uses data to monitor the outcomes of care processes and using improvement methods to design and test changes to continuously improve the quality and safety of health care systems
- Creates a nursing care environment that stimulates continuous self-learning, reflective practice and demonstration of responsibility and accountability

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Designs, implements and evaluates staff continuing education programs and activities
- Mentor adult health care nurses to acquire new skills and develop their nursing practice competencies.
- Promotes career development for students, nurses, and other healthcare providers
- Contributes to the advancement of the profession by disseminating outcomes of practice through presentations and publications

Standard 4: Collaboration, Teamwork and Collegiality

AHNS and AAHNS provide support and/or consultant services to adult clients and families and effectively partners with interprofessional colleagues in the care of adult patients to improve patient outcomes and quality of care. AAHNS also promotes a healthy work environment for the professional development of peers, colleagues, and other professionals.

First Core Competency

Collaborates with nursing staff and interdisciplinary healthcare team at an advanced level by committing to authentic engagement and constructive patient, family, system, and adult-focused problem-solving to provide comprehensive nursing care.

Measurement criteria

- Works collaboratively to optimize health outcomes for adult patients
- Works with individuals of other professions to maintain a climate of mutual respect and shared values
- Collaborates with other care professional to appropriately assess and address the health care needs of patients and to promote and advance the health of adults.
- Communicates efficiently with patients, families, communities, and professionals in health and other fields in a responsive and responsible manner that supports a team approach to the promotion and maintenance of health, and the prevention and treatment of disease.
- Applies relationship-building values and the principles of team dynamics to perform effectively in different team roles to plan, deliver, and evaluate adult patient centered care and population health programs and policies that are safe, timely, efficient, effective, and equitable.
- Assists healthcare team members to integrate the needs, preferences, and strengths of the patient into the healthcare plan to optimize health outcomes
- Establishes collaborative relationships within and across departments that promote patient safety, culturally competent care, and clinical excellence
Practices collegially with medical staff and other members of the healthcare team so that all providers' unique contributions to enhance health outcomes
- Promotes the role and scope of practice of the AHNS and AAHNS (e.g., to legislators, regulators, other healthcare providers, and the public).
- Facilitates the development of clinical judgment of the healthcare team members through role modeling, teaching, coaching, and/or mentoring.
- Creates and utilizes learning opportunities for orientation and teaching of staff, patients, and families of adult patients.
- Coordinates formal and informal education for healthcare providers to improve adult healthcare outcomes.
- Uses skilled communication to foster true inter- and intra-professional collaboration in the interest of continuity of patient care and professional development

- Modifies health information, patient education programs, and interventions for patients with sensory, perceptual, cognitive, and physical and mental illness limitations.
- Facilitates access to and use of information and care technology based on assessment of the ability and preferences of patients across the adult age spectrum.
- Designs tailored educational programs that enhance the knowledge and skills of adults, families, and caregivers regarding home health care, health promotion and prevention activities for adults.

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Assists the staff in developing their communication, critical thinking and clinical judgment skills.
- Collaborates with nurses to develop a practice environment that support shared decision making
- Provides support and/or consultant services to other healthcare professionals emphasizing professional collaboration.

Second Core Competency

Facilitates provision of clinically competent care through education, role modeling, team building, and quality monitoring.

Measurement criteria

- Fosters an interprofessional approach to safety, quality improvement, evidence-based practice, research, and translation of research into practice.
- Uses communication practices that minimize risks associated with patient transfer among providers and across transitions of care.
- Assesses the quality and effectiveness of interdisciplinary, intra-agency, and inter-agency communication and collaboration.
- Facilitates decision-making regarding treatment options with the patient, family, caregivers and/or healthcare providers.
- Establishes collaborative relationships within and across disciplines that promote patient safety, culturally competent care, and clinical excellence.

- Leads and participates in activities such as interprofessional rounds and community health-related activities.

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Leads collaborative efforts of the healthcare team in focusing on individuals and systems issues that impact the adult patient care outcomes
- Provides consultation, counseling and support to staff nurses, medical staff, and interdisciplinary colleagues
- Mentors healthcare team members to understand, appreciate and use the expertise of other professionals enhance health care outcomes of adult clients.

