



Seychelles Nurses and Midwives Council

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*General Nursing
Core Competencies
and
related Standards*

2025[SNMC]

GLOSSARY OF TERMS

Accountability: Being answerable for one's decisions and actions

Collaboration: Working together, is a partnership; a union; the act of producing or making something together.

Competence: The combination of skills, knowledge, attitudes, values, and abilities that underpin effective performance as a nurse.

Competent: Acquisition across all domains of competencies applicable to the nurse, at a standard that is judged to be appropriate for the level of practice.

Social determinants of health: Circumstances in people's environment in which they are born, grow up, live, learn, work, and age, which can affect their health, well-being, and quality of life.

Evidenced-based practice (EBP): A systematic approach that integrates the best available research evidence with clinical expertise and patient values to make informed decisions about patient care.

Scope of practice: The activities that licensed nurses are permitted to perform based on education, training, and experience.

Ethical standards: Principles that guide individuals and organizations in making moral decisions and acting in a way that is considered right and just.

Continuous professional development(CPD): The ongoing process of professional engagement to enhance knowledge, skills, and expertise throughout their careers.

Legal principles: Laws, regulations, and ethical guidelines that govern nursing practice, ensuring patient safety, rights, and the proper delivery of care, and holding nurses accountable for their actions.

INTRODUCTION

The list of minimum core competencies for Seychelles registered nurses defines the essential knowledge, skills, attitudes, and professional values required for safe, effective, and ethical nursing practice. These competencies represent the foundation for proficient practice, although it acknowledges that their full development may vary depending on individual experience and learning progression.

Registered nurses apply comprehensive nursing knowledge and clinical judgement to assess health needs, deliver care, and empower individuals, families, and communities to manage their health. They function autonomously and collaboratively across diverse health care settings, perform general nursing functions, and appropriately delegate and supervise nursing care provided by others.

In delivering holistic care, registered nurses conduct thorough assessments, develop and implement integrated care plans and carry out interventions that require substantial scientific knowledge and skilled in clinical decision-making. They are also responsible for evaluating care outcomes to ensure quality and safety. These competencies reflect the evolving nature of healthcare and the critical role of nurses in responding to complex health challenges, advancing health equity, and adapting to emerging technologies and societal needs.

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LIST OF MINIMUM COMPETENCIES FOR GENERAL NURSING

1. Practices within the legal principles and ethical standards of the nursing profession.
2. Delivers effective communication skills to individuals, families, communities, and health care professionals using a variety of strategies and technologies within the profession and practice of nursing.
3. Provides evidence-based holistic nursing care through comprehensive assessment and collaborative planning, implementation, and evaluation with the interdisciplinary team to achieve optimal health outcomes.
4. Empowers oneself and others through continuous professional development to effectively function within the complex health care system.
5. Contributes to the maintenance of an environment, which promotes the safety, security, and personal integrity of groups with respect to diversity.
6. Collaborates with relevant stakeholders to address the social determinants of health and climate change that influence health outcomes.
7. Uses relevant technologies to address current health needs.
8. Supports and empowers clients or patients in making informed decisions about their health and respecting their decisions.
9. Leads care teams and manages resources within the scope of practice.

Competencies and associated Standards

Competency 1:

Practices within the legal principles and ethical standards of the nursing profession.

Competency description:

The nurse practices following the legal principles, regulatory requirements, and ethical standards of the nursing profession within the Nurses and Midwives Act 1985.

