

th
Anniversary



THE HONG KONG ACADEMY OF NURSING
香港護理專科學院

October 2016

ACKNOWLEDGEMENT

Patron, Advisors and Consultants of
The Hong Kong Academy of Nursing Preparatory Committee
The Provisional Hong Kong Academy of Nursing
and
The Hong Kong Academy of Nursing

Members of
The Hong Kong Academy of Nursing Preparatory Committee

Past and Present Council Members of
The Provisional Hong Kong Academy of Nursing
and
The Hong Kong Academy of Nursing

Fellows of
The Hong Kong Academy of Nursing

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BACKGROUND

Hong Kong is a vibrant city providing quality healthcare to its citizens with good health outcomes. With the ageing population and the use of high-end technologies in healthcare, the complexity of patient care has called for great demands for advanced practice nurses who are well equipped with demonstrated competence in various specialty areas.

According to the International Council of Nurses, an advanced practice nurse is defined as 'a registered nurse who has acquired the expert knowledge base, complex decision-making skills and clinical competencies for expanded practice, the characteristics of which are shaped by the context and/or country in which he or she is credentialed to practice. A master's degree is recommended for entry level.'

Specialist nurses are the first product of professional evolution of nursing. They were identified as early as in 19th century. By 1960s, clinical nurse specialists were well established in the US. In Canada, the formal wave of implementing nurse practitioner was between mid-1960s to early 1970s. In the UK, nurse practitioner roles emerged in clinical practice during the 1990s and early 2000s. In fact, nurses have been practicing in expanded roles informally in the early days in many countries. Both local and international research evidence consistently support the effectiveness of advanced nursing practice in improving care outcomes, reducing health care costs and enhancing client satisfaction.

DEVELOPMENT OF ADVANCED NURSING PRACTICE IN HONG KONG

In Hong Kong, tertiary nursing education began in 1990. The hospital-based nursing schools were temporarily closed in 2002 but resumed in 2008 due to manpower needs. However all education programs preparing nurses at registered levels are at least at level 5 of the qualification framework. At present, there are 3 UGC funded universities, 3 private funded tertiary institutes and 3 nursing schools based in the Hospital Authority offering over 2,000 registered nurse training places every year.

In 1993, the Nurse Specialist (NS) rank was introduced in the Hospital Authority (HA). In 2002, a new position called Advanced Practice Nurse (APN) was created to replace the positions

of Nursing Officers and Nurse Specialists. In 2008, the role of Nurse Consultant (NC) was piloted and introduced. Up to year 2016, around 100 NCs are established in 27 specialties. Together with the estimated 50 NSs and 3450 APNs, there are over 3,500 nurses providing advanced practice nursing in the HA.

Following the world trend of nursing specialization, many specialty nursing organizations are formed in 1990s. These professional groups of nurses are active in engaging professional development activities, including the design and provision of post-registration programs to nurture the younger nurses to meet client needs and practice on par with international standards.

REGULATIONS FOR NURSING PRACTICE IN HONG KONG

In Hong Kong, regulations of nurses are enforced through the Nursing Council of Hong Kong (NCHK) and midwives through the Midwives Council of Hong Kong (MCHK). These are statutory bodies set up for the registration and enrollment of nurses and midwives under the Nursing Registration Ordinance (Cap. 164) and Midwives Registration Ordinance (Cap. 162) which were enacted in 1931 and 1910

respectively. As of September 2016, there are 38,818 Registered Nurses, 12,884 Enrolled Nurses and 4,504 Registered Midwives in Hong Kong. At present, there are no statutory requirements to govern the education and registration of advanced practicing nurses who are involved in high level complex client care in different specialty areas in Hong Kong.

Today, nurses worldwide are extending and expanding their scope of practice beyond initial registration in all health care settings, including community health, acute care, mental health and midwifery. The existence of a mechanism to certify advanced nursing practice in specific specialty areas is important to safeguard standards of practice to protect the public. In the process of certification, there is a need for well-defined structured post graduate curriculum, both in theory and practice. At present, in Hong Kong, there is only regulation for the entry level of the nursing profession at registered and enrolled level. The establishment of a local governance framework is a responsible act to ensure fitness for practice and consequent public protection.

Specialist practice in medicine in Hong Kong is regulated by The Hong Kong Academy of Medicine established under the Hong Kong Academy of Medicine Ordinance in 1992. Nursing specialist practice in Hong Kong requires similar regulation. It is the determination of the nursing profession that the title and status of specialist nurses should be protected. The initiation of an academy of nursing was brought up by the Nursing Council of Hong Kong (NCHK) in 2002 with the setup of the Hong Kong Academy of Nursing Steering Committee (HKANSC).

PREPARATION FOR THE ACADEMY OF NURSING

In response to the proposal for setting up an Academy of Nursing submitted to the then Secretary for Health, Welfare and Food in 2004, a confirmation of support-in-principle was received in 2006. The decision of the NCHK was to hand over the work to Dr. Susie LUM, the then Chairman of the HKANSC.

In June 2006, the Hong Kong Academy of Nursing Preparatory Committee (HKANPC) was formed to bring together nursing leaders from the Nursing Council, Midwives Council, Department of Health, Hospital Authority, 21 professional associations and 4 universities to start the preparatory work of an academy of nursing in Hong Kong. (Members of the HKANPC in Appendix 1.)

In the first 5 years, under the guidance of Dr. C.H. Leong, the HKANPC had organized numerous discussion sessions, consultative meetings, training seminars and workshops to deliberate the functions of an Academy College, operation and structure of an Academy of Nursing that houses and governs the work of the Academy Colleges in achieving the stated goals.

As advised by many stakeholders, the road towards a statutory academy of nursing could be long and challenging. After much consideration and discussion, a Provisional Hong Kong Academy of Nursing (PHKAN) was established to work out the infrastructure, specialist curriculum, standards and examinations in preparation for the Hong Kong Academy of Nursing which should be ultimately established by statute. A work group

in identifying the categorization of specialties in nursing practice was established. Under the sponsorship of the Fulbright Program, PHKAN was privileged to have Dr. Tanya Whitehead from USA on two occasions to provide advice, consultation and training for the setting up of the Academy. On 6 October 2011, the PHKAN was incorporated under the Hong Kong Company Ordinance and the Founding Members as the Council of PHKAN held its first meeting on 11 November 2011. (The Founding Members, The Structure, Council and milestones achieved over the years are included in appendix 2, 3, 4 and 5.)

The PHKAN is supported by the Patron, Advisors and Honorary Consultants who are distinguished leaders in their professions. The 18 renowned Honorary Fellows signifies their support to the nursing profession in pursuance of a statutory academy of nursing. (Information of the Patron, Advisors and Consultant are included in Appendix 3.)

Prior to the formal inauguration of the PHKAN, the Council has accredited 14 Academy Colleges as Institutional Members and developed systems to recognize eligible nurses to be Grandfather Fellows of the Academy. On May 12, the International Nurses Day in 2012, the PHKAN, in conjunction with 14 Academy Colleges, was officially inaugurated by the Secretary for Food and Health. As of May 2014, the PHKAN has conferred a total of 3,325 Grand Father Fellows and 32 Honorary Fellows since 2012. Furthermore, with the successful development of specialty curriculum and examination mechanism, the first batch of earned Fellow (Total 8) conferred

in May 2016. (The list of Honorary Fellows and the number of Fellows in each Academy College is included in Appendix 6 and 7.)

To ensure the HKAN is functionally viable, consultations and advice are sought through formal and informal visits, meetings and gatherings. Having advice from our Patron and President of HKAM, the PHKAN Council has followed the footsteps of HKAM with similar structure and setup. In 2012, with the support from Princess Margaret Hospital, the office site of ex-Nursing School was licensed to be used by PHKAN and the 14 Academy Colleges. A website has also been created to provide update information of PHKAN and to enhance communication with Fellows and external parties (www.hkan.hk).

Five Committees were formed under the PHKAN Council at that time. They worked diligently

in curriculum design and examination policy; developed roadmap for nurses who aspire to practice at advanced level to becoming Members and Fellows; accredited to be CNE provider; organized professional development programs, health promotion and fund-raising activities. Besides, community programs are jointly organized with District Boards and other professional bodies to promote the concept of community health to the public of Hong Kong. Operational policies, procedures & membership requirements and examinations are incorporated into the Operations Handbook, Accreditation Manual, Manual for Continuing Nursing Education System and Membership Manual. In March 2014, the Education Committee was set up to accredit the certifying bodies which are the Academy Colleges in offering specialist certification examination in the regulation advanced practice in nursing.

FINANCING

The administrative operation of the HKAN counts on the fellow membership pool. As stipulated in the Articles of Association of the HKAN, one of the objects for which the HKAN is established is to promote the health care for the Hong Kong citizens. To raise funds for promoting and running health care related community services, the HKAN has submitted application to Inland Revenue Department (IRD) for charitable status. It was confirmed by IRD that with effect from 8 January 2015 the HKAN would be entitled to the exemption from all taxes payable under

the Ordinance (Cap. 112), Section 88 of the Inland Revenue Ordinance. Subsequent to the entitlement of charitable status, fund-raising events were planned and hosted. In the past years, the HKAN has raised funds through bazaar, charity walks and premiere film shows.

In providing more health care related community services in the coming future by the HKAN, massive campaign and funding support from major donors will be sought.

STRATEGIC PLANNING

To strive for the realization of the HKAN mission and goals, annual strategic planning workshops were held annually. Members of the Council, College Presidents and their representatives had actively shared their vision of the future of the HKAN and the proposed actions. In the Strategic Planning Workshop, a series of actions for the next 5 years to bring HKAN forward have been outlined. Based on this fundamental framework, the achievements are observed and the target plan is revised annually. (Vision, Mission and Objects of HKAN in Appendix 8, PHKAN Strategic Plan 2015-16 in Appendix 9.)