Standard 5: Ethics and legal issues

AHNS and AAHNS are concerned with making decisions and implementing actions in a way that is consistent with the needs and values of patients and families while ensuring the delivery of safe, competent, and ethical and legal nursing care.

Core competency

The AHNS and AAHNS are strongly committed to providing care in a way that respects and preserves the autonomy, dignity, rights, values, beliefs, and preferences of the health care consumers and their family members, and to continue to work towards this goal. An AHNS and AAHNS mandate is to identify, articulate, and act regarding ethical issues that are facing patients, families, and healthcare providers, as well as, at the system, community, and public policy levels.

Measurement criteria

- Adheres to the nurses' Code of Ethics as a moral foundation to guide nursing practice and health care decision making.
- Participates ethical decision making related to own professional obligations, or where ethical issues affect the adult client care or broader health care team.
- Ensures the confidentiality and security of written, verbal, and electronic information acquired during the course of professional activities.

- Respects the dignity and privacy of the adult client.
- Promotes autonomy and truth-telling among adult clients and nurses.
- Offers guidance to staff regarding ethical dilemmas and demonstrate expertise in ethical decision-making.
- Ensures that the adult client's right to information, choice, and self-determination is respected
- Engages in learning and teaching that addresses ethical risks, benefits, and outcomes.
- Provides end-of-life care to adult clients and their families to ensure their satisfaction.
- Affirms the legal rights of people and speaks out when these rights are in danger of being violated
- Respects and accepts cultural traditions, beliefs, and values when planning care for individuals and their families
- Ensures consent and responds to the needs and wishes of patients and their families (support persons).
- Acts professionally and independently in situations where confidentiality may be limited
- Maintains therapeutic relationships and professional boundaries
- Advocates for adult client's rights
- Investigates unethical nursing practices that impede nursing care.
- Ensures protection of research participant's ethical rights.

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Manages challenges, behaviors, and practices that may compromise the privacy or dignity of adult clients in professional way.
- Establishes and maintains a culture of professional ethics.
- Asserts professional integrity, honesty, and ethical conduct in nursing care.
- Assumes an advocacy role to protect human and patients' rights and to question violations of the adult client's rights.
- Provides mentoring and guidance to staff nurses to ensure that safe, competent, and equitable care is provided.
- Consults and educates staff on addressing ethical issues relevant to adult clients.

- Refines ethical competence through continued professional education and personal self-development activities.
- Depicts one's professional nursing identity through demonstrated values and ethics, knowledge, leadership, and professional conduct.
- Represents the nursing perspective in department, clinic, institutional, community, or professional association ethics discussions.

Standard 6: Research and Evidence-based practice

AHNS and AAHNS should be involved in scholarly inquiry (about each of quality patient-centered care, evidence-based practice, research, and quality improvement) related to their nursing practice. Also, they contribute to nursing knowledge by conducting, examining, and evaluating research aimed at improving adult client care, nursing profession, or the health care system. By contributing to the integration of research findings and evidence base into nursing practice.

Core competency

Uses systematic scientific inquiry in clinical practice and quality improvement that involves utilizing research findings, interpreting, and applying evidence, in addition to actively participating in research to optimize adult client outcomes, clinical practice, and cost-effectiveness, as well as to ensure accountability and transparency.

Measurement criteria

- Identifies issues, research priorities and questions in the health care or practice setting that can be answered by scholarly inquiry.
- Supports and values nurse practice environments that offer opportunities to implement evidence-based practices in adult health care.
- Uses research evidence to influence advanced healthcare interventions in adult healthcare
- Analyzes and interpret research findings critically
- Analyze and evaluate evidence-based healthcare research findings critically and reflectively

- Assess current practice based on research findings and identify areas for improvement in adult health nursing services and practice
- integrates evidence-based practice to enhance the quality of care, education, leadership, and clinical management
- Engages in activities that facilitate dissemination of research findings, such as presentations, publications, consultations, and journal clubs
- Collaborates with other healthcare professionals to conduct and implement research and clinical investigations.
- Collaborates with colleagues to find solutions to issues related to adult health nursing
 - Leads clinical inquiry through quality improvement activities.