Standard no	Standard statements	Indicators/key behavior
1	Adheres to nursing legal standards	<ul style="list-style-type: none"> • Practices within the nursing scope as indicated in the Nurses and Midwives Act. • Maintains licensure and complies with regulatory requirements. • Documents care accurately, timely, and truthfully to meet nursing legal standards. • Reports incidents or unsafe practices as legally required (e.g., abuse, negligence, and errors).
2	Upholds ethical principles	<ul style="list-style-type: none"> • Upholds the international and national philosophies, values, and the Code of Ethics in the provision of care that is congruent with the culture and rights of the clients. • Respects patient autonomy, privacy, confidentiality, and informed consent. • Applies ethical principles such as beneficence, non-maleficence, justice, and fidelity in decision-making. • Maintains professional boundaries in all nurse-patient interactions. • Acknowledges the client’s right to dignity, autonomy, and access to information. • Provides care without discrimination based on race, gender, religion, political or socioeconomic status.
3	Maintains professional accountability	<ul style="list-style-type: none"> • Accepts responsibility and accountability for actions and decisions in clinical practice. • Seeks guidance or clarification when faced with ethical dilemmas or unclear legal situations. • Participates in ethical reviews or discussions when appropriate. • Advocates for patient rights and dignity at all times.

		<ul style="list-style-type: none"> • Maintains a set of professional identity and accountability by wearing the nurse's badge.
4	Ensures confidentiality and privacy.	<ul style="list-style-type: none"> • Protects patient information. • Shares patient information only with authorized personnel or for legal purposes.
5	Demonstrates informed consent practices.	<ul style="list-style-type: none"> • Ensures patients understand procedures, risks, and alternatives before treatment. • Communicates in a way the patients can understand and confirms their voluntary agreement.
6	Engages in ethical professional relationships.	<ul style="list-style-type: none"> • Maintains integrity, honesty, and transparency with patients, families, and colleagues. • Avoids conflicts of interest and reports any breach of ethical conduct. • Promotes compliance with ethical practice and maintains public trust in the profession.

Competency 2.

Delivers effective communication skills to individuals, families, communities, and healthcare professionals using a variety of strategies and technologies within the profession and practice of nursing.

Competency description.

Focuses on the nurse's ability to communicate clearly, respectfully, and effectively with individuals, families, community, and healthcare professionals using diverse strategies and technologies to support safe and person-centered care.

Standard no.	Standard statements	Indicators/key behavior
1.	Demonstrates therapeutic communication.	<ul style="list-style-type: none"> • Uses active listening, empathy, and appropriate verbal/non-verbal cues to support families and patients. • Builds trust and rapport through respectful, clear, and compassionate communication.
2.	Utilizes clear and concise documentation.	<ul style="list-style-type: none"> • Records patient data, assessments, interventions, and outcomes accurately and promptly to facilitate continuity of care. • Uses standardized formats such as the Standard Operating Procedures (SOP) to ensure continuity and clarity of care. • Records and maintains documentation that is clear, timely, accurate, and reflective of observations, interventions, and decisions.

3.	Collaborates effectively with the healthcare team.	<ul style="list-style-type: none"> Participates in multidisciplinary meetings, case discussions, and handovers. Shares relevant information clearly and respectfully with other professionals to support coordinated care.
4.	Adapts communication to the audience and context.	<ul style="list-style-type: none"> Adjusts language and style based on the patient's literacy level, culture, and preferences. Uses interpreter or translation services/technology when needed to ensure understanding.
5.	Employs digital and health technologies.	<ul style="list-style-type: none"> Uses Electronic Health Records (EHR) or Health Information System (HIS), or other technologies to communicate care effectively. Maintains professionalism in digital communications such as virtual consultations or emails.
6.	Educates and informs patients and families.	<ul style="list-style-type: none"> Provides health teaching in understandable terms, using visuals or educational tools as needed. Checks for understanding and encourages questions to support informed decision making.
7.	Maintains confidentiality in all communication.	<ul style="list-style-type: none"> Protects patient information in verbal, written, and electronic exchanges. Shares sensitive information only with authorized individuals.
8.	Manages conflict professionally.	<ul style="list-style-type: none"> Addresses misunderstanding or dispute calmly and constructively. Seeks resolution through appropriate channels when needed.

Competency 3.

Provides evidence-based nursing care through comprehensive assessments and collaborative planning, implementation, and evaluation with the interdisciplinary team to achieve optimal health outcomes.

Competency description.