Consultation and communication with nursing colleagues has been an on-going process throughout the years in the form of road shows, meetings, fellowship network and workshops. In preparing for the HKAN Ordinance, a series of consultation meetings have been organized since October 2013 to solicit input from Patron, Advisors, Fellow members, the Nursing and Midwives Councils, nursing colleagues, members from other healthcare disciplines and related stakeholders. Encouraging advice and supports from many constituents were received.

THE PROPOSED NURSING BILL

In 2012, a Task Force on HKAN Ordinance was formed to work out the action plan and the drafting of the HKAN ordinance. Its terms of reference and membership are included in Appendix 10. The process of submitting a Member's Bill and the necessary preparation with timeline were discussed.

With the assistance of Mr. Tony Yen, Honorary Consultant and Mr. Lester Huang, Legal Advisor of HKAN, the initial draft of the Nursing Bill was prepared and discussed at the HKAN Council in June and at the Task Force in September 2013. To ensure clear direction and content of the ordinance, a workshop was held on 1 March

2014 for the Council and College Presidents. The workshop was facilitated by Mr. Lester Huang and Mr. Tony Yen. Members had a good deliberation of a successful academy and agreed that the HKAN should mirror the structure and functions of the HKAM. The main object of the HKAN Ordinance is to establish the Academy of Nursing to regulate specialist nursing practice by maintaining a specialist registry of advanced practice nurses in Hong Kong. The draft bill was further reviewed, discussed and revised. The final draft, as attached, has been widely circulated to all Fellows, Nursing Colleges, Associations, Hospitals and Universities.

SPECIALTY EDUCATION PROGRAM

Similar to the international practice and the local experience of HKAM, specialty education programs are organised by the Academy Colleges in collaboration with universities that offer post-graduate nursing education. The Education Committee under the Academy is responsible to accredit the certifying bodies which are the Academy Colleges in offering certification examination in the regulation of advanced practice in nursing. Guidelines for the Academy Colleges in Certifying Advanced Practice in Nursing have been developed. Each Academy

College would have a curriculum display that links the education program with the required competencies of Members/Fellows in the specified specialty areas. (Generic Competence Framework for Advanced Practice Nurse in Appendix 11). The assessment team under the Education Committee of the Academy, composed of internal and external experts, is formed to execute the accreditation function. The specialty education program composes of theoretical and clinical components.

Theoretical requirements

Five hundred hours of theoretical hours is required. There are 3 components of the theoretical learning, including the generic, advance practice and specialty cores. The breakdown is as follows:

	Generic Core (167 hours)	Advance Practice Core (167 hours)	Specialty Core (167 hours)
Structured courses at post-graduate level (60% - 100%)	Illustrative examples: Research; Healthcare policy; Healthcare system organization; Healthcare financing; Ethics; Professional role development; Theoretical Foundation of nursing practice;	Illustrative examples: Advanced health assessment; Advanced physiology, psychology, sociology and pathophysiology; Advanced pharmacology; Evidence-based practice; Clinical teaching and research; Team collaboration and communication	Illustrative examples: According to the clinical core competence defined by the specialty, including but not limited to: Clinical leadership and patient advocacy; Advanced case management and patient care; Special interventions
Structured courses provided by specialty course providers (0% - 40%)	Human diversity and social issues; Health promotion & disease prevention		
TOTAL	1/3 of 500 hours	1/3 of 500 hours	1/3 of 500 hours

Clinical Requirements

Other than theoretical learning, there is a requirement of 500 hours in Clinical Practice. The 500 clinical hours should be accomplished within a 4 years' time span. At least 50% of the clinical hours should be under supervision and the remaining hours can be self-directed learning in work placement arrangement. The definition of supervised practice refers to the experience in which there is an on-site designated appointed mentor who is an Academy Fellow in current practice. The work placement experience is the situation in which there is no on-site designated appointed mentor. However, the experience is recognized as a learning component with explicit learning objectives and evidence of learning assessed by a recognized supervisor/mentor. The evidence of learning can compose one or more of the following outputs: case studies; student portfolio (learning progress review); reflective paper; practice project; nurse round (on-site / simulation) and group project (should compose less than 10% of the total marks). The Pathway to Membership and Fellowship in Nursing Specialty is included in Appendix 12.

The effectiveness of specialist education depends on two main factors, the provision of a proper clinical training site and the clinical mentors. The Education Committee of HKAN has deliberated on the requirements as follows.

Criteria of Mentors

- i. Active Ordinary Member or Fellow of HKAN.
- ii. Cannot undergo specialty training in any other specialties within the HKAN Academy Colleges at the same time.

- iii. Actively engaged in the practice of nursing and/or its specialties.
- iv. Able to conduct training in accredited training programs.
- v. Cannot hold trainer status in more than 2 specialties.
- vi. Ratio on trainee to be decided by individual Colleges.

Profile of clinical training grounds

- i. Clinical establishment
- ii. Staff establishment
- iii. Workload statistics
- iv. Service provision
- v. Professional development
- vi. Resources

Development of Specialty Education Program by Colleges

Based on the HKAN framework, the Colleges will develop their specialty core competencies, training program curriculum and clinical log book. The Colleges have to satisfy the Assessment Team of the Education Committee in their standards and mechanism in certifying the Ordinary Members or Fellows in their specialties and subspecialties. Up to July 2016, a total of five Colleges passed the Assessment. They are Hong Kong College of Paediatrics Nursing, Hong Kong College of Critical Care Nursing, Hong Kong College of Nursing & Health Care Management, Hong Kong College of Midwives, and Hong Kong College of Medical Nursing (5 subspecialties).

SPECIALIST REGISTRY AND CAREER DEVELOPMENT

Individuals have to apply to be trainees in order to be admitted for Membership examinations and Fellowship assessments. Upon satisfaction of the Academy Council, the Fellows admitted will be put in the Specialist Registry which is made available online through the Academy website.

The HKAN will work closely with the NCHK and MCHK. The Code of Professional Conduct and Code of Ethics issued by the Nursing Council of Hong Kong will be adopted by the HKAN. In line with the Scope of Professional Practice

issued by the Nursing Council of Hong Kong, the HKAN takes the stance that the scope evolves in response to changes in the nursing profession and the needs of patients for nursing services. The extent that nurses engage in depends on their education, experiences, roles and the nature of the patient population they serve. Each nurse is accountable for his or her practice and conduct. If any of the Nursing or Midwives Councils had taken disciplinary actions against the Fellows, the HKAN would separately consider if their Fellowship should be removed.

As for the existing Fellows of the HKAN, the proposed Nursing Bill has incorporated the transition arrangement that all certificates and academic recognition issued is to have effect as if issued or made by the Academy. Fellows admitted under the Grandfathering scheme are clinical experts. They will be invited in mentoring specialist trainees and to provide support in training and examinations conducted by the Academy Colleges. In maintaining to be a Fellow of the Academy, members are required to acquire the number of CNE points as stipulated, and pay up the membership fees as required by the Colleges concerned. Having discussed with

various stakeholders, concern of promotion and career progression was raised. Since the HKAN is established solely for the regulation of specialist nursing practice, there will be no direct link to job promotion. However, with the formalization of specialist education, clinical nurse specialists with the qualification and competences should be considered to have the demonstrated competencies required in the specialty area of practice. The HKAN credential would facilitate the employer in selecting the appropriate candidates for promotion and help retain talents in the workforce.

RENAMING TO THE HONG KONG ACADEMY OF NURSING

The PHKAN existed solely for the purpose of the establishment of the HKAN. The PHKAN served an important function to undertake the preparatory work in constructing the infrastructure and regulatory mechanism and to make way for the impending HKAN. At the Extraordinary General Meeting held on 8 August 2015, a special resolution was endorsed

to change the name of PHKAN to The Hong Kong Academy of Nursing. Throughout this document, the term of HKAN is used so as not to create confusion. Readers should note that The Hong Kong Academy of Nursing was officially registered with the Company Registry with effect from 27 August 2015.

THE WAY FORWARD

With the solid ground work achieved in the previous years, the HKAN Council has brought the important mission forward, that is, to certify the advanced practicing nurses in different specialty areas of practice and ultimately gain statutory status. Throughout the certification process, standards for education and practice are set. A series of strategic steps have been taken in working towards the legislative process of the HKAN Ordinance. Strong support is secured from various key stakeholders. and a lot of valuable advice is gathered (Supporting letters from Nursing Council of Hong Kong, Midwives Council of Hong Kong are in Appendix 13, 14.)

As advised by Dr. C.H. Leong, Patron of HKAN, in his speech at the conferment ceremony in May 2014, "The determination of specialist nursing, the structure of training of these specialist nurses and ultimately their recognition of training and status must be the prerogative of the profession and the profession alone; and this must be protected by statutory basis. The HKAN, empowered with professional autonomy, should

be established, owned and led by the nursing profession".

Locally, the HKAN has continuous dialogue with the key stakeholders, including the Hospital Authority, the 4 universities that offer post-graduate nursing education, the College of Nursing, the Nursing Council of Hong Kong, the Midwives Council of Hong Kong. There are two important developments in the process. Firstly, the Academy Colleges have discussed with the universities to identify existing and possible curriculum development that can support the theoretical learning of the Associate Members in different specialty areas. The nurses who aspire to practice at advanced level can advance academically and at the same time collect hours that are recognized by the Academy Colleges. Secondly, the HKAN is actively engaged in the exploration of converging the goals of the HKAN and the employers' needs with the facilitation of the Food and Health Bureau. The first task force meeting on specialization of nursing practice hosted by FHB was conducted on 12 September

2016. Subsequent to the meeting, the HKAN and the Hospital Authority (HA) has conducted numerous joint meetings to facilitate the learning of the nurses who aspire to practice at advanced level in selected specialty area and be certified for their competence meeting international standards and as expected by the employers.