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Shares peer-reviewed, evidence-based findings with colleagues to integrate knowledge into nursing practice.
- Reviews nursing research for application in practice and the health care setting.
- Analyzes clinical opportunities and nursing knowledge/practice gaps that may require further research investigation.
- Assess the relevance and appropriateness of various research designs to generate evidence that will serve as a guide for adult health nursing practice.
- Investigates and analyzes research findings and other evidence to develop innovative interventions and achieve cost-effective results.
- Analyzes and interprets research findings to determine if changes to practice are required.
- Ensures that patient care practices are evaluated based on research and experience.
- Ensures that evidence-based changes are implemented into practice to improve efficiency, reliability, and quality of care.
- Leads the review and development of evidence-based guidelines, protocols, and clinical pathways.
- Develops adult health nursing care policies, procedures, and guidelines based on evidence-based practice knowledge.
- Assess and evaluate evidence-based changes using relevant evaluation tools.

- Assists staff with dissemination, implementation, and evaluation of research findings as a role model and mentor.
- Evaluates and facilitates the implementation of newly developed products, techniques, and technologies in clinical settings.
- Benchmarks various adult nursing care program by using current evidence-based knowledge, combined with clinical expertise and health care consumer values and preferences, to guide practice in all adult health care setting with evaluative outcome measures.

Standard 7: Resource Utilization and Stewardship

AHNS and AAHNS promotes effective resource utilization in order to promote safe, quality, responsible and cost-effective client care.

Core Competency:

Manages appropriate resources, facilities, and materials to plan, provide, and sustain nursing care interventions that are safe, effective, financially responsible, and used judiciously.

Measurement criteria:

- Partners with the adult clients, healthcare professionals and other stakeholders to identify nursing care needs and necessary resources to achieve desired outcomes.
- Collaborates with the adult clients, healthcare professionals and other stakeholders to assess costs, availability, risks, and benefits in decisions about nursing care.
- Secures appropriate resources to address needs of adult clients across the health care continuum on a daily/regular basis.
- Advocates for equitable resources that support and enhance nursing practices and health outcomes.
- Integrates related health care technologies into nursing care practice to promote positive interactions between adult clients and health care providers.
- Uses organizational and community resources to implement inter-professional plans.
- Addresses discriminatory health care practices and the adverse impact on allocation of resources.

- Considers fiscal and budgetary implications in decision-making regarding practice and system modifications.
- Assists healthcare professionals and other stakeholders in developing innovative and cost-effective programs or protocols of care.
- Evaluates impact of introduction or withdrawal of products, services, and technologies to nursing care and practices.
- Acts as a role model and mentor's innovative systems thinking and effective resource use among the healthcare team.
- Assesses, facilitates, and advocates the impact of social, political, regulatory, and economic forces on delivery of care.
- Evaluates the use of products and services for appropriateness and cost-benefit in meeting adult nursing care needs.

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

Develops strategies that lead to facilitate transition of patients through the healthcare system with efficient minimum-cost.

Designs evaluation strategies to demonstrate cost-effectiveness, cost-benefit, and efficiency (fitness for purpose) factors associated with adult nursing care practices.

Conducts cost-benefit analysis of new clinical services and technology

Standard 8: Leadership

AAHNS role includes leadership, management, delegation, and change. Nurses serves as a leader of multidisciplinary team in designing and implementing alternative solutions to adult client care issues across the continuum of care and manages change and leads others to influence practice and political processes within and across systems. AAHNS as a manager has the authority, power, and responsibility for planning, organizing, coordinating, and directing the work of others and for establishing and evaluating standards.

Core Competency

Exhibit's ability to establish direction, influence and motivate others to achieve their maximum potential to accomplish clinical tasks, objectives, or projects within and across systems.

Measurement criteria

- Utilize effective leadership skills to achieve quality outcomes and a culture of safety.
- Leads decision-making groups and micro and macro system-level change.
- Engages in creating an interprofessional environment that promotes respect, trust, and integrity
- Embraces practice innovations and role performance to achieve lifelong personal and professional goals
- Facilitates creation of a common/shared vision for care within the healthcare team and system.
- Communicates effectively to lead change, influence others, and resolve conflict
- Supervise implementation of evidence-based practices for safe, quality health care and health care consumer satisfaction
- Demonstrates authority, ownership, accountability, and responsibility for appropriate delegation of nursing care
- Mentors' colleagues and others to embrace their knowledge, skills, and abilities
- Participates in professional activities and organizations for professional growth and influence
- Advocates for adult clients, family members, communities, the nursing profession, legislation and environmental health in practice and policy that promote health and improve care delivery.
- demonstrate leadership skills in implementing innovation and evidence-based practices.
- Inspire, energize, and empower team members and acts as a role model for professional leadership and accountability for nursing role within the healthcare team and community.
- Ensures adequate coverage of all shifts with appropriately qualified healthcare providers and skills mix in accordance with the organizational policies, guidelines, and norms.
- Perform ongoing and careful assessment of the actual needs and conditions of the adult clients and the potential risks or harm and identify issues requiring change.

