



IO 4 Organisational profiles for selected formal qualifications in the health care sector in Europe

represented on the HCEU Competence Matrix ,Professional Care‘

Based on the HCEU matrices developed in the context of IO 01, you can see here developed organizational profiles for selected Health Care qualifications/ certificates in the participating countries. Those organisational profiles express the degree of competences usually reached by a professional holding the corresponding certificate. In addition to qualifications/ certificates in the participating countries in this table you can find also qualifications/ certificates from other countries, developed within testing of the transfer kit for the development of further organisational profiles in other countries.

The basic idea is that professional care refers to specific work processes apparent in all countries. Every qualification (degree/ diploma/ certificate) in professional care reflects the extent to which holders of the qualification are able to conduct these work processes at the time of graduation. The 'Organisational Profile' aims to be precisely this: the 'total' of knowledge, skills, and competences, related with a specific qualification, as exhibited by the 'standard' holder of the qualification upon graduation. In turn, comparing Organizational Profiles virtually means comparing what fresh holders of various qualifications are actually able to do.

       			
(Competence Area 1)			
Assessment, diagnosis, planning professional care			
Sub areas of competence	Steps of competence development		
1.1 Gathering data	1.1.a To be able to assist in conducting professional care assessment.	1.1.b To be able to conduct professional care assessment.	1.1.c To be able to guide and supervise the complete professional care assessment.
OP applies			
1.2 Nursing diagnosis	1.2.a To be able to assist in developing the nursing diagnoses based on collected data.	1.2.b To be able to develop and revise nursing diagnoses based on collected data.	1.2.c To be able to guide and supervise others in developing and revision of nursing diagnoses.
OP applies			
1.3. Planning professional care	1.3.a To be able to assist in developing, revision and adaption of the professional care plan.	1.3.b To be able to develop, revise and adapt the professional care plan.	1.3.c To be able to <ul style="list-style-type: none"> • apply and develop special care plans • guide and supervise the development, revision and adaption of the professional care plan.
OP applies			

(Competence Area 2)

Nursing Care

Sub areas of competence	Steps of competence development			
2.1 Basic care and personal hygiene	2.1.a To be able to support the patient/client to perform basic care.	2.1.b To be able to perform basic care in all care cases.	2.1.c To be able to guide and supervise others in performing basic care in all care cases.	
OP applies				
2.2 Nutrition	2.2.a To be able to order and distribute meals and, if necessary, support patients/clients without specific dietary restrictions or functional limitations according to nutrition plans.	2.2.b To be able to assist in <ul style="list-style-type: none"> preparing and adapting a nutrition plan according to patients'/clients' individual condition and functional limitations, handle enteral nutrition and to place and handle feeding tubes. 	2.2.c To be able to independently <ul style="list-style-type: none"> prepare and adapt a nutrition plan according to patient's/client's individual condition and functional limitations, place and handle feeding tubes. 	2.2.d To be able to guide and supervise the handling of enteral nutrition and placing and handling of feeding tubes.
OP applies				
2.3 Mobility, movement, positioning	2.3.a To be able to assist in mobility measures including patient/client activation according to patient's/client's treatment plan and individual condition.	2.3.b To be able to implement mobility measures including patient/client activation according to patient's/client's treatment plan and individual condition.	2.3.c To be able to guide and supervise the implementation of mobility measures.	
OP applies				

<p>2.4 Excretion</p>	<p>2.4.a To be able to support patients/clients in excretion.</p>	<p>2.4.b To be able to assist in</p> <ul style="list-style-type: none"> • placing and caring of catheters, • placing and handling enemas and bowel catheter systems. 	<p>2.4.c To be able to</p> <ul style="list-style-type: none"> • place and care for urinary catheters, • place and handle enemas and bowel catheter systems. 	<p>2.4.d To be able to guide and supervise all measures related to excretion.</p>
<p>OP applies</p>				

(Competence Area 3)