Internationally, the HKAN has strong network with the International Council for Nurses, the professional counterparts in the USA, UK, Australia, etc. The HKAN has hosted the 9th ICN INP/APNN Conference in Hong Kong and has impressed the global community and counterparts the high standards that nurses

in Hong Kong are practicing. Fellows of the HKAN are often invited to speak in international conferences and national conferences in China.

The HKAN is determined to set world-class practice standards for advanced practice nurses in Hong Kong, and gain statutory status to certify these competent nurses who can be good role models and leaders in the field. This journey maybe a long one, but a journey of a thousand miles begins with a single step. The HKAN has made many steps and with the collaborative efforts of all stakeholders, the HKAN will reach the goal not too long, for the protection of the public and the profession.

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Appendix 1

MEMBERSHIP OF THE HONG KONG ACADEMY OF NURSING PREPARATORY COMMITTEE

(香港護理專科學院籌備委員會)

Chairperson: Dr. Susie LUM

Vice-chairperson: Prof. Frances WONG, Ms. June LUI

Secretaries: Prof. Sally CHAN (external) and Dr. Katherine SIU (internal)

Founding Members

Statutory Body of Nursing Registration: Chairman, Nursing Council of Hong Kong
Chairman, Midwives Council of Hong Kong

Department of Health: Principal Nursing Officer, Department of Health

Hospital Authority: Chief Manager (Nursing) Hospital Authority, Head Office

Nursing Associations: President, College of Nursing, Hong Kong
President, College of Nursing Management, Hong Kong
Chairman, Hong Kong Community Nurses Association
President, Association of Hong Kong Diabetes Nurses
President, Hong Kong Association of Critical Care Nurses
Chairman, Hong Kong Association of Orthopaedic Nurses
President, Hong Kong College of Chinese Medicinal Nursing
President, Hong Kong College of Mental Health Nursing
President, Hong Kong Emergency Nurses Association
Chairman, Hong Kong Enterostomal Therapists Association
Chairman, Hong Kong Hospice Nurses' Association
Chairman, Hong Kong Infection Control Nurses' Association
Chairman, Association of Hong Kong Operating Room Nurses
President, Hong Kong Paediatric Nurses Association
Chairman, Hong Kong Midwives Association
Chairman, Hong Kong Nurses Association of Gerontology
Chairman, Hong Kong Society for Nursing Education
President, Pi Iota Chapter, Sigma Theta Tau International, Honor Society of Nursing
Chairman, Urology Nurses Association of Hong Kong

Appendix 1

Universities:

Head, The Nethersole School of Nursing,
The Chinese University of Hong Kong

Head, School of Nursing, The Hong Kong Polytechnic University

Program Leader, Department of Science & Technology,
The Open University of Hong Kong

Head, Department of Nursing Studies, The University of Hong Kong

Honorary Auditor:

Mr. William CHAN

Honorary Legal Advisor:

Mr. Lester HUANG
P.C. Woo & Co.

Local Advisors:

Dr. P.Y. LAM, Director of Health, Department of Health

Dr. Hon. Joseph LEE, Legislative Council Member (Health Services)

Dr. Hon. C.H. LEONG,
Executive Council member,
Chairman, Elderly Commission,
Former President of Hong Kong Academy of Medicine

Prof. Raymond LIANG, President, Hong Kong Academy of Medicine

Prof. Thomas WONG, Member, Health & Medical Development Advisory
Committee

Mr. Anthony WU, Chairman, Hospital Authority

Overseas Advisors:

Prof. Frances HUGHES, Former Chief Advisor Nursing, Ministry of Health,
currently Professor of Faculty of Medical and Health Sciences and Director
of Centre for Mental Health Research, Policy and Service Development,
Auckland

Dr. Angela B. McBRIDE, Distinguished Professor and University Dean
Emerita of the School of Indiana University and former Scholar-in-
Residence of the Institute of Medicine of the National Academies, USA

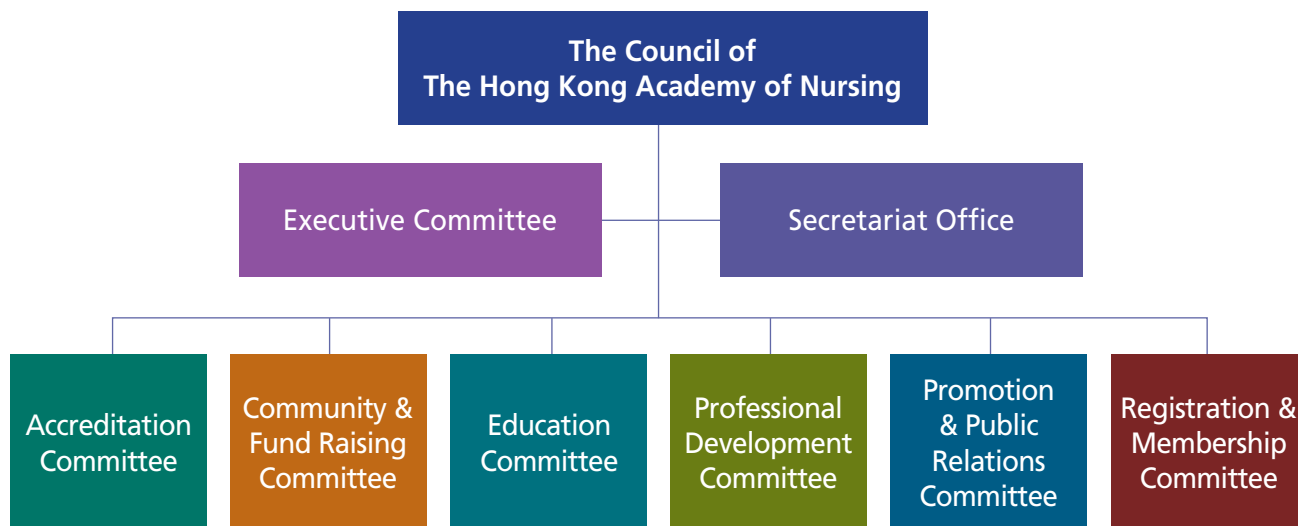
Appendix 2

FOUNDING MEMBERS LIST
創院成員名單

Dr. LUM Shun Sui, Susie	林崇綏博士
Ms. CHENG Mei Wan Winnie	鄭美雲女士
Ms. CHENG Siu Wah, Winnie	鄭少華女士
Prof. FUNG Yuk Kuen, Sylvia	馮玉娟教授
Ms. KO Lui Wing Mui	高呂詠梅女士
Ms. LAI Shuet Fun, Adela	黎雪芬女士
Ms. LAW Siu Ming, Susan	羅小明女士
Ms. LI Ping, Serena	李萍女士
Ms. SIU Lai Sheung, Katherine	蕭麗嫦女士
Dr. TSO Shing Yuk, Alice	曹聖玉博士
Prof. WONG Kam Yuet, Frances	黃金月教授
Dr. WONG Yee Hing, Esther	黃綺馨博士
Mr. YUEN Chi Man, Anders	源志敏先生
Mr. YEUNG Kin Keung, Frederick	楊健強先生

Appendix 3

STRUCTURE OF HKAN



Patron

Dr. LEONG Che Hung, GBM, GBS, OBE, JP

Advisors

Dr. CHAN Hon Yee, Constance, JP	Direct of Health, HKSAR
Ms. HAU Wai Lei, Florence	Chairman, Midwives Council of Hong Kong
Dr. LEE Kai Yiu, Anthony	Chairman, The Hong Kong Private Hospitals Association
Prof. LEE Tze Fan, Diana, JP	Chairman, Nursing Council of Hong Kong
Prof. Hon LEE Kok Long, Joseph, SBS, JP	Member, Legislative Council (Health Services), HKSAR
Prof. LEONG Chi Yan, John, SBS, JP	Chairman, Hospital Authority, HKSAR
Dr. LI Kwok Tung, Donald, SBS, OStJ, JP	President, Hong Kong Academy of Medicine
Dr. TUNG Sau Ying, Nancy, MH	Cluster Chief Executive, Kowloon West Cluster, Hospital Authority, HKSAR
Prof. HUGHES, Frances	Chief Nursing and Midwifery Officer, Department of Health, Queensland Health, Australia
Prof. McBRIDE, Angela Barron	Distinguished Professor and University Dean Emerita, Indiana University School of Nursing, USA
Dr. WHITEHEAD, Tanya D.	Associate Research Professor, University of Missouri - Kansas City, USA

Honorary Legal Advisor

Mr. HUANG Garson, Lester, JP P.C. Woo & Co.

Honorary Auditor

Mr. CHAN Wai Hei, William

Honorary Consultant

Mr. YEN Yuen Ho Tony, SBS

Appendix 4

THE COUNCIL OF HKAN

The HKAN is an autonomous, professional organization advised by a Council, which is made up of members of academy colleges and lay persons. Each Council Member shall hold office for an initial term of 3 years.