- Interprets and facilitates integration of organizational mission, goals, and systems into adult client care practices.

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Engages in commissioning adult health care departments, such as medical/surgical departments, with confidence based on sound knowledge of the needs and resource requirements of adult departments.
- Develops team members to their highest potential by motivating adult health care professionals to perform beyond expectations by:
 - Creating a sense of ownership in reaching a shared vision
 - Convening a sense of loyalty through shared goals, resulting in increased productivity, improved morale, and increased employees' job satisfaction,
 - Inspiring them to look past individual self-interest and perform to promote team and organizational interests.

Standard 9: Communication

AHNS and AAHNS communicates effectively with adult clients, families and other healthcare professionals to promote optimal outcomes.

Core Competency

AHNS and AAHNS Communicate effectively with patients, families, communities, and professionals in health and other fields in a responsive and responsible manner that supports a team approach to proper assignment, delegation, and supervision which lead to promotion and maintenance of health and the prevention and treatment of disease.

Measurement criteria

- Chooses effective communication tools and techniques, including information systems and communication technologies, to facilitate reporting, documenting, discussions and interactions that enhance team function.

- Communicates information with adult clients, families, community members, and health team members in a form that is understandable, avoiding discipline-specific terminology when possible.
- Shares one's knowledge and opinions with team members involved in adult patient care with confidence, clarity, and respect.
- Communicates efficiently to ensure common understanding of information, treatment, care decisions, and adult health programs and policies.
- Listens actively and encourages ideas and opinions of other team members.
- Gives timely, sensitive, constructive feedback to others about their performance on the team, responding respectfully as a team member to feedback from others.
- Uses respectful language appropriate for a given difficult situation, crucial conversation, or conflict.
- Recognizes how one's uniqueness (experience level, expertise, culture, power, and hierarchy within the health care team) contributes to effective communication, conflict resolution, and positive interprofessional working relationships.
- Communicates the importance of teamwork in patient-centered care and adult health programs and policies.

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Addresses and manages disruptive behaviors and how they affect the healthcare environment and client safety: such as incivility, bullying, and workplace violence

Standard 10: Advocacy

AHNS and AAHNS advocates and supports for their adult clients' needs based on respect for their preferences, values and beliefs and background.

Core Competency

Act as advocates for their adult clients (e.g., individuals, families, communities, or populations) by protecting their “patient rights” and voicing their needs.

Measurement criteria

- Champions the needs, rights and voice of the health care consumer.
- Recommends appropriate levels of care, timely and appropriate transitions, and allocation of resources to optimize healthcare outcomes.
- Promotes safe care of health care consumers, safe work environments, and sufficient resources.
- Participates in health care initiatives on behalf of the health care consumer and the system(s) where nursing happens.
- Demonstrates a willingness to address persistent, pervasive nursing care issues.
- Informs the political decision-makers about the role of nurses and the vital components necessary for nurses and nursing to provide optimal care delivery.
- Empowers all members of the health care team to include the health care consumer in care decisions, including limitation of treatment and end-of-life care.
- Embraces diversity, equity, inclusivity, health promotion, and health care for individuals of diverse geographic, cultural, ethnic, racial, gender, and spiritual backgrounds across the life span.
- Roles models advocacy behavior.
- Addresses the urgent need for a diverse and inclusive workforce as a strategy to improve outcomes related to the social determinants of health and inequities in the health care system.
- Contributes to professional organizations.

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Develops policies that improve care delivery and access for underserved and vulnerable populations.
- Promotes policies, regulations, and legislation at the local, and national levels to improve health care access and delivery of health care.

- Considers societal, political, economic, and cultural factors to address social determinants of health.
- Advances policies, programs, and practices within the health care environment that maintain, sustain, and restore the environment and natural world.