Nursing Intervention

Sub areas of competence	Steps of competence development		
<p>3.1 Participating in medical and diagnostic procedures</p>	<p>3.1.a To be able to</p> <ul style="list-style-type: none"> • prepare and support patient's/client's for medical treatments and diagnostic tests according to prescription, • assist in preparing of medical devices and materials, • collect and assist in collecting patient's/client's specimens for treatments. 	<p>3.1.b To be able to</p> <ul style="list-style-type: none"> • prepare and support patient's/client's for medical treatments and diagnostic tests according to prescription, • collect all kinds of patient's/client's biological specimens for treatments, • assist other professionals in medical and laboratory treatments. 	<p>3.1.c To be able to guide and supervise others in the participating in treatments and diagnostic procedures.</p>
<p>OP applies</p>			
<p>3.2 Preparing and administering medication</p>	<p>3.2.a To be able to administer oral and subcutaneous medication according to prescription.</p>	<p>3.2.b To be able to prepare and administer all medication (apart from intra-arterial and intra thecal applications) according to prescription.</p>	<p>3.2.c To be able to guide and supervise the medication process.</p>
<p>OP applies</p>			
<p>3.3 Wound management</p>	<p>3.3.a To be able to</p> <ul style="list-style-type: none"> • take care of wounds • prevent wounds <p>assist in wound care.</p>	<p>3.3.b To be able to</p> <ul style="list-style-type: none"> • assess wounds, • apply and to change wound dressings according to prescription. 	<p>3.3.c To be able to guide and supervise others in wound care.</p>

OP applies				
3.4 Stoma Management	3.4.a To be able to assist in assessing and taking care of stomas according to prescription.	3.4.b To be able to assess and take care of stomas according to prescription.	3.4.c To be able to guide and supervise others in assessing and taking care of stomas according to prescription.	
OP applies				
3.5 Dealing with medical devices	3.5.a To be able to assist in managing and if applicable placing medical devices according to medical products and guidelines.	3.5.b To be able to manage and if applicable place medical devices according to medical products and guidelines.	3.5.c To be able to assist in and to perform related medical procedures.	3.5.d To be able to guide and supervise others in the use and maintenance of medical devices and related procedures.
OP applies				
3.6 Basic and Advanced life support (BLS/ALS)	3.6.a To be able to provide BLS according to resuscitation guidelines.	3.6.b To be able to assist in applying ALS according to resuscitation guidelines and in cooperation with authorised medical personnel.	3.6.c To be able to apply ALS according to resuscitation guidelines and in cooperation with authorised medical personnel.	3.6.d To be able to guide and supervise others in providing BLS and ALS according to resuscitation guidelines.
OP applies				

(Competence Area 4)

Creating and maintaining a healthy and safe environment

Sub areas of competence	Steps of competence development		
4.1 Hygiene	4.1.a To be able to apply relevant (legal and employer-specific) hygienic procedures and guidelines regarding <ul style="list-style-type: none"> • personnel hygiene, • working environments, • medical equipment, • medical waste. 	4.1.b To be able to guide and supervise the correct application of hygiene regulations.	4.1.c To be able to <ul style="list-style-type: none"> • contribute to the evaluation and revision of hygienic procedures and guidelines, • execute tests regarding hygiene.
OP applies			
4.2 Sterilisation	4.2.a To be able to clean, disinfect, sterilise and store medical instruments according to sterility rules.		4.2.b To be able to guide and supervise the complete sterilisation process and to apply document of quality control indicators and protocols.
OP applies			
4.3 Occupational health and safety	4.3.a To be able to promote a health promoting and safe environment and to implement related measures.	4.3.b To be able to detect safety risks and to increase safety by implementing preventive measures.	4.3.c To be able to develop assessment tools to prevent safety risks and to monitor the maintenance of a safer environment.
OP applies			

<p>4.4 Handling on-site disasters</p>	<p>4.4.a To be able to react according to guidelines in emergencies and disasters.</p>	<p>4.4.b To be able to coordinate emergencies and disasters as well as care about victims.</p>	<p>4.4.c To be able to prepare guidelines and strategies for emergencies and disasters and to develop and execute appropriate trainings.</p>
<p>OP applies</p>			

(Competence Area 5)

