



**Australian Government**

**Department of Education, Employment and Workplace Relations**

# **HLTEN508B Apply reflective practice, critical thinking and analysis in health**

**Release: 1**

## **HLTEN508B Apply reflective practice, critical thinking and analysis in health**

### **Modification History**

Not Applicable

### **Unit Descriptor**

#### **Descriptor**

This unit of competency describes the skills and knowledge required of the Enrolled/Division 2 Nurse to demonstrate nursing practice in a contemporary health environment using critical thinking and analysis and reflective practice

### **Application of the Unit**

#### **Application**

The knowledge and skills described in this competency unit are to be applied within jurisdictional nursing and midwifery regulatory authority legislative requirements  
Enrolled/Division 2 nursing work is to be carried out in consultation/collaboration with registered nurses and under direct or indirect supervisory arrangements in line with jurisdictional regulatory requirements

### **Licensing/Regulatory Information**

Not Applicable

### **Pre-Requisites**

Not Applicable

## Employability Skills Information

### Employability Skills

This unit contains Employability Skills

## Elements and Performance Criteria Pre-Content

Elements define the essential outcomes of a unit of competency.

The Performance Criteria specify the level of performance required to demonstrate achievement of the Element.

## Elements and Performance Criteria

### ELEMENT

### PERFORMANCE CRITERIA

1. Apply the foundations of contemporary nursing practice

- 1.1 Work with an understanding of the historical and current perspectives of nursing and nurse education
- 1.2 Incorporate the theoretical concepts and information related to nursing into practice
- 1.3 Identify contemporary issues in nursing and examine their impact on clients and the health care environment
- 1.4 Clarify the role of regulation and professional standards of practice and apply in own practice
- 1.5 Actively participate as a member of the health care team
- 1.6 Recognise the complementary roles of the Enrolled/Division 2 nurse, registered nurse and other health care professionals
- 1.7 Utilise appropriate models of nursing care in the health care environment
- 1.8 Incorporate into practice a holistic approach to client care
- 1.9 Promote and support individuality of client when implementing planned care

**ELEMENT****PERFORMANCE CRITERIA**

- |                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2. Participate in professional review and development    | 2.1 Participate in performance review according to the policies and procedures of the employing organisation<br>2.2 Apply professional, legal and ethical standards to nursing practice<br>2.3 Share professional knowledge and skills with others<br>2.4 Promote a positive image of nursing as a profession and support the role of other health professionals according to codes of ethics and conduct<br>2.5 Undertake professional skill development and apply to work practices<br>2.6 Identify and participate in appropriate professional organisations |
| 3. Work within a contemporary health care environment    | 3.1 Achieve work outcomes and demonstrate good time management within prescribed time frames<br>3.2 Manage resources according to health environment guidelines<br>3.3 Utilise contemporary health informatics systems to gather, collate and document data<br>3.4 Work within context of practice and within boundaries of work role                                                                                                                                                                                                                           |
| 4. Use <i>critical thinking and analysis</i> effectively | 4.1 Identify ways to effectively apply the process of critical thinking and analysis within own work role<br>4.2 Differentiate between critical thinking, creative thinking and <i>problem solving</i><br>4.3 Identify and apply the characteristics of problem solving to the steps of the nursing process and development of nursing care plans<br>4.4 Locate, review and critically analyse topical issues identified in recent articles                                                                                                                     |
| 5. Promote reflective practice of self and others        | 5.1 Apply reflective practice within the Enrolled/Division 2 nurse role<br>5.2 Recognise the process and benefits of reflective practice in relation to own work role<br>5.3 Reflect on issues that may produce a detrimental view of nursing<br>5.4 Evaluate the effectiveness of self reflection on self                                                                                                                                                                                                                                                      |

**ELEMENT****PERFORMANCE CRITERIA**

and others

**Required Skills and Knowledge****REQUIRED SKILLS AND KNOWLEDGE**

This describes the essential skills and knowledge and their level required for this unit.