President	Prof. WONG Kam Yuet, Frances
Immediate Past President	Dr. LUM Shun Sui, Susie
Vice President (Internal)	Ms. LEE Wai Yee, Susanna
Vice President (External)	Ms. LEUNG Sui Kei, Civy
Vice President (Education) / Chair of Accreditation Committee / Chair of Education Committee	Ms. SHAM So Yuen, Alice
Honorary Secretary	Ms. LAW Siu Ming, Susan
Honorary Treasurer / Chair of Promotion and Public Relations Committee	Dr. WONG Yee Hing, Esther
Chair of Registration and Membership Committee	Mr. CHIU Hak Fai, Alick
Chair of Professional Development Committee	Ms. LI Ping, Serena
Chair of Community and Fund Raising Committee	Dr. TSO Shing Yuk, Alice
Council Members	Ms. CHAN Sau Kuen, Becky Ms. CHONG Yuen Chun, Samantha Ms. LAM Yin Ming Ms. LI Yuk Lin, Helena Ms. LIU Yuk Ling, Elaine Prof. LOKE YUEN Jean Tak, Alice Prof. SIT Wing Hung, Janet Mr. TSANG Wing Wah Prof. WONG Chi Sang, Martin Mr. YEUNG Kin Keung, Frederick
Supported by Honorary Executive Consultant	Ms. LUK Sau Kuen, Gloria

Appendix 5

MILESTONE 大事記要



Set up of the Hong Kong Academy of Nursing Preparatory Committee in 2006
成立「香港護理專科學院籌備委員會」



Meeting with SFH in June 2007
與食物及衛生局局長會面

2006

2007

2008



Walk for Unity on 11 May 2008
同心同行



Opening of Temporay Office of HKANPC in June 2008
香港護專籌備委員會臨時辦公室開幕

Appendix 5



Workshops by Dr. Tanya D. WHITEHEAD -
December 2009
護專籌備委員會工作坊



Forum on College Categorization in Led by
Prof. Diana LEE in October 2009
討論學院之專科分門

2009

2010

2011



Started Health Carnival on
World Health Day from 2010
首辦「世界衛生日 健康嘉年華」

Incorporation of
The Provisional
Hong Kong Academy of Nursing
6 October 2011
成立「臨時香港護理專科學院」



1st PHKAN Meeting on
9 November 2011
臨時香港護理專科學院首次會議

Appendix 5



Meeting with SFH in September 2012
與食物及衛生局局長會面



World Health Day 2012
世界衛生日 2012 年健康嘉年華



Inauguration of PHKAN & 14 Academy
Colleges on 12 May 2012
護專成立典禮暨第一屆院士頒授典禮

2012



The Council and Advisors January 2013
護專董事會成員及顧問團



PHKAN nominated Dr. Susie LUM (President)
to receive the Florence Nightingale Medal from
the International Committee of Red Cross
由護專提名，林崇綏院長獲紅十字國際委員
會頒發第 44 屆南丁格爾獎章



Dr. Susie LUM (President) and
Prof. Sylvia FUNG (VP) Winners of
"Leader of the Year 2013" –
Community / Public Affairs Category
林崇綏院長及馮玉娟副院長獲頒發
2013 傑出領袖 - 社區 / 公共事務



Annual Fellowship Conferment cum Nursing Charter
on Tobacco Control Signing Ceremony 4 May 2013
第二屆院士頒授典禮暨「護士控煙宣言」簽署儀式



Fund Raising Film Show
on 13 August 2013
電影籌款晚會 2013



Strategic Planning Workshop
on 10 September 2013
策略與計劃工作坊



Meeting with Under Secretary for
Food and Health on 29 August 2013
與食物及衛生局副局長會面

2013

Appendix 5



World Health Day 2014
世界衛生日 2014 年健康嘉年華

Submission of Proposal to Steering Committee on Strategic Review on Healthcare Manpower Planning and Professional Development Nursing and Midwifery Sub-Group on the Establishment of The Hong Kong Academy of Nursing as a Statutory Body

26 August 2014

護專向食物及衛生局提交申請成為法定機構的草案



Starts networking with Patient Groups in 2014
與病人組織建立關係網絡

Formation of PHKAN Education Committee

24 March 2014

成立護專教育委員會



Annual Fellowship Conferment
10 May 2014
第三屆院士頒授典禮



House Warming Party
21 January 2014
醫護領導參加新辦公室入伙慶祝

2015

2014

Meeting with Prof. YEOH Eng Kiong on 5 May 2015
與楊永強教授會面



The Provisional Hong Kong Academy of Nursing is entitle to tax exemption under Section 88 of the Inland Revenue Ordinance (Cap. 112)

8 January 2015

根據〈稅務條例〉第 88 條護專獲豁免繳稅



Annual Fellowship Conferment 9 May 2015
第四屆院士頒授典禮



Meeting with HA Director (Cluster Services) 19 March 2015
與醫管局管理層會面



International Nurses Day Nursing Symposium 9 May 2015
國際護士節護理研討會
護專主辦，廣東省護理教育中心及澳門衛生局協辦



World Health Day 2015
世界衛生日 2015 年健康嘉年華

Appendix 5

Handover of Presidency From Dr. Susie LUM to Prof. Frances WONG

林崇綏博士交「院長棒」予黃金月教授

On 18 June 2016 after the AGM, Dr. Susie LUM handed over the Presidency to Prof. Frances WONG. The Council expressed great appreciation for the leadership of Dr. LUM in the past ten years paving the way for the Academy and specialty colleges. The Council also congratulated Prof. WONG and gave her our strong support. Dr. LUM would stay in the Council as Immediate Past President.



5th Anniversary Seminar

護專五周年慶祝研討會

7 May After the conferment, Professor LEE Siu Yin, Former Director of Nursing National University Hospital, Singapore gave talk on “Development of the Advanced Practice Nurse through Education, Certification & Service”, sharing the Advanced Practice experience in Singapore.



2016

Renaming PHKAN to HKAN

27 Aug 2015

正名為香港護理專科學院

5th Fellowship Conferment and 5th Anniversary Kick-off Ceremony 第五屆護專院士頒授儀式及 五周年慶祝揭幕

Fellowship Conferment and 5th Anniversary Kick-off Ceremony was held on 7 May 2016 (Sat) in the Chiang Chen Studio Theatre in the Hong Kong Polytechnic University.



First group of 8 Fellow Members admitted through examination and assessment. Four from Hong Kong College of Critical Care Nursing and Four from Hong Kong College of Paediatric Nursing.
2016年5月第一批經考核的院士誕生

Appendix 5

Charity Nourishing Feast 2016

首次慈善晚宴籌款

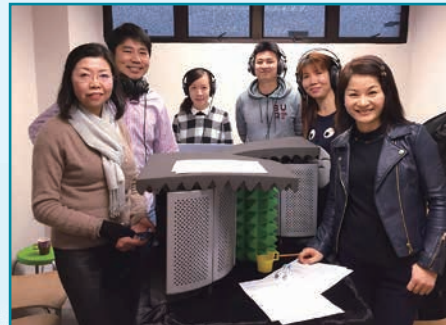


The 1st Charity Dinner of HKAN was patron by Mrs. Regina LEUNG. Immense gratitude to Professor Alice CHIU for being the Founding Fund Raising Consultant and Mr. CHAN Chik Hon and Professor FENG Jiu jointly tailor-made a nutritious menu with 養生 as the theme. It was held at Hong Kong Jockey Club, Happy Valley Racecourse on 27 May. Apart from the enchanted singing by Dr. David FANG, the auction of valuable items conducted by Ms. JIN Ling was the highlight of the evening. The net surplus of the Charity Dinner is approximately HK\$660,000.

Community Involvement Broadcasting Service Programme

健康老友記雜誌

A 13 series of "Healthy Ageing" radio program were developed by colleges and on air on DAB31 from 13 April to 6 July 2016. It is a special broadcasting project funded by RTHK for the promotion of specialty nursing care.



2016

9th International Council of Nurses (ICN) International Nurse practitioner / Advanced Practice Nursing Network (INP/APNN) Conference

護專主辦第九屆國際護士協會 INP/APNN 會議

9-11 September 2016. Hong Kong

A splendid and traditional Grand Opening of the 9th ICN INP/APNN Conference at the Convention Centre where the west meets the east.



The conference was fruitful and successful, 1000 nurses from over 25 countries exchanging ideas and experiences in advanced nursing practice.



2 Oct International No Alcohol Day

國際無酒精日

The HK Academy of Nursing, HK College of Family Medicine and HK College of Community Medicine jointly organized a press conference to alert the public on the harmful use of alcohol, particularly on the rising trend for adolescents.



Appendix 6

HONORARY FELLOWS OF THE HKAN (In Alphabetical Order of Surname)

Dr. CHAN Chok Wan	Board Chairman of the Hong Kong Paediatric Foundation WHO Advisor on child and adolescent Health and Development Honorary President of the Asia Pacific Pediatric Association (APPA) Past President of the International Paediatric Association (IPA)
Ms. Beatrice CHAN In Kuen	Principal, School of General Nursing (1969)
Mr. William CHAN Wai Hei	Certified Public Accountant
Ms. Grace CHAN Wing Han	Founding President, Hong Kong Nurses Association Chief Nursing Administrator of United Christian Hospital (1973-1981)
Ms. Rose CHEN	Nursing Director (1988)
Ms. Lydia CHEUNG	First Nursing Director in Hong Kong
Dr. CHEUNG Wai Lun	Director (Cluster Services), Hospital Authority
Ms. Jessie CHILDE	Principal, School of General Nursing (1982)
Dr. York CHOW Yat Ngok, GBS	Chairperson of Equal Opportunities Commission (2013-2016) Secretary for Health, Welfare and Food (2004-2012)
Ms. Paula CHOY, JP	Chief Nursing Administrator of United Christian Hospital (1982) HA Board Member (1990)
Ms. GUO Yanhong 郭燕紅女士	國家衛生和計劃生育委員會醫政醫管局副局長 歷任衛生部醫政司護理管理處處長
Mr. William HAR Ying Sang	Principal establishing the first School of Psychiatric Nursing
Mr. Lester G. HUANG, JP	President, Law Society of Hong Kong (2007-2009) Member, Nursing Council of Hong Kong (2002-2008)
Dr. Frances HUGHES	Chief Nursing and Midwifery Officer for Queensland Health, Australia
Dr. LEONG Che Hung, GBM, GBS, OBE, JP	Chairman of Elderly Commission (2002-2004) Member of Executive Council (2005-2012)
Prof. LEONG Chi Yan, John	Chairman, Hospital Authority
Dr. LI Kwok Tung, Donald	President, Hong Kong Academy of Medicine
Dr. LI Xiuhua 李秀華博士	中華護理學會理事長 第十一屆、十二屆全國政協委員