Communication and collaboration with other professionals

Sub areas of competence	Steps of competence development		
<p>5.1 Train and manage other professional caregivers in work activities</p>	<p>5.1.a To be able to contribute to informing and monitoring other professional caregivers regarding daily working routines. (e.g. show others acts in daily routine in absence of the practical instructor)</p>	<p>5.1.b To be able to</p> <ul style="list-style-type: none"> inform and monitor other professional caregivers concerning daily working routines and individual tasks, make decisions in absence of the person in charge. (e.g. take over management of the ward in absence of the ward manager) 	<p>5.1.c To be able to</p> <ul style="list-style-type: none"> guide and supervise tasks and activities performed by other professional caregivers according to pedagogical and subject related principles, (e.g. educate others as a practical instructor) contribute to the development of new care standards, instruction guidelines and protocols.
<p>OP applies</p>			
<p>5.2 Professional communication</p>	<p>5.2.a. To be able to</p> <ul style="list-style-type: none"> communicate within the multidisciplinary team and with other staff, apply professional language. 	<p>5.2.b To be able to</p> <ul style="list-style-type: none"> collaborate with other health care professionals in working processes, network within the multidisciplinary team and with other professionals, advocate for the patients/clients. (e.g. represent the interests of patient's/client's who are unable to do so themselves to physicians) 	<p>5.2.c To be able to participate in developing, implementing and evaluating mechanisms for optimising the processes of multidisciplinary collaboration.</p>
<p>OP applies</p>			

<p>5.3 Integrated care</p>	<p>5.3.a. To be able to apply to the requirements of patient/client management. (e.g. discharge, intake, occupancy management)</p>	<p>5.3.b To be able to</p> <ul style="list-style-type: none"> • apply disease management, • contribute to case management. 	<p>5.3.c To be able to</p> <ul style="list-style-type: none"> • implement disease and case management in the facility, • cooperate with internal and external partners in order to implement integrated care. 	<p>5.3.d To be able to</p> <ul style="list-style-type: none"> • implement and further develop integrated care within the facility, • network with external partners in order to improve integrated care.
<p>OP applies</p>	 			

(Competence Area 6)

Communication and collaboration with patients/clients

Sub areas of competence	Steps of competence development			
<p>6.1 Communication with patients/clients and relevant others</p>	<p>6.1.a To be able to build, maintain and end verbal and non-verbal communication through empathy and appreciation.</p>		<p>6.1.b To be able to</p> <ul style="list-style-type: none"> • assess the patient's/client's capability of cognitive/emotional response and behaviour using professional techniques/tools, • use professional communication models/tools. (e.g. RTR measurement, assessment of facial expressions, gestures) 	
<p>OP applies</p>				
<p>6.2 Education and empowerment of patients/clients and relevant others</p>	<p>6.2.a To be able to explain treatment and care related information to the patient/client and relevant others.</p>	<p>6.2.b To be able to train, counsel and empower patient's/client's and relevant others regarding self-care.</p>	<p>6.2.c To be able to identify learning needs of patient's/client's and relevant others.</p>	<p>6.2.d To be able to efficiently use professional methods of interpersonal communication in challenging situations. (e.g. lip-read, Watzlawick)</p>
<p>OP applies</p>				
<p>6.3 Health promotion and prevention</p>	<p>6.3.a To be aware of developments on health promotion and prevention and to be able to provide, motivate and support preventive measures in the care process. (e.g. care advice, family health care, public health care)</p>	<p>6.3.b To be able to</p> <ul style="list-style-type: none"> • implement care processes facilitating health promotion and prevention and the independency of the patient/client, • coordinate the collaboration with the multidisciplinary team in order to motivate and support the patient's/client's health promotion and health prevention activities. 		<p>6.3.c To be able to contribute to the development and the implementation of health promotion/prevention within the health system.</p>