*Essential knowledge:*

The candidate must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the identified work role

This includes but is not limited to knowledge of:

- A working knowledge of nursing theorists and their work, including nursing theories and theorists such as:
  - Henderson
  - Roper
  - Orem
  - Watson,
  - Gordon
  - Pepalau
- Age and gender issues for nursing practice
- Best practice, philosophy/vision/mission statements
- Characteristics of critical thinking and analysis
- Cultural and religious considerations for nursing practice
- Demonstrated awareness of the history and development of modern profession of nursing
- Educational and career opportunities for Enrolled/Division 2 nurses
- Ethical guidelines including confidentiality, duty of care and public liability
- Patterns of nursing care (including functional, team, client assignment and primary nursing)
- Performance appraisal processes and practices
- Quality improvement programs and accreditation standards
- Role of evidence based practice
- Understanding of the role and function of professional and industrial bodies relevant to Enrolled/Division 2 nurse practice

## **REQUIRED SKILLS AND KNOWLEDGE**

- Understanding of the role of the health care team members

## REQUIRED SKILLS AND KNOWLEDGE

### *Essential skills:*

It is critical that the candidate demonstrate the ability to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the identified work role

This includes the ability to:

- Apply skills required to work effectively in nursing practice:
  - critical thinking and analysis
  - professional review and skills development
  - self-reflection and evaluation
  - time management and prioritisation
  - problem solving using logic, analysis and sound argument
- Apply Professional Standards of Practice:
  - ANMC code of conduct
  - ANMC code of ethics
  - ANMC national Enrolled/Division 2 nurse competency standards
  - state/territory Nurse Regulatory Nurses Act
  - state/territory Nursing and Midwifery Regulatory Authority standards of practice
  - scope of nursing practice decision making framework
- Use communication skills:
  - analysis and interpretation of evidence
  - consultation methods
  - decision making techniques
  - team negotiation and networking
  - written and oral presentations

## Evidence Guide

### EVIDENCE GUIDE

The evidence guide provides advice on assessment and must be read in conjunction with the Performance Criteria, Required Skills and Knowledge, the Range Statement and the Assessment Guidelines for this Training Package.

*Critical aspects for assessment* • The individual being assessed must provide evidence

## EVIDENCE GUIDE

*and evidence required to demonstrate this competency unit:*

- of specified essential knowledge as well as skills
- Observation of performance in a work context is essential for assessment of this unit
- Consistency of performance should be demonstrated over the required range of workplace situations and should occur on more than one occasion and be assessed by a registered nurse

*Context of and specific resources for assessment:*

- Assessment should replicate workplace conditions as far as possible
- Where, for reasons of safety, access to equipment and resources and space, assessment takes place away from the workplace, simulations should be used to represent workplace conditions as closely as possible

*Method of assessment:*

- Observation in the workplace
- Written assignments/projects
- Case study and scenario as a basis for discussion of issues and strategies to contribute to best practice
- Questioning - verbal and written
- Role play/simulation

## EVIDENCE GUIDE

- Access and equity considerations:*
- All workers in the health industry should be aware of access and equity issues in relation to their own area of work
  - All workers should develop their ability to work in a culturally diverse environment
  - In recognition of particular health issues facing Aboriginal and Torres Strait Islander communities, workers should be aware of cultural, historical and current issues impacting on health of Aboriginal and Torres Strait Islander people
  - Assessors and trainers must take into account relevant access and equity issues, in particular relating to factors impacting on health of Aboriginal and/or Torres Strait Islander clients and communities

## Range Statement

### RANGE STATEMENT

The Range Statement relates to the unit of competency as a whole. It allows for different work environments and situations that may affect performance. Add any essential operating conditions that may be present with training and assessment depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts.

*Quality management may include:*

- Best practice
- Continuous improvement
- Accreditation standards
- Evidence-based practice

*Professional bodies and regulatory bodies may include*

- State/territory nurse regulatory body
- Australian and Nursing Midwifery Council
- Australian Nursing Federation
- Royal College of Nursing

**RANGE STATEMENT**

*Professional development may include:*

- Formal continuing education
- Informal education
- In-service education
- Specialty education

*Computers and information technology may include:*

- Personal computers
- Palm-held computers
- Internet
- Email
- Electronic journals
- Learning resource catalogues
- Photocopiers

*Characteristics of problem solving include:*

- Identify actual or potential problems
- Identify the possible causes
- Consideration of a variety of data
- Evaluation of credibility
- Simple analysis of argument(s)
- Possible solutions

*Critical thinking and analysis may include:*

- The intellectually disciplined process of actively and skilfully conceptualizing, applying, analysing, synthesising, and/or evaluating information gathered from, or generated by, observation, experience, reflection, reasoning, or communication, as a guide to belief and action. (Michael Scriven & Richard Paul for the National Council for Excellence in Critical Thinking, 2004)

**Unit Sector(s)**

Not Applicable