Appendix 6

Ms. LIU Yuk Ling, Elaine	Barrister-at-law in Hong Kong Arbitrator and Accredited Mediator
Prof. Angela B. McBRIDE	Distinguished Professor and University Dean Emerita at Indiana University School of Nursing, USA
Mr. NG Kwong Wah, Allen	Chief Nursing Officer (Education) in Hospital Authority (1991-1997) Chairman of Various committees of the Nursing Board of Hong Kong (1999) (Renamed as the Nursing Council of HK)
彭剛藝教授	廣東省衛生和計劃生育委員會醫政處副處長
Dr. Judith SHAMIAN	President of the International Council of Nurses Immediate past President of the Victorian Order of Nurses and Canadian Nurses Association
Dr. Nancy TUNG Sau Ying	Cluster Chief Executive (Kowloon West Cluster), Hospital Authority
Dr. Tanya D. WHITEHEAD	Fulbright Senior Specialist (2009-2011) Associate Research Professor, University of Missouri-Kansas City, Missouri, USA
Prof. WONG Chi Sang, Martin	Professor, Family Medicine and Primary Healthcare, JC School of Public Health and Primary Care, The Chinese University of Hong Kong. Director, CUHK JC Bowel Cancer Education Centre
Ms. Margaret WONG, MBE	Nursing Director (1992)
Ms. Moyna WONG	Chief Nursing Officer of the five Tung Wah Groups of Hospitals (1993)
Mr. Anthony WU Ting Yuk, GBS, JP	Chairman of the Hospital Authority (2004-2013)
Mr. Tony YEN Yuen Ho	Solicitor of Hong Kong and United Kingdom, Barrister and solicitor of Australia
Prof. YEOH Eng Kiong, OBE, GBS, JP	First Chief Executive of the Hospital Authority (1990-1999) Secretary for Health and Welfare (1999-2002) Secretary for Health, Welfare and Food (2003-2004)
Prof. Rosie YOUNG Tse Tse	Dean of Faculty of Medicine, The University of Hong Kong (1983-1984) Pro-Vice-Chancellor, The University of Hong Kong (1985-1993) Chairman, The Medical Council of Hong Kong (1988-1996)

Appendix 7

THE 14 ACADEMY COLLEGES AND NUMBER OF FELLOWS IN EACH ACADEMY COLLEGE AS OF 31 OCT 2016

認可之14所專科學院及院士人數

Name of College	Total Fellows Admitted
Hong Kong College of Cardiac Nursing 香港心臟護士專科學院	138
Hong Kong College of Community & Public Health Nursing 香港社區及公共健康護理學院	284
Hong Kong College of Critical Care Nursing 香港危重病護理學院	187
Hong Kong College of Education & Research in Nursing 香港護理教育及科研學院	125
Hong Kong College of Emergency Nursing 香港急症科護理學院	185
Hong Kong College of Gerontology Nursing 香港老年學護理專科學院	90
Hong Kong College of Medical Nursing 香港內科護理學院	485
Hong Kong College of Mental Health Nursing 香港精神健康護理學院	111
Hong Kong College of Midwives 香港助產士學院	185
Hong Kong College of Nursing & Health Care Management 香港護理及衛生管理學院	131
Hong Kong College of Orthopaedic Nursing 香港骨科護理學院	149
Hong Kong College of Paediatric Nursing 香港兒科護理學院	308
Hong Kong College of Perioperative nursing 香港圍手術護理學院	244
Hong Kong College of Surgical Nursing 香港外科護理學院	297
Total 總數	2919

Appendix 8

VISION, MISSION AND OBJECTS OF HKAN

Vision

The Hong Kong Academy of Nursing is committed to strive for excellence in achieving safe and quality healthcare that can benchmark with international standards, through regulating advanced nursing practice.

Mission

1. To establish a statutory credentialing system to protect the safety of the public and to legitimize advanced nursing practice;
2. To increase the visibility and professional impact of advanced nursing practice;
3. To shape health policy and in anticipating public interests and concerns;
4. Foster transdisciplinary and intersectoral collaboration to enhance care quality in achieving efficient, effective and best care for the community;
5. Networking with global partners to foster advanced practice nursing development within and outside Hong Kong.

Object

1. To advance the art and science of nursing;
2. To foster the development of research and continuing education for advanced nursing practice;
3. To assure professional and ethical conduct and standards in the practice of advanced nursing;
4. To shape health policies for the wellbeing of the public;
5. To promote and protect the health of the community;
6. To foster intersectoral and transdisciplinary collaboration as well as to network with global partners in matters concerning healthcare delivery and advanced nursing practice.

Appendix 9

STRATEGIC PLAN 2015-16

Object	Goal	Plan
Object 1 To advance the art and science of nursing	Goal 1 To strengthen the holistic and caring culture of the nursing profession	<ul style="list-style-type: none"> Build up a group of caring and compassionate leaders and mentors to inspire and nurture future advanced practice nursing
	Goal 2 To keep abreast of the innovative advance technology and knowledge management	<ul style="list-style-type: none"> Utilize quality indicator to demonstrate advance practice make difference Share advance practice achievements to local and overseas nurses, e.g. organize conference and symposium
Object 2 To foster the development of research and continuing education for advanced nursing practice	Goal 3 To collaborate with universities and practice settings to enhance scholarly practice	<ul style="list-style-type: none"> Organize training programmes for Fellows to enhance advanced practice
Object 3 To assure professional and ethical conduct and standards in the practice of advanced nursing	Goal 4 To set up a system to guide the specialty standard	<ul style="list-style-type: none"> Set up Education Committee to coordinate and monitor education programs & examinations
Object 4 To shape health policies for the wellbeing of the public	Goal 5 To provide opinion/input to community on government or public agenda	<ul style="list-style-type: none"> Disseminate position paper on government or public agenda, e.g. Voluntary Health Insurance Scheme Publicize views from advanced nursing practice through media
	Goal 6 To arouse public awareness on "Health is everybody's business"	<ul style="list-style-type: none"> Propagate advanced practice by means of health activities and publication through media. Provide expert advice support to patient groups Provide health tips (in Chinese) through website
Object 5 To promote and protect the health of the community	Goal 7 To engage nursing colleagues	<ul style="list-style-type: none"> Promote advanced nursing practice to nurses/nursing students through roadshow and career activities
	Goal 8 To establish platform for networking with global partners	<ul style="list-style-type: none"> Host the 9th ICN INP/APNN Conference in Hong Kong in September 2016
Object 6 To foster intersectional and trans-disciplinary collaboration as well as to network with global partners in matters concerning healthcare delivery and the advanced nursing practice		

Appendix 10

TASK FORCE ON HKAN ORDINANCE**Terms of Reference**

1. To develop action plan for the pursuance of the HKAN Ordinance
2. To prepare the draft of the HKAN Ordinance
3. To consult and seek support from key stakeholders
4. To report progress to the Council and Members of the PHKAN

Membership *(as in Dec 2012)*

Dr. Susie LUM	President, PHKAN	Chairperson
Dr. Joseph LEE	Honorary Advisor, PHKAN	
Mr. Lester HUANG, P.C. Woo & Co.	Honorary Legal Advisor, PHKAN	
Ms. Sylvia FUNG	Vice President, PHKAN	
Mr. TSANG Wing Wah	Vice President, PHKAN	
Prof. Frances WONG	Vice President, PHKAN	
Ms. Gloria LUK	Honorary Treasurer, PHKAN	
Mr. Frederick YEUNG	Fellow Member, PHKAN	
Mr. Mick YEUNG	Fellow Member, PHKAN	
Ms. Adela LAI	Honorary Secretary, PHKAN	Secretary

Membership *(as in May 2015)*

Dr. Susie LUM	President, PHKAN	Chairperson
Prof. Joseph LEE	Honorary Advisor, PHKAN	
Mr. Lester HUANG, P.C. Woo & Co.	Honorary Legal Advisor, PHKAN	
Mr. Tony YEN	Honorary Consultant, PHKAN	
Ms. Civy LEUNG	Vice President, PHKAN	
Mr. TSANG Wing Wah	Vice President, PHKAN	
Prof. Frances WONG	Vice President, PHKAN	
Dr. Esther WONG	Honorary Treasurer, PHKAN	
Mr. Frederick YEUNG	Fellow Member, PHKAN	
Mr. Mick YEUNG	Fellow Member, PHKAN	
Ms. Gloria LUK	Honorary Secretary, PHKAN	Secretary
Ms. Adela LAI	Co-opted Member	

Appendix 11

GENERIC COMPETENCE FRAMEWORK FOR ADVANCED PRACTICE NURSE

Key domains of the competence framework for advanced practice nurses

- Domain 1** Managing clients with complex health conditions
- Domain 2** Enhancing therapeutic nurse-client relationship
- Domain 3** Demonstrating effective leadership and team work
- Domain 4** Enhancing quality assurance and improvement
- Domain 5** Managing and negotiating innovative and effective approaches to care delivery
- Domain 6** Enhancing professional attributes of general and advanced practice
- Domain 7** Enhancing personal attributes

Note: APN role is developmental, that is, there is a process for the APNs to mature in their role. The highlighted statements are expected of all entry APNs but over time, all the competence statements are expected of the advanced practicing nurses (APNs).

Statements describing the competence for advanced practice nurses

Domain 1 Managing clients with complex health conditions

1. Manages complete episode of care for complicated health cases and refers aspects of care to own and other professions.
2. Provides case management services to meet multiple client health care needs.
3. Plans and implements diagnostic strategies and therapeutic interventions to help clients with unstable and complex health care problems regain stability and restore health in collaboration with the client and multidisciplinary health care team.
4. Rapidly assesses client's unstable and complex health care problems through synthesis and prioritization of historically and immediately derived data.
5. Selects, may perform, and interprets common screening and diagnostic laboratory tests.
6. Diagnoses and manages acute and chronic diseases while attending to the illness experience.
7. Diagnoses unstable and complex health care problems utilizing collaboration and consultation with the multidisciplinary health care team as indicated by setting, specialty, and individual knowledge and experience.
8. Reviews medication regime and counsels clients concerning drug regimens, drug side effects, and interactions.
9. Assesses and adjusts plans for continuous management of client's health status by monitoring variation in wellness and illness.
10. Obtains specialist and referral care for clients while remaining the primary care provider.
11. Monitors client data base for follow-up, consultation, referral, and outcomes.

