



Australian Government

HLTENN034 Contribute to the improvement of clinical practice

Release: 1

HLTENN034 Contribute to the improvement of clinical practice

Modification History

Release	Comments
Release 1	New unit. This version was released in <i>HLT Health Training Package release 3.0</i> and meets the requirements of the 2012 Standards for Training Packages.

Application

This unit describes the skills and knowledge required to model high standards of performance, reflect on clinical work practices and contribute to organisation processes for systemic improvement.

This unit applies to enrolled nurses, registered with the Nursing and Midwifery Board of Australia, who work in collaboration with registered nurses, and under direct or indirect supervisory arrangements aligned to the Nursing and Midwifery Board of Australia regulatory authority legislative requirements.

The skills in this unit must be applied in accordance with Commonwealth and State/Territory legislation, Australian/New Zealand standards and industry codes of practice.

Elements and Performance Criteria

ELEMENT

PERFORMANCE CRITERIA

Elements define the essential outcomes

Performance criteria describe the performance needed to demonstrate achievement of the element.

1. Model high standards of performance

- 1.1 Make own clinical performance consistent with the organisation's vision and objectives
- 1.2 Identify and use opportunities to provide support to colleagues
- 1.3 Model respectful and positive communication
- 1.4 Support collaboration and continuous improvement by sharing information, knowledge and experiences with others

2. Reflect on clinical work practices and potential

- 2.1 Observe and reflect on the effectiveness of work practices in meeting desired outcomes

ELEMENT**PERFORMANCE CRITERIA**

Elements define the essential outcomes

Performance criteria describe the performance needed to demonstrate achievement of the element.

improvements

2.2 Identify opportunities for systemic improvements in own area of nursing practice

2.3 Discuss and explore challenges and ideas with registered nurse and interdisciplinary health care team members

2.4 Test ideas with registered nurse and interdisciplinary health care team in a positive and collaborative way

2.5 Gather and use information and feedback relevant to ideas from within and outside the interdisciplinary health care team

3. Participate in processes for systemic improvement

3.1 Recognise and take opportunities to provide input to organisation process for systemic improvements to clinical guidelines for nursing practice

3.2 Represent and reflect the perspectives and experience of self and colleagues in organisation forums

3.3 Engage with other health professionals about systemic aspects of clinical practice using accepted terminology

3.4 Present and argue informed and substantiated positions on ideas

3.5 Identify and articulate issues and practical processes for implementing change

3.6 Respond to questions about ideas expressed with confidence and relevant information

3.7 Provide timely feedback to the work team about outcomes

Foundation Skills

The Foundation Skills describe those required skills (language, literacy, numeracy and employment skills) that are essential to performance.

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

Unit Mapping Information

No equivalent unit.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=ced1390f-48d9-4ab0-bd50-b015e5485705>

Assessment Requirements for HLTENN034 Contribute to the improvement of clinical practice

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Performance Evidence

The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the job role. There must be evidence that the candidate has:

- contributed to the improvement of at least 1 clinical work practice through participation in organisational processes for systemic improvement.

Knowledge Evidence

The candidate must be able to demonstrate essential knowledge required to effectively complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the work role. This includes knowledge of:

- links between enrolled nursing practice and organisational vision and objectives and how they are demonstrated in clinical practice:
 - reproducibility and reliability
 - clinical flexibility to local circumstances
 - validity of health gains and costs predicted
 - health outcome is at an acceptable cost
- ways of supporting colleagues as an enrolled nurse:
 - informal mentoring and coaching
 - providing feedback on performance
- features of collaboration:
 - types of behaviours that support effective collaborative relationships
 - benefits of collaboration, including the value of collaboration as a problem-solving tool
 - different roles played by people in a collaborative process
 - problems encountered in a collaborative process and how they may be avoided or resolved

- participation in education of self, as well as individuals and groups in the work context
- types of clinical work practices where the enrolled nurse may be involved in continuous improvement, and the structures and processes that support the improvement process in relation to:
 - clinical governance
 - quality assurance and improvement
 - risk identification and management
 - recording of health information
 - clinical standards and guidelines
 - assessment tools
- sources of information that inform improvements in clinical practice and how these may be used:
 - organisational policies and procedures
 - vision statements
 - practice in other organisations
 - clinical research and literature reviews
 - evidence based nursing practice guidelines
- types of opportunities in health organisations to contribute at systemic level, how they are structured and key stakeholders involved:
 - relevant peak nursing bodies
 - committees
 - expert reference groups
 - conferences
 - nurse executives
 - nurse practitioners
 - risk management and quality assurance
 - forums
- strategies required for effective participation in organisational forums:
 - how to gather and prepare relevant information
 - techniques for structuring the presentation of information or ideas
 - processes and techniques to substantiate positions or ideas.

Assessment Conditions

Skills must have been demonstrated in the workplace or in a simulated environment that reflects workplace conditions.

Assessors must satisfy the Standards for Registered Training Organisations (RTOs) 2015/AQTF mandatory competency requirements for assessors.

In addition, assessors must hold current registration as a Registered Nurse with Nursing and Midwifery Board of Australia.

Links

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