Section II: The JNC National Practice Standards for Adult Health Nurse (AHNS) and the Advanced Adult Health Nurse Specialist (AAHNS)

Standard 11: Provision of Patient-Centered Care

11.1 Assessment

The assessment process is essential to establishing a nurse's diagnosis, developing a plan of care, and predicting the outcome of adult client. It is the responsibility of the AHNS and AAHNS to collect comprehensive, systematic, accurate and prioritized nursing assessments pertinent to the issue, situation, or trend that needs to be addressed. Accurate and validated data enhances the capacity of adult health nurses to make a sound clinical decision regarding appropriate treatments and nursing interventions. The collection of data should be based on the client's immediate, short-term, and long-term health conditions or needs.

Core Competency

Uses standardized assessment instruments (Diagnostic process, clinical reasoning, clinical judgment, and decision-making) to collect, organize, synthesize, analyze, and interpret data from multiple sources in order to formulate a nursing diagnosis and determine a care plan.

Measurement criteria

- Gathers pertinent data about the adult client regarding
 - Functional abilities.
 - Physical, psychological, social, cognitive, cultural, and spiritual status.
 - Ethical, environmental (safety, support systems, etc.), economic, legal (advance directives, DNR)
 - History of health patterns and illness(es).
 - Health beliefs and practices.
 - Client's perception of health status and health goals.
 - Strengths and competencies that can be used to promote health.

- Knowledge of and accessibility to health care and healthy lifestyle behaviors.
 - Developmental status, including family life cycle phase and roles.
 - Other contributing factors that influence health.
- Obtains accurate and relevant objective and subjective information through systematic health and nursing assessments.
- Conducts assessments at system level to determine which variables affect adult client outcomes and nursing practice.
- Demonstrates competency in adult client health assessment interview
- Demonstrates a thorough understanding of techniques, tools, guidelines, laboratory investigations, and methods necessary to obtain comprehensive information regarding the patient or adult client's health status and condition to formulate a diagnosis.
- Collects data using appropriate evidence-based assessment parameters and techniques.
- Integrates and interprets data from a variety of sources, including interviews, physical examinations, psychosocial assessments, laboratory, and radiology investigations, as well as diagnostic procedures.
- Utilizes evidence-based assessment frameworks to collect data on a variety of health domains
- Complies with professional standards and organizational policies when sharing and documenting findings
- Demonstrates competency in a range of physical assessment and diagnostic skills, using appropriate techniques and technology, to assess the health care needs of adults.
- Provides systematic, ongoing, and accurate means of collecting and validating pertinent data.
- Synthesizes, prioritizes and summarizes relevant data based on assessment data as well as adult client needs and desires
- Collaborates with clients and other healthcare providers in the ongoing collection and update of assessment data.

- Ensures that data reflects adult clients' personal beliefs, culture, ethnicity, age, gender, values, and life experiences.
- Interprets data collected to gain an understanding of the adult client's capacity and health needs.
- Documents relevant data accurately in a patient file in a clear and systematic manner.
- Demonstrates competency in using a written (or electronic) format that organizes the assessment data systematically
- Review assessment practices to identify gaps in translation of evidence into practice.
- Ensures that a language interpreter is used if necessary to ensure that the data collection is accurate
- Collects data that reflect sensitivity to cultural diversity, ethnicity, gender, and lifestyle choices from multiple sources, including adult clients, families, significant others(s), health care providers, medical records, and community health statistics (epidemiological studies on community health, community needs assessments, etc.). Validate assessment data

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Examines the impact of multiple variables (e.g., among the individual client, community, hospital, and social systems) on health and illness.
- Assess potential risks to adult client safety, autonomy, and quality of care.
- Uses evidence based and best practice guidelines in improving the assessment process.
- Ensures self and colleagues' competencies in assessing while participating in self- and peer-reviews and evaluation to assess needs for continuing education

11.2 Diagnosis

The nursing diagnosis is the nurse's clinical judgment about the adult client's response to actual or potential health conditions or needs. that the nursing diagnoses are based on the analysis and interpretation of data about the adult client's needs, problems, age, as well as their health status. Nursing diagnoses describe a continuum of health states: deviations from health, presence of risk factors and areas of enhanced personal growth. It is imperative to use standard systems of nursing diagnosis classification, such as the North American Nursing Diagnosis Association (NANDA) classification system, to ensure conformity in communication and documentation within the nursing field.