Domain 2 Enhancing therapeutic nurse-client relationship

1. Demonstrates skills in promoting therapeutic interaction to effect clients' change in health behaviour.
2. Provides guidance and counseling regarding symptom management.

Appendix 11

3. Provides emotional and informational support to clients and their families.
4. Uses human skills to enhance effectiveness of relationship.
5. Applies principles of self-efficacy/empowerment in promoting behaviour change.
6. Monitors and reflects own emotional response to client interaction and uses as data to further therapeutic interaction.
7. Facilitates staff to debrief on overwhelming emotion and grief associated with nurse-client relationship.
8. Communicates a sense of "being present" with the client.

Domain 3 Demonstrating effective leadership and team work

1. Coordinates human and environmental resources necessary to manage rapidly changing situations.
2. Leads hospital/community health education and promotional activities.
3. Empowers staff to assume increasing responsibilities for complicated client care with delegation, support and supervision.
4. Provides leadership in the interdisciplinary team through the development of collaborative practices or innovative partnerships.
5. Demonstrates effective leadership skills and be able to exert influence in a group.
6. Provides leadership in professional activities.

Domain 4 Enhancing quality assurance and improvement

1. Leads the on-going process of setting and revising guidelines, protocols, standards and contingency plan.
2. Develops a tracking system within the practice to ensure that clients receive appropriate preventive services.
3. Monitors peers, self and delivery system through Quality Assurance, Total Quality management, as part of Continuous Quality Improvement.
4. Manages complaints and monitors malpractice.
5. Benchmarks various care programs with outcome measures and advise on clinical management or recommend review of intervention as indicated.
6. Initiates and implements quality improvement strategies and clinical audits in collaboration with various health disciplines.

Domain 5 Managing and negotiating innovative and effective approaches to care delivery

1. Employs appropriate diagnostic and therapeutic interventions and regimens for specific client groups with attention to safety, cost, acceptability, efficacy and cost-effectiveness.
2. Suggests implementation of evidenced-based practice and facilitates changes.
3. Uses evidence and rationale to leverage senior and other on decision making.
4. Contributes to the development of overall client care delivery system and adopts appropriate nursing models in system to achieve optimal outcomes.
5. Re-engineers the work process.

Appendix 11

6. Establishes detailed implementation schedules, resources planning, achievement indicators, and monitoring mechanism to support the service development plan.
7. Envisions change impacts. Be prepared to take reasonable risk to facilitate change and open to innovations.

Domain 6 Enhancing professional attributes of general and advanced practice

1. Applies principles of epidemiology and demography in clinical practice.
2. Promotes and fosters ethical practice and advocacy for clients.
3. Applies/develops a theory-based conceptual framework to guide practice.
4. Attains self-advancement professionally through initiating and involving in evidence based practice and research activities.
5. Masters the application of advanced health care technology in specific area and shows knowledge on the evidence found.
6. Critically evaluates and applies research studies pertinent to client care management and outcomes.
7. Applies/conducts research studies pertinent to primary care and/or specialty practice management.
8. Demonstrates expertise on area(s) of nursing. Be a resource person for referrals in this area.
9. Interprets own professional strengths, role, and scope of ability to peers, clients and colleagues.
10. Acts as a role model and sets exemplary standard of professional behaviours.
11. Supports socialization, education, and training of novice practitioners by serving as a preceptor, role model and mentor.
12. Motivates and supports staff to be self-developing and achieve higher professional goals.
13. Interprets and markets the advanced practising nurse role to the public and other health care professionals.
14. Participates in legislative and policy-making activities which influence advanced nursing practice and health services.

Domain 7 Enhancing personal attributes

1. Analyzes situation critically and draws relationship among issues.
2. Maintains active membership in professional organization.

References

Hospital Authority, Hong Kong (2002) Core competencies for registered nurses & advanced nursing practice in the Hospital Authority. Hong Kong: the Author.

American Association of Colleges of Nursing (1996). The Essentials of Master's Education for advanced practice nursing. Washington: the Author.

Appendix 12

PATHWAY TO ORDINARY MEMBERSHIP AND FELLOWSHIP IN SPECIALTY NURSING

Fellow Member of the HKAN



17. Recommended by 2 Fellow Members of Academy College of the related specialty
16. Pass the assessment stipulated by Academy College of the related specialty



15. Demonstrate significant contribution in nursing practice or service development
14. Achieved 60 CNE points within 3-year cycle, 45 points specialty related
13. Self-declaration on any criminal conviction or professional misconduct
12. Current 3 years must be working in the specialty applied for
11. Accumulate 6 years in the specialty in the most recent 9 years
10. Ordinary Member of the HKAN and Academy College of the related specialty
9. Valid RN/RM Registration in Hong Kong with valid practising certificate



Ordinary Member of the HKAN and Academy College of the related specialty



8. Pass the Certificate Examination offered by the Academy College of the related specialty
7. Theoretical and Clinical hours endorsed by the Academy College of the related specialty



6. Self-declaration on any criminal conviction or professional misconduct
5. Holder of Master Degree in Nursing or related practice
4. Proof of completion of 500 hours of clinical practice in the related specialty
3. Proof of completion of theory in the specialty curriculum
2. Accumulate 4 years in the specialty in the most recent 6 years
1. Valid RN/RM Registration in Hong Kong with valid practising certificate

Appendix 13

LETTER OF SUPPORT FROM NURSING COUNCIL OF HONG KONG



香港護士管理局
**NURSING COUNCIL
OF HONG KONG**

香港灣仔皇后大道東182號
順豐國際中心1樓
1st Floor, Shun Feng International Centre,
182 Queen's Road East,
Wan Chai, Hong Kong.

貴處檔號：
Your Ref.:
本局檔號：
Our Ref.: NC 8/L (26)
電話：
Tel. No.: 2527 8238

電郵地址：
E-mail: nc@dh.gov.hk
網址：
Website: www.nchk.org.hk
圖文傳真：
Fax No.: 2527 2277

By fax and by post
(Fax No.: 2370 0216)

13 March 2014

Dr Susie LUM
President
The Provisional Hong Kong
Academy of Nursing Limited
LG1, School of Nursing
Princess Margaret Hospital
232 Lai King Hill Road
Lai Chi Kok
Kowloon

Dear Dr LUM,

Thank you for attending the meeting of the Nursing Council of Hong Kong ("the Council") held on 12 December 2013, at which you have delivered a briefing on the latest development concerning the establishment of a statutory Hong Kong Academy of Nursing ("the HKAN").

On that occasion, Members of the Council expressed their support to the establishment of the HKAN. Besides, fruitful exchanges of views on various issues were conducted, which are summarized as follows:

- (a) A register of specialists would be kept by the HKAN.
- (b) If the Council had taken disciplinary actions against the Fellows, the HKAN would separately consider if their fellowship should be removed.
- (c) The inclusion of a representative from the HKAN in the Council membership might be explored, or vice versa.
- (d) In the area of professional development, the inclusion of a representative from the HKAN in the membership of the Council's Professional Development Committee might be explored.

We should be grateful if you would keep the Council abreast of the latest development of the establishment of the HKAN, and conduct consultation as appropriate in due course.

Yours sincerely,

(Ms Sarah TSUI)

Secretary, Nursing Council of Hong Kong

Communications to be addressed to the Secretary
來函請寄秘書收

Appendix 14

**LETTER OF SUPPORT FROM
MIDWIVES COUNCIL OF HONG KONG****MIDWIVES COUNCIL
OF HONG KONG
香港助產士管理局**

Your Ref. 貴處檔號 :
Our Ref. 本局檔號 : MWC 3/L (16)
Tel. No. 電話 : 2527 8238
Fax No. 圖文傳真 : 2527 2277
Website 網址 : www.mwchk.org.hk
E-mail 電郵 : mwc@dh.gov.hk

1st Floor, Shun Feng International Centre
182 Queen's Road East
Wan Chai, Hong Kong
香港灣仔皇后大道東182號
順豐國際中心1樓

29 November 2013

Dr Susie LUM
President
The Provisional Hong Kong
Academy of Nursing Limited
LG1, School of Nursing
Princess Margaret Hospital
232 Lai King Hill Road
Lai Chi Kok
Kowloon

Dear Dr LUM,

Thank you for attending the meeting of the Midwives Council of Hong Kong ("the Council") held on 7 November 2013, at which you have delivered a briefing on the latest development concerning the establishment of a statutory Hong Kong Academy of Nursing ("the HKAN").

In order to enhance the standards of the health care services in Hong Kong, Members of the Council support in principle the establishment of the HKAN, on the understanding that the Council would be further consulted when the proposal regarding the respective roles of the Council and the future HKAN on various issues is available.