This competency highlights the nurse's ability to provide high-quality, evidence-based care by conducting thorough assessments and working collaboratively with the interdisciplinary team in planning, implementing, and evaluating care to achieve optimal health outcomes.

Standard no.	Standard statements	Indicators/key behavior
1.	Conducts comprehensive assessments.	<ul style="list-style-type: none"> Collects complete and accurate data (physical, emotional, social, cultural, and environmental).

		<ul style="list-style-type: none"> • Uses appropriate tools and techniques such as head-to-toe examination or Risk assessment. • Analyzes and prioritizes the needs.
2.	Applies evidence-based practice	<ul style="list-style-type: none"> • Integrates the best available research, clinical expertise, and patient preferences in decision making. • Updates knowledge regularly and uses clinical guidelines, protocols, and research findings to inform care. • Utilizes research findings to improve client care and contributes to the body of knowledge of the nursing profession. • Collects, analyzes, interprets, and uses research data to improve nursing and health care practices. • Applies knowledge and skills of nursing research to improve nursing care services.
3.	Develops individualized care plans.	<ul style="list-style-type: none"> • Collaborates with patients, families, and the health care team to create a tailored care plan. • Sets realistic, measurable, and patient-centered goals.
4.	Implements safe and effective interventions.	<ul style="list-style-type: none"> • Delivers care using established protocols and evidence-based interventions. • Prioritizes patient safety, comfort, and preferences during all procedures and treatments. • Responds efficiently and effectively to emergencies and disasters to save lives and prevent disability.
5.	Evaluates outcomes and adjusts care.	<ul style="list-style-type: none"> • Continuously monitors patient progress and modifies the care plan based on changes in condition. • Involves the interdisciplinary team in reassessing and updating care strategies.
6.	Engages in interdisciplinary collaboration.	<ul style="list-style-type: none"> • Works closely with other disciplines to ensure coordinated care. • Participates actively in case conferences, rounds, and discharge planning.
7.	Uses critical thinking and clinical judgment.	<ul style="list-style-type: none"> • Analyzes assessment data to make informed decisions. • Identifies problems, anticipates complications, and acts proactively.
8.	Documents and communicates care effectively.	<ul style="list-style-type: none"> • Records all phases of the nursing process in patient records. • Communicates changes and updates to the team promptly.

Competency 4.

Empowerment of oneself and others through continuous professional development to effectively function within the complex healthcare systems.

Competency description

Emphasizes the importance of self-empowerment and the empowerment of others through continuous professional development, enabling nurses to adapt, lead, and thrive within the dynamic and complex healthcare environments.

Standard no.	Standard statements	Indicators/key behavior
1.	Engages in lifelong learning and professional development to empower self and others.	<ul style="list-style-type: none">• Updates knowledge and skills regularly to ensure safe, ethical, and evidence-based care.• Demonstrates professional accountability by taking ownership of personal growth and encourages others to do the same.• Uses technology for learning and professional growth by utilizing digital tools, online resources, and evidence-based databases for self-education and knowledge sharing.• Advocates for the nursing profession and supports policies that enhance working conditions and learning opportunities.• Evaluates personal performance and seeks feedback to improve effectiveness.• Promotes and supports the development of others by acting as mentors, preceptors, or coaches to colleagues and students.• Applies current best practices and encourages others to engage in evidence-based practices.• Receives training and certification before performing new skills and undergoes regular re-certification as indicated.

Competency 5.

Contributes to the maintenance of an environment that promotes the safety, security, and personal integrity of groups with respect to diversity.

Competency description

Focuses on the nurse's role in maintaining a care environment that upholds safety, security, and personal integrity, while recognizing and respecting diversity in individuals, groups, and communities.