		(e.g. teaching patient's/client's about diabetes while connect the needs to the schedule of the day, or- organise and offer sports activities for patient's/cli- ent's with restrictions on self-care)	
OP applies			
6.4 Fostering so- cial life and a stimulating environment	6.4.a To be able to foster health promotion with the patient/client by using cre- ative elements, social activities and the living environment. (e.g. integration into musical activities)	6.4.b To be able to plan and carry out complex activities of daily life and to participate in arranging/ furnishing living environments. (e.g. arrange celebrations)	
OP applies			
6.5 Organising daily life and daily life activ- ities	6.5.a To be able to support the patient/client in organising his/her daily life. (e.g. accompany when shopping)	6.5.b To be able to act on behalf of the patient/client in aspects of their daily life. (e.g. work with the social security office to receive support money)	
OP applies			

(Competence Area 7) Management	
Sub areas of competence	Steps of competence development
	(not elaborated)

(Transversal Competence Area A)

Monitoring, documentation, quality assurance

Sub areas of competence	Steps of competence development			
A.1 Monitoring and evaluating of patient's/client's condition	A.1.a To be able to recognise changes in the patient's/client's condition and react appropriately.	A.1.b To be able to <ul style="list-style-type: none"> recognise changes in the patient's/client's condition using scoring tools and react appropriately interrelate the patient's/client's condition to disease pattern. 	A.1.c To be able to guide and supervise others in monitoring and evaluating the patient's/client's condition	
OP applies				
A.2 Documentation	A.2.a To be able to independently document all required data of the patient/client.		A.2.b To be able to guide and supervise the documentation.	
OP applies				
A.3 Promoting quality assurance measures	A.3.a To be able to ensure nursing care while considering quality aspects.	A.3.b To be able to convey the meaning of evidence-based care into daily work and to use existing quality systems.	A.3.c To be able to perform quality assurance tasks and to guide and supervise others in delivering quality care.	A.3.d To be able to establish, implement and develop quality management and quality management systems.
OP applies				

(Transversal Competence Area B)

Ethical, intercultural, legal competence

Sub areas of competence	Steps of competence development			
B.1 Ethical competence	B.1.a To be able to <ul style="list-style-type: none"> • apply professional care based on ethical principles and concepts, • recognise and manage ethical challenges in professional care and react appropriately. 		B.1.b To be able to critically reflect ethical issues and support and guide others in ethical decision making	
OP applies				
B.2 Intercultural competence	B.2.a To be able to recognise and show understanding for potential needs and challenges of patient's/client's according to cultural differences and similarities and to react appropriately.	B.2.b To be able to manage intercultural challenges with conflict potential and develop solution strategies. (e.g. applying culture-sensitive care)	B.2.c To be able to <ul style="list-style-type: none"> • mediate intercultural challenges • guide other staff members and patient's/client's. 	B.2.d To be able to <ul style="list-style-type: none"> • initiate and moderate meetings on ethical issues, • participate in ethics commissions.
OP applies				
B.3 Legal framework	B.3.a To be able to act professionally in accordance to legislation on health care. (e.g. act according to standards of nursing practice and to existing laws)		B3 b To be able to ensure compliance with laws and company regulations. (e.g. working law, law regarding to medical products)	
OP applies				

(Transversal Competence Area C)

Continuous professional development

Sub areas of competence	Steps of competence development			
C.1 Identifying and addressing professional training needs	C.1.a To be able to critically reflect one's own competences and to identify training needs.	C.1.b To be able to implement life-long learning in the professional care environment.	C.1.c To be able to identify and select appropriate continuous education opportunities in order to follow them.	C.1.d To be able to identify training needs of other caregivers and support them in their professional development.
OP applies				
C.2 Development of the profession	C.2.a To be able to differentiate between professional care and other health care professions. (e.g. continuously accept or reject responsibility)	C.2.b To be able to critically reflect one's profession and position within health care, the social system and society.		C.2.c To be able to identify trends and developments within the health care and social system and their impacts on care professions.
OP applies				
C.3 Professional care research	C.3.a To be able to understand scientific publications in the field of nursing care.	C.3.b To be able to critically interpret and evaluate research findings and to incorporate relevant findings in the daily practice.	C.3.c To be able to support others in research projects and to participate in research in the field of professional care.	
OP applies				