Core Competency

AHN and AAHNS use critical thinking skills to interpret, analyze and synthesize the assessment data, identify actual and potential health problems, and uses these findings as the basis for developing nursing diagnoses that can be used to design interventions aimed at promoting, restoring, and maintaining health.

Measurement criteria for AHNS

- Analyzes assessment data to identify adult client's health problems, risks and strengths
- Synthesize data from relevant sources in order to formulate a differential diagnosis of clinical conditions based on the data.
- Identifies adult client's health problems, risks and strengths
- Utilizes clinical judgment in determining the diagnostic label that is appropriate for the adult client problems and/or needs.
- Formulates a nursing diagnostic statement according to NANDA's taxonomy to support the diagnosis
- Acknowledges the different types of nursing diagnoses are relevant to the Nursing Diagnosis System (such as well-being, risk, and actual health)
- Validates nursing diagnoses with the adult client, their family, significant other(s), and other health care professionals involved in the adult client's care

- Collaborates with adult clients, families, and other disciplines to prioritize a diagnosis based on their symptoms and needs.
- Documents the Nursing diagnoses in a way that facilitates the evaluation of the client's expected outcome and communicates effectively and appropriately about the Nursing diagnoses received.
- Revises Nursing diagnoses frequently if new or additional assessment data is available that can be used to make further adjustments.

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Evaluates the quality of nursing staff competency in the diagnostic process.
- Monitors and consults nurses on enhancing their diagnostic skills such as clinical reasoning and decision-making skills.

11.3 Outcome Identification

A nursing-sensitive client outcome is an individual, family, or community state, behavior, or perception that is measured along a continuum in response to a nursing intervention(s). The adult care nurse recognizes the expected outcomes for the patient based on assessment data and nursing diagnosis. The adult care nurse work together with the health care consumer, interprofessional team, and others to identify expected outcomes integrating the health care consumer's culture, values, and ethical considerations. Expected outcomes are documented as measurable goals with a time frame for attainment

Core Competency

Identifies and formulates observable and measurable expected outcomes for the individualized plan.

Measurement criteria

- Describes the outcomes indicators based on assessments and diagnoses accurately.
- Collaborates with adult clients and other health care providers to identify expected outcomes that are consistent with the adult client's present and potential capabilities, as well as his or her values, culture, and environment.
- Considers associated risks, benefits, current evidence, clinical expertise, and cost when formulating expected outcomes.
- Identifies and analyses factors that enhance or hinder the achievement of desired outcomes
- Modifies expected outcomes based on changes in patient condition or situation.
- Documents outcomes as measurable long and short term goals in patient file in clear and systematic manner.
- Establishes specific indicators of progress in achieving expected outcomes.

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Monitors and consults nurses on establishing observable and measurable outcomes
- Identifies and prioritizes clinical and systems' problems using education, evidence, expertise, and experiential knowledge.

11.4 Planning

In planning, the adult care nurse refers to adult client's assessment data and diagnostic statements for direction in formulating adult client goals and designing the nursing interventions required to prevent, reduce, or eliminate the adult client's health problem. The adult care nurse develops and facilitates the plan that prescribes interventions to attain expected outcomes. within the three areas of influence: the patient, nursing, and organizations.

Core Competency

Plans patient-centered care interventions in collaboration with other healthcare team members to achieve the goals and expected outcomes.

Measurement criteria

- Determines when evidence-based guidelines, policies, procedures, and plans of care need to be tailored to the patient and family.
- Designs evidence-based strategies to meet the comprehensive needs of adult patients/populations (e.g. safety, quality, and cost).
- Communicates directly with nursing staff to determine the best strategies to achieve expected outcomes.
- Designs or selects health information and client education appropriate to develop and improve healthcare outcomes.
- Develops, implements, and modifies plans of care or system initiatives within the spheres of influence, patient, nursing, and organization
- Prioritizes Nursing diagnoses based on assessment data as well as the needs and desires of the adult client.