Standard no.	Standard statements	Indicators/key behavior
1.	Respect human Rights and dignity.	<ul style="list-style-type: none"> • Promotes the rights of all individuals regardless of age, gender, ethnicity, religion, political or socio-economic status in accordance with the constitution of Seychelles. • Identifies and minimizes risks that may compromise physical, emotional, or psychological safety. • Advocates for equal opportunities and non-discriminatory practices.
2.	Maintains ethical behavior in all interactions.	<ul style="list-style-type: none"> • Ensures fairness, non-discrimination, and respect in care delivery. • Advocates for inclusive, non-discriminatory practices in all care settings. • Promote dignity, privacy, and autonomy in all interactions.
3.	Creates a safe and inclusive care environment	<ul style="list-style-type: none"> • Identifies and addresses environmental, cultural, and social factors that impact safety and well-being. • Demonstrates cultural humility and respects the values, beliefs, and practices of diverse populations. • Implements infection prevention and control measures in compliance with established guidelines.
4.	Implements culturally sensitive care practices.	<ul style="list-style-type: none"> • Adapts communication and interventions based on cultural preferences and needs. • Collaborates with healthcare teams to create policies and practices that support a safe and equitable environment.
5.	Demonstrates cultural competence	<ul style="list-style-type: none"> • Engages with individuals and communities with understanding and respect for diverse values and beliefs. • Advocates for vulnerable groups, support equitable access to care and services for all populations
6.	Promotes health and prevention of diseases.	<ul style="list-style-type: none"> • Promotes safety and well-being at individual and group levels. • Participates in initiatives that enhance public health and address social determinants. • Recognizes the factors affecting health and the appropriate actions to take for the promotion of health.

		<ul style="list-style-type: none"> • Communicates health information and coordinates health education/promotion activities. • Seeks and utilizes information from a variety of reliable sources for planning and improving health promotion and health education activities.
7.	Reflects on personal biases and values to prevent discrimination or prejudice in practice.	<ul style="list-style-type: none"> • Engages in self-reflection to examine personal attitudes, beliefs, and potential biases. • Seeks feedback from peers, mentors, or clients to identify areas for improvement in cultural competence and inclusivity. • Participates in training and incorporates learning in practice. • Acknowledges and addresses any implicit bias that may influence decision making or patient interactions. • Challenges discriminatory behavior or comments in the workplace professionally and constructively. • Promotes self-care through the maintenance of own physical, mental, and social well-being.

Competency 6.

Collaborates with relevant stakeholders to address the social determinants of health and climate change that influence health outcomes.

Competency description.

Emphasizes the nurse's role in working with stakeholders to address broader social and environmental factors such as poverty, housing, and climate change that can have an impact on individual and community health outcomes.

Standard no.	Standard Statements	Indicators/key behavior
1.	Advocates for health equity and sustainable practices.	<ul style="list-style-type: none"> • Advocates for healthy public policy by working with policymakers and health professionals to promote policies addressing housing, education, income, and environmental sustainability. • Identifies and helps reduce health disparities caused by social and environmental conditions.
2.	Collaborates with interdisciplinary teams and community stakeholders.	<ul style="list-style-type: none"> • Develops and implements interventions that address Social Determinants of Health (SDOH) and environmental health risks.

		<ul style="list-style-type: none"> Engages with health, social services, environmental agencies, and community groups to develop collective strategies for improving health. Supports initiatives that improve access to health care, clean environments, and social resources. Recognizes the implications of socio-cultural, economic, and political trends and their influence on the client's health status and profession to develop an appropriate nursing response.
3.	Incorporates social and environmental consideration into care planning, public health promotion, and health education activities.	<ul style="list-style-type: none"> Considers the impact of living conditions, air quality, water access, and climate-related risks when planning patient care. Speaks out on issues related to environmental justice, climate change, and social inequities. Aligns practices with the international health goals, such as the Sustainable Development Goals (SDGs).
4.	Updates knowledge on environmental changes affecting population health and applies this to practice.	<ul style="list-style-type: none"> Participates in workshops/training/research on climate change.

Competency 7.

Uses relevant technologies to address current health needs.

