



ACADEMY OF MEDICAL-SURGICAL NURSES

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AMSUN Competency Framework

The AMSUN Competency Framework is made up of three interdependent dimensions: individual nurse attributes, practice competencies, and outcome measures. It begins with the individual nurse’s attributes, or non-cognitive competencies (soft skills) unique to the nurse at its core because these non-cognitive factors are a component of individual competency and directly related to outcome measures. The framework encompasses five practice competency domains that cover clinical, professional, and interprofessional competencies required of medical-surgical nurses. Lastly, the final dimension represents the outcome measures impacted by mastery of these domains, including patient, organizational, and individual professional nurse outcomes.



Each competency dimension is then broken down into domains and subdomains that cover the wide range of skills and knowledge that med-surg nurses should be expected to master. Within the practice competencies, there are 5 domains and 28 subdomains. The individual attribute dimension measures alignment with the Big 5 personality traits and assesses non-cognitive competencies based on the attributes of each nurse rather than on a demonstration of their skills. The outcome measures represent the three outcome domains that are achieved based on the nurse’s individual competency profile.



Domain 1: Patient/Care Management

Subdomains and Competencies

Patient Safety - Ensure safety precautions are followed. The nurse anticipates, recognizes, and manages situations that place patients at risk for adverse events.

Infection Prevention – Apply infection control measures to ensure personal and patient safety, educate patients and support systems about infection control measures and participate in interprofessional activities to promote infection control best practices.

Medication Management - Ability to administer medications safely and effectively to various patient populations.

Pain Management - Ability to assess/reassess pain levels based on disease process and patient population using validated tools and assessment.

Non-Pharmacological Interventions - Knowledge of non-pharmacologic and complementary interventions to manage discomfort and promote comfort in patients.

Surgical/Procedural Nursing Management - Manage patients during the pre-procedure and post procedure periods as well as assist during procedures being performed outside the surgical suites.

Nutrition - Assess nutritional status of patients in a variety of patient settings and populations, able to identify and optimally manage nutritional needs.

Domain 2: Holistic Patient Care

Subdomains and Competencies

Patient-Centered Care - Consistently focus all nursing care on the holistic needs (physical, emotional, and spiritual) of patients and families.

Diversity & Inclusion - Provide nursing care that considers the patient's unique physiologic, psychological, spiritual, cultural, and sexual/gender beliefs/practices as a requirement of competent nursing care. Understanding your own biases and beliefs/practices and how those might impact nursing care is a critical component of inclusive nursing care.

Education of Patients & Families - Provide effective education for patients, family members, and/or care givers based on identified needs and learning preferences.

Health Promotion - Develop and implement clinical programs addressing identified health promotion needs in the community and counsel patients on required behavioral modifications to achieve overall health.

Palliative/End-of-Life Care - Apply palliative care and end-of-life care practices, inclusion of the patient/family in decision making, and improved quality of life.

Domain 3: Elements of Interprofessional Care

Subdomains and Competencies

Nursing Process/Clinical Judgment Measurement Model - Able to assess/reassess nursing care needs by patient population using the nursing process/clinical judgment.

Interprofessional Collaboration - Collaborate with the interprofessional team to develop, implement, and evaluate the patient's plan of care.

Care Coordination & Transition Management - Facilitate care coordination and transition management across the continuum in collaboration with the interprofessional team to achieve optimal outcomes.

Documentation - Accurately, fully, and objectively document findings, procedures, nursing interventions/care and evaluation in a timely manner.

Technology - Effectively use technology and clinical informatics to support the nursing process and the delivery of patient care.

Domain 4: Professional Concepts

Subdomains and Competencies

Communication - Effectively communicates verbally, non-verbally, and in writing with patients, families, interprofessional team members and across departments/levels of the organization. Communication is respectful, effective, efficient, timely and accurate.

Critical Thinking - Evaluates patient conditions, including subtle changes, anticipates clinical outcomes and manages them appropriately while considering the care environment, unit staffing and workload.

Healthy Practice Environment - Contributes to a healthy practice environment that is safe, empowering, and personally/professionally satisfying.

Scope of Practice and Ethics - Knowledge of, and adherence to, state mandated scope of practice for registered nurses, the Scope and Standards of Medical-Surgical Nursing Practice and a commitment to ethical practice as per the American Nurses Association Code of Professional Ethics.

Quality Management - Demonstrates leadership and integration to advance care through collaboration, communication and learning to integrate quality throughout care to achieve patient and organizational objectives.

Evidence-Based Practice and Research - Ability to assess, plan, implement, and evaluate evidence-based practice.

Domain 5: Nursing Teamwork and Collaboration

Subdomains and Competencies

Delegation & Supervision - Delegates appropriate tasks and activities to the care team based on scope of practice and competence and supervise the care team in their conduct of tasks and activities in the delivery of patient care.

Career Development Relationships - Actively participates in career development relationships to continue to grow professionally and to contribute to the professional growth of colleagues in areas where the nurse has greater experience, knowledge, or expertise.

Professional Development - Participates effectively in shared decision-making teams, support team members, provide constructive feedback to self and peers, actively seek professional opportunities, and engage in professional development as appropriate to your level of expertise.

Leadership - Clinical leadership: Manages the structure and processes required to obtain positive clinical, quality and safety outcomes. **Staff leadership:** Manages direct reports to ensure the appropriate resources are available to meet the practice's standards of nursing practice.

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