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Applies critical thinking and clinical judgment underpinned by scientific, biomedical, and technological knowledge in the adult care field to deduce a plan of care for the adult patient.
- Develops a complex, comprehensive, individualized, and evidence-based plan of care according to determined healthcare priorities and care management tools in collaboration with the relevant multidisciplinary team.
- Formulates collaboratively an ongoing critical analysis of the plan of care based on the adult ill patient progress and as directed by the care management tools (e.g. protocols, algorithms, and guidelines) and laboratory findings.
- Reviews and revises the adult ill patient's plan of care collaboratively according to the compromise/ deterioration or progress of the adult patient as illustrated/confirmed in the patient status, advanced technological parameters, and laboratory finding

11.5 Implementation

Implementation is the action phase in which the adult care nurse performs the nursing interventions within the three areas of influence: the patient, nursing, and organizations. The nurse performs or assigns the nursing activities for the interventions that were developed in the planning step and then concludes the implementing step by recording nursing activities and the resulting adult client responses.

Core Competency

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

Measurement criteria

- Provides direct care to adult patients based on the needs of patients and specialized knowledge and skills.
- Reassess the adult client to ensure interventions still needed
- Implements dependent and independent nursing interventions to achieve the desired outcome
- Documents patient's responses to nursing activities accurately
- Implements pharmacologic and nonpharmacological interventions, diagnostic measures, monitoring durable medical equipment, procedures, and treatments as identified in the plan of care.
- Coordinates and delegates implementation of an individualized plan of care collaboratively with patients and the healthcare team.
- Uses behavioral, communication, and environmental modification strategies with patients who have cognitive and/or psychiatric impairments.
- Documents implementation activities including consultations, assessments, recommendations, interventions, and evaluations in the patient's record.
- Provides consultation and initiates appropriate referrals to adult client as needed.
- Implements evidence-based clinical guidelines, care paths, policies and procedures, and tailors them to specific populations.
- Coordinates services to optimize transitions of care.

- Implements treatments and nursing intervention in an appropriate and ethical manner

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Implements strategies using documents and online guidelines to identify and/or manage age-related syndromes.
- Facilitates learning among patients, staff, other disciplines, and organizational leaders.
- Leads system change to promote health outcomes, system efficiency, and a healthy work environment through evidence-based practice.
- Implements individualized, comprehensive, and evidence-based care based on the findings of the scientific, biomedical, and technological assessment of the adult ill patient within the relevant contextual variables/factors and multidisciplinary collaboration.
- Supervises, leads, manages, and administers appropriate care to the adult ill patients on technological support.

11.6 Evaluation

Evaluating is a planned, ongoing, purposeful activity in which adult clients and healthcare professionals determine the adult client's progress toward achievement of goals or outcomes and the effectiveness of the nursing care plan. The adult care nurse evaluates and communicates progress toward attainment of expected outcomes within the three spheres of influence: the patient, nursing, and organizations/systems. On the basis of this evaluation, the plan of care is either continued, modified, or terminated.

Core Competency

Determines progress of patient and groups towards achieving planned desired outcomes and the effectiveness of the nursing care to ensure care is patient-centered, safe, timely, effective, efficient, and equitable.

Measurement criteria

- Revises diagnoses, expected outcomes, and interventions based on information gained in the evaluation process.
- Bases the evaluation process on advanced knowledge, evidence, expertise, quality indicators, benchmarking, and research.
- Utilizes evaluation data to modify the plan of adult care of the patient with life threatening condition in accordance with protocols and algorithms and in collaboration with the multidisciplinary team.
- Evaluates evidence-based algorithms, clinical guidelines, protocols, and care paths for appropriateness to patient population.
- Evaluates all three spheres to ensure care is patient-centered, safe, timely, effective, efficient, and equitable.
- Evaluates the clinical practice and performance of healthcare team members (e.g., nursing staff, medical staff, and other healthcare providers).

Additional measurement criteria for AAHNS

AAHNS must also meet the following criteria in addition to those previously mentioned

- Evaluates impact of interventions and nursing practice changes on systems of care using nurse-sensitive outcomes.
- Evaluates and modify the overall quality of care given to groups of adult clients (in hospital unit or ward).
- Evaluates effect of practice on healthcare outcomes within the three spheres.
- Evaluates impact of legislative and regulatory policies as they apply to nursing practice and patient or population outcomes.
- Monitors and critically evaluates on a regular basis the progress of the patient with a life-threatening condition against the collaboratively predetermined and revised outcomes of the adult ill patient.

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