Competency description

This competency involves the nurse's ability to effectively utilize digital tools and health technologies to improve patient care, enhance accessibility, and support healthcare delivery in response to current health challenges.

Standard no.	Standard Statements	Indicators/key behavior
1.	Selects and uses appropriate health technologies to support safe, timely, and effective care.	<ul style="list-style-type: none"> Assesses and selects appropriate technologies based on individual, population, or community health needs. Evaluates the effectiveness of technology in improving patient outcomes and workflow efficiency. Ensures ethical use of digital technologies, including maintaining confidentiality, data security, and informed consent.
2.	Integrates digital tools into practice to improve	<ul style="list-style-type: none"> Utilizes Electronic Health Records (EHR) or Health Information System (HIS) to document, retrieve, and

	communication, documentation, and care coordination.	<p>communicate patient information accurately.</p> <ul style="list-style-type: none"> Stays current with emerging health technologies, such as artificial intelligence (AI), wearable devices, and decision support systems.
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Competency 8.

Supports and empowers clients or patients in making informed decisions about their health and respecting their decisions.

Competency description

Focuses on the nurse’s role in educating, supporting, and respecting clients in decision-making about their health, ensuring care aligns with their values, beliefs, and rights.

Standard no	Standard Statement	Indicators/Key behaviors
1.	Respects and supports the autonomy of individuals in accepting or refusing care.	<ul style="list-style-type: none"> Respects and supports individuals’ rights to make informed decisions about their care. Promotes and advocates for the rights, needs, and preferences of individuals, families, and communities. Supports client autonomy by encouraging active participation in health decisions. Respects decisions made by patients, even if they differ from the nurse’s personal or professional opinion. Advocates for vulnerable clients to ensure they have access to the information and support needed to make decisions. Recognizes and addresses barriers that may prevent clients from participating in health-related decisions. Collaborates with clients, families, and/or significant others to develop and evaluate a plan of care and priorities based on clients’ needs.
2.	Provides accurate, relevant, and recent evidence-based information.	<ul style="list-style-type: none"> Provides clear, accurate, and relevant information to enable informed choices regarding treatments or care options. Uses communication strategies that consider health literacy, language, culture, and cognitive ability.

Competency 9

Leads care teams and manages resources within the scope of practice.

Competency description

This competency reflects the nurse's ability to lead interprofessional care teams and manage available resources responsibly within their scope of practice to ensure effective and efficient patient care.

Standard no.	Standard Statement	Indicators/Key behaviors
1.	Demonstrates leadership in coordinating, delegating, and supervising care.	<ul style="list-style-type: none">• Leads and coordinates interprofessional teams, fostering collaboration and mutual respect.• Assess the other person's ability and competency prior to delegation of tasks.• Delegates tasks appropriately according to team members' scopes of practice and competence.• Monitors and evaluates team performance to ensure quality and safety in care delivery.• Promotes a culture of accountability, communication, and continuous improvement within the team.• Advocates for adequate staffing and equitable resource distribution, especially in resource-limited settings.• Initiates and implements change conducive to the improvement of healthcare provisions.• Assesses and manages crises.• Undertakes new roles and responsibilities that will enhance nursing practice, benefit the clients, and improve standards of care.• Seeks the advice and supervision of a more competent practitioner when the care required is beyond their level of competence.• Shares knowledge and skills with colleagues.
2.	Manages human, material, and financial resources to optimize care delivery.	<ul style="list-style-type: none">• Demonstrates fiscal responsibility in the use of supplies, time, and staffing.• Participates in budgeting, procurement, and resource planning processes.

		<ul style="list-style-type: none">• Identifies areas of resource waste and implements strategies for improvement.• Uses evidence-informed strategies to plan, prioritize, and allocate resources effectively.• Performs the required safety checks and takes preventive and corrective actions to ensure the equipment is safe for use.• Prioritizes the use of equipment, facilities, and other resources based on clinical assessment of clients' needs.
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Date: Approved /Not approved by Council members: _____

Council Member Signature

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