Yours sincerely,



(Ms Sarah TSUI)

for Chairman, Midwives Council of Hong Kong

成立香港護理專科學院的背景及發展

香港是充滿活力的城市，所提供的醫護服務品質卓越，市民享有全球理想的健康指標。隨著人口老化及科技進步，日益複雜的醫療程序令專科護理服務需求更為殷切。

按國際護士協會對高級實踐護士(Advanced Practice Nurse)的定義為「一位註冊護士具備專家知識及臨床專才、有解決複雜問題的決策能力、並能擴展護理實務」。其特質及實踐領域需按當地環境及國家訂定。建議碩士學位為高級實踐護士基礎條件。

專科護士由1960年代在美加開始發展。英國於90年代開始有全科高級實踐護士(Nurse Practitioner)。事實上，很多國家和地區的護士已擴展了實踐領域。而國際及本地的科研實証亦展示出高級護理實踐在改善病人果效顯著，對減少醫療成本及提高病人滿意度都有重大成效。跟隨國際趨勢，香港自90年起紛紛成立專科護理學會。他們積極發展專科護士，除了在提供專科培訓和參與課程設計外，還積極參與國際專科護理會議與同儕交流，目的為獲取最新的專科發展知識以達到服務需求及國際水平。

香港在1993年開始引入專科護師(Nurse Specialist)。香港醫院管理局在2002年建立了新職位「資深護師」(Advanced Practice Nurse) 取代專科護師及護士長的職位，以加強臨床高級護理實踐服務。2008年香港醫院管理局推行「顧問護師」先導計劃，獲得高度評價。直至2016年，已聘任100位

顧問護師分別在27個專科範疇，聯同專科護師及資深護師，醫管局共有超過3,500護士在提供高級護理實踐服務。

香港的護士條例由香港護士管理局及香港助產士管理局執行，兩者皆為法定機構。主要職能為護士進行註冊或登記、認可護理訓練課程、及監察專業操守等事宜。現時，香港仍未有專科護士執業的規管和註冊。隨著越來越多護士在不同領域擴展實務範圍，為保障市民得到高質素的專科護理服務，實有需要建立一個法定機構，規管高級實踐護士的註冊，包括有關的核心才能、學歷要求、專科培訓內容及有效的監管以配合國際發展及水平。香港醫學界早已有香港醫學專科學院的成立，負責執行香港醫學專科學院條例以規管專科醫生的執業。香港護理界亦一致認同有需要設立相關的機構和法例。故此，香港護士管理局在2002年向政府提出成立香港護理專科學院的建議，2006年獲得衛生福利及食物局原則上支持，香港護士管理局決定交由林崇綏博士策劃籌組成立香港護理專科學院的工作。

2006年香港護理專科學院籌備委員會正式成立，委員包括香港護士管理局、香港助產士管理局、衛生署、醫管局、21個專科護士協會、及4所大學的護理領導，並推選林崇綏博士擔任籌備委員會主席。

隨著籌備委員會的成立，得到各位榮譽顧問的指導，參考了世界各地專科護理組織和要求，與各專科領導實地觀摩訪

問香港醫學專科學院，同期間並舉辦了多次諮詢大會及工作坊，與業界領導對香港護理專科學院的功能、運作及架構等作出詳細和充分的討論。其後，大家都認為成立香港護理專科學院為法定機構的路途會是漫長及充滿挑戰。經過謹慎周詳的討論和考慮，委員會決定先成立臨時香港護理專科學院，努力建設專科學院基礎結構的同時，亦為香港護理專科學院為法定機構做好準備。2009年，委員會確定了各護理分科和學院的分佈。在美國領事館的資助下得到Fulbright Scholar，並邀請Dr. Tanya D. WHITEHEAD來港兩次以顧問形式給予指導及培訓。護理專科學院和分科學院的要求亦逐漸形成。2012年在法律顧問黃嘉純先生－胡百全律師事務所及嚴元浩先生協助下成立香港護理專科學院條例工作小組，為籌備有關法例和程序展開工作。

2011年10月成立臨時香港護理專科學院。學院是一個獨立的機構，負責組織，監督，評估和評審所有護理專科培訓課程及考試，以保障公眾獲得優質的醫療護理服務。學院得到社會知名人士及相關專家的支持出任贊助人及顧問。學院亦相繼造訪有關機構、行政會、護士工會，病人組織等以取得支持。2014年獲香港護士管理局及香港助產士管理局發出函件，表明原則上支持成立香港護理專科學院。

香港護理專科學院由2013年起每年召開策略計劃工作坊，與分科學院共同訂定來年

工作目標及計劃。一直以來學院致力與社區活動以促進市民健康。經過幾年努力，於2015年取得香港稅務局認可為慈善團體，對日後籌募捐獻用在社區推廣專科護理常識及服務有重大幫助。

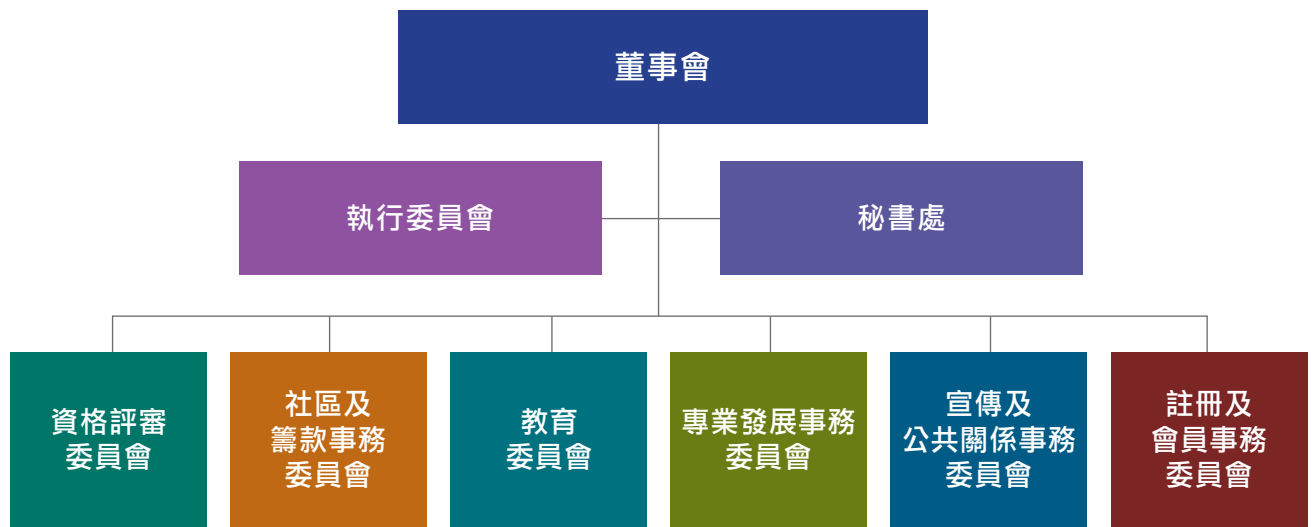
至今香港護理專科學院認可了14所護理分科學院，2012至2014年共頒授了3,325位資深院士(Grandfather Fellow)，由2012年起亦頒授了32位榮譽院士。

護專於2015年確立了專科護理培訓的框架及考試方式，由各分科學院制訂專科課程及考核內容。在2016年5月，第一批通過考核的院士誕生，香港危重病護理學院及香港兒科護理學院各有4位，合共8位。

直至2016年7月，先後有5所分科學院，香港危重病護理學院、香港內科護理學院、香港助產士學院、香港護理及衛生管理學院及香港兒科護理學院，通過了護理專科學院教育委員會的評審，開始進行院員及院士的考核。

體會到立法會是漫長的路，學院於2015年8月27日正名為護理專科學院。護專會承接過往十年的努力不懈，繼續與各界人士商議，爭取支持在不久將來，實現香港護理專科學院成為法定機構。

組織架構



贊助人

梁智鴻醫生 GBM, GBS, OBE, JP

顧問 (按英文姓氏排序)

陳漢儀醫生 JP	香港衛生署署長
李繼堯醫生	香港私家醫院聯會主席
李子芬教授 JP	香港護士管理局主席
侯慧莉女士	香港助產士管理局主席
李國麟教授 SBS, JP	香港立法會議員 (衛生服務界)
梁智仁教授 SBS, OBE, JP	香港醫院管理局主席
李國棟醫生 SBS, OSTJ, JP	香港醫學專科學院院長
董秀英醫生 MH	香港醫院管理局 (九龍西聯網) 總監

國際顧問 (按英文姓氏排序)

Frances HUGHES 博士	澳洲昆士蘭省護理及助產部長
Angela B. McBRIDE 教授	美國印第安納大學護理學院榮休院長暨名譽教授
Tanya D. WHITEHEAD 博士	美國密蘇里大學堪薩斯分校 (研究) 副教授

名譽法律顧問

黃嘉純先生 JP	胡百全律師事務所
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名譽顧問

嚴元浩律師 SBS

名譽核數師

陳維曦先生

董事會成員

院長 黃金月教授

前任院長 林崇綏博士

副院長 李惠兒女士

副院長 梁瑞琪女士

副院長 / 教育委員會主席 /
資格評審委員會主席 岑素圓女士

名譽秘書 羅小明女士

名譽司庫 /
宣傳及公共關係事務委員會主席 黃綺馨博士

註冊及會員事務委員會主席 趙克輝先生

專業發展事務委員會主席 李 萍女士

社區及籌款事務委員會主席 曹聖玉博士

常務委員 薛詠紅教授

陳秀娟女士

莊婉珍女士

林燕鳴女士

李玉蓮女士

廖玉玲大律師

袁楨德教授

曾永華先生

黃至生教授

楊健強先生

名譽執行顧問 陸秀娟女士

遠景、使命及宗旨

遠景

致力於追求卓越，通過規劃高級護理實踐，以達至安全及高質素的醫療護理服務，媲美國際標準。

使命

1. 制訂資格審查制度，高級護理實踐法定化，保障公眾安全
2. 提高高級護理實踐知名度及專業成就
3. 參與健康政策制訂，並考慮到社會公共利益和關注
4. 促進跨學科和跨領域合作，以提高醫療護理質素，實現高效、有效和最好的照顧
5. 與全球醫護夥伴建立網絡，以促進本地和香港以外的高級護理實踐發展

宗旨

1. 推進護理的藝術及科學
2. 促進高級護理實踐的研究和持續教育的發展
3. 保證高級護理實踐的標準及專業和道德操守
4. 參與健康政策制訂，以市民福祉為前題
5. 提升及保障市民健康
6. 促進跨學科和跨領域合作，同時與全球合作醫護夥伴建立網絡以推進醫療健康服務和高級護理實踐

策略年度計劃 2015-16

宗旨	目標	計劃
宗旨 1 推進護理的藝術及科學	目標 1 強化護理專業的全人照顧及關懷文化	<ul style="list-style-type: none"> • 培養有愛心和同理心的領袖和導師，以啟發和培育今後的高級護理實踐發展
	目標 2 跟上創新先進科技和知識管理的步伐	<ul style="list-style-type: none"> • 利用質量指標，以展示高級實踐的成就 • 分享高級實踐成果予本地及海外的護士，例如舉辦會議及研討會
宗旨 2 促進高級護理實踐的研究和持續教育的發展	目標 3 與各大學及實習場地合作，以提高學術性實踐	<ul style="list-style-type: none"> • 為院士安排培訓課程，強化高級實踐
宗旨 3 保證高級護理實踐的標準及專業和道德操守	目標 4 建立專業標準系統	<ul style="list-style-type: none"> • 成立教育委員會，以協調和監督專科課程及考試
宗旨 4 參與健康政策制訂，以市民福祉為前題	目標 5 對政府或公眾議題提供建議及意見	<ul style="list-style-type: none"> • 對政府或公眾議題發出立場文件，例如自願醫療保險計劃 • 通過媒體發出高級護理實踐的意見
宗旨 5 提升和保障市民健康	目標 6 喚起公眾對"健康是每個人的事"的意識	<ul style="list-style-type: none"> • 透過健康活動及傳媒發表，宣揚高級實踐 • 提供護理專家意見支持病人組織 • 通過網站提供健康貼士與市民
	目標 7 增強護理同業的參與	<ul style="list-style-type: none"> • 通過路演和事業活動，向護士 / 護士學生推廣高級護理實踐
宗旨 6 促進跨學科和跨領域合作，同時與全球合作醫護夥伴建立網絡以推進醫療健康服務和高級護理實踐	目標 8 建立全球合作醫護夥伴網絡平台	<ul style="list-style-type: none"> • 於香港主辦 2016 年國際護理協會之資深護師國際會議

專科教育方案的開發與設計

I. 500 小時的學術經驗

理論分為三部份，包括通識，高級實踐及專科，分配如下：

	通識課程 (167 小時)	高級實踐課程 (167 小時)	專科課程 (167 小時)
研究生課程 (佔 60% - 100%)	例子： 研究； 醫療政策； 醫療系統組織； 醫療經濟；	例子： 高級健康評估； 高級生理學、 心理學、 社會學和病理生理學；	例子： 根據臨床核心能力，包 括但不僅限於專科所界 定的：
專科培訓課程 (佔 0% - 40%)	倫理； 專業角色發展； 護理實踐的理論基礎； 人際差異和社會問題； 健康促進與疾病預防	高級藥理學； 循證實踐； 臨床教學與研究； 團隊合作與溝通	臨床領導能力和病人權 益的維護； 先進的個案管理和病人 護理； 專科干預
合計	佔 500 小時的 1/3	佔 500 小時的 1/3	佔 500 小時的 1/3

II. 500 小時的臨床經驗

- 四年期限內完成
- 50% - 100% 督導實習
- 0% - 50% 工作實習

高級實踐護士的通用能力框架

高級實踐護士能力框架的主要領域

- 領域 1 處理患者複雜的健康問題
- 領域 2 提升護患間的治療關係
- 領域 3 有效的領導和團隊合作
- 領域 4 加強和改進質量保證
- 領域 5 管理和商討護理服務的創新和有效的方法
- 領域 6 強化通用專業素質和高級實踐
- 領域 7 增強個人素質

註：APN 的角色是發展的，這就是說 APN 角色的成熟需要一個過程。所有 APN 在准入之前要求符合以下標註部分的陳述，但之後需要達到以下所有陳述的能力。

高級實踐護士能力描述的說明

領域 1 處理患者複雜的健康問題

1. 為複雜的健康案例進行完整全程的護理，並轉介相關部分護理給其他護士和其他專業人士。
2. 提供個案管理服務滿足患者的多種健康護理需求。
3. 通過和患者及多學科衛生保健團隊的合作，計劃和實施診斷的策略和治療的干預，幫助有不穩定和複雜健康照顧問題的患者穩定和恢復健康。
4. 對既往的、即刻得到的數據進行綜合和排序，迅速評估患者不穩定的、複雜的健康照顧問題。
5. 選擇並解釋，可能執行常見的篩選和診斷試驗。
6. 診斷、處理急性和慢性疾病，同時關顧患者疾病的經驗。
7. 根據環境、專業和個人知識和經驗，利用多學科衛生保健團隊的合作和協商，診斷不穩定和複雜的健康護理問題。
8. 審查藥物配方，為患者提供有關藥物的方案、副作用和相互作用的諮詢。
9. 通過監測健康和疾病的變化，評估和調整計劃，對患者的健康狀態進行連續的管理。
10. 作為患者的主要護理提供者，讓患者得到專家照顧和轉介服務。
11. 為隨訪、諮詢、轉介和成效，監測患者數據庫。

領域 2 提升護患間的治療關係

1. 顯示能力，促進治療的相互作用，有效改變患者的健康行為。
2. 提供有關症狀管理的指導和諮詢。

3. 為患者及家屬提供情感和信息的 support。
4. 運用人際能力，有效提高護患關係。
5. 應用自我效能和自我授權的原理促進行為的改變。
6. 監察和反思自己在護患關係相互影響下產生的情緒反應，運用該數據進行進一步的治療互動。
7. 幫助員工重新回顧和護患關係有關的過激的反應和悲痛的情緒。
8. 給患者傳遞一種“在場”的感覺。

領域 3 有效的領導和團隊合作

1. 協調人和環境的資源，處理迅速變化的情況。
2. 領導醫院或小區的健康教育和推廣活動。
3. 透過委託、支持、監督，授權同業去承擔遞增的，複雜患者的護理。
4. 通過開發協同實踐或創新合作，領導跨學科團隊。
5. 表現有效的領導能力，並能在群體中發揮影響力。
6. 領導專業活動。

領域 4 加強和改進質量保證

1. 領導持續制定和修改準則、協議、標準和應急計劃的進程。
2. 開發一個相關實務內的追蹤系統，確保患者接受適當的預防性服務。
3. 監察同事、自己和服務系統的質量保證，全面和整體的質量管理作為持續質量改進的一部分。
4. 處理投訴和監察瀆職。
5. 設立各種評定成效的護理項目的基點，對臨床管理提出意見或推薦審查干預建議。
6. 在和各種健康學科的協作過程中，制訂和執行質量改進策略和臨床審計。

領域 5 管理和商討護理服務的創新和有效的方法

1. 為特定的患者群體使用適當的診斷的和治療的干預措施和方案，注意措施和方案的安全、成本、可接受性、有效性和成本效益。
2. 提出實施循證實踐並促進改變。
3. 使用證據和推理平衡上司和他人做決定的行為。
4. 說明開發全面患者的護理服務系統，在系統中採用適當的護理模式，以達到最佳成效。
5. 重組工作流程。

6. 建立詳細的實施計劃，資源規劃，成果指標並監測機制，以支持服務發展策劃。
7. 預期變化的影響，準備好採取合理的風險促進改革及對創新開放。

領域 6 強化通用專業素質和高級實踐

1. 在臨床實踐中應用流行病學和人口統計學的原理。
2. 為患者提倡、推動和促進倫理道德實踐。
3. 應用或發展以理論為基礎的概念框架指導實踐。
4. 通過發起和參與循證實踐和研究的活動，達到專業的自我提升。
5. 精通高級健康護理技術在特殊領域的應用，並對所發現的證據有認識。
6. 批判性的評價和應用有關於患者護理管理和效果的調查研究。
7. 應用或進行和基層護理和（或）專業實踐管理有關的調查研究。
8. 展示護理領域的專業性，在該領域成為轉介的諮詢人。
9. 為同業、所服務對象及其他同事解釋自己專業的優勢，角色、能力範圍。
10. 起到榜樣的作用，設置專業行為的楷模標準。
11. 擔當教師，榜樣和指導者，以支持初級實踐者的社會化，教育和訓練。
12. 激勵和支持員工自我發展，達到更高的專業目標。
13. 向公眾和其他健康專業人員解釋和推銷高級實踐護士的角色。
14. 參與對高級護理實踐和衛生服務有影響的立法和決策活動。

領域 7 增強個人素質

1. 批判性的分析形式並提取在問題中的關係。
2. 積極的參與專業組織。

參考文獻

醫院管理局，香港(2002)註冊護士和高級護理實踐的核心能力。香港：作者
美國護理學院協會(1996)高級護理實踐碩士教育的要點。華盛頓：作者

成為護理專科學院院員和院士的路徑

香港護理專科學院院士



17. 由 2 位相關專業的學院院士推薦
16. 通過相關專科學院規定的考核



15. 在護理實踐或服務發展中表現出顯著的貢獻
14. 3 年週期內達到 60 個持續護理教育學分，其中 45 分與專業相關
13. 自我聲明任何刑事犯罪或專業失德記錄
12. 最近 3 年必須在申請專業範圍工作
11. 在最近 9 年內積累有 6 年在相關專業範圍實踐
10. 香港護理專科學院暨相關專科學院的院員
9. 香港正式註冊的註冊護士或註冊助產士並持有有效執業證書



香港護理專科學院及相關專科學院的院員



8. 通過相關專科學院提供的證書考試
7. 相關專科學院認可的理論和臨床時數



6. 自我聲明任何刑事犯罪或專業失德記錄
5. 護理或護理相關實踐的碩士學位持有人
4. 完成相關專科 500 小時臨床實踐的證明
3. 完成專科理論課程的證明
2. 在最近 6 年內積累有 4 年在相關專業範圍實踐
1. 香港正式註冊的註冊護士或註冊助產士並持有有效執業證書