SA Health
Nursing and Midwifery Capability Development Framework

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SA Health Nursing and Midwifery Capability Development Framework

Introduction

The SA Health Nursing and Midwifery Capability Development Framework (the Framework), guides the nurse or midwife to build capabilities required to support contemporary, safe and high-quality, healthcare services for individuals and communities.

Capability refers to the ability of an individual or organisation to perform certain tasks, activities, or achieve specific outcomes. In nursing and midwifery, capabilities include knowledge, skills, behaviours, and experience that enable delivery of care that meets consumer, organisational, and professional requirements. Responsibility for capability development is shared between the individual nurse and midwife and the organisation in which they practice.

The Framework presents six domains and capability sets that can be used as reference points to guide formal capability development planning for the individual, for the team by their line manager and strategic capability planning at an organisational education service level.

Nurses and midwives are encouraged to discuss the Framework and its use in capability development planning with their line manager, educators, and/or mentor.

The Framework Domains

The Framework comprises six domains:

> Personal attributes
> Person-focused
> Outcome driven
> Influences sustainability
> Leadership and strategic thinking
> Clinical and professional.

Each domain represents an area of personal or professional capability that can be used to guide reflection on current role performance, planning education and learning to advance capability and to achieve career and personal goals.

Each of the six Framework domains (Figure One) contains capability statements divided into capability sets. Capability statements provide high-level examples that describe the personal, professional, or technical knowledge, skill and behaviours expected of the nurse or midwife. Capability statements are used to guide reflection on capability development progress and goal setting.

Local Health Networks also have capability sets that support and link with the SA Health Capability Development Framework providing role or specialty specific capability requirements, for example, regional midwifery skill sets, neonatal nursing skills sets, mental health skill sets.

Figure 1: SA Health Nursing and Midwifery Capability Development Framework Domains and Capability Sets

CAPABILITY DOMAINS					
Personal attributes	Person-focused	Outcome driven	Influences sustainability	Leadership and strategic thinking	Professional and clinical
CAPABILITY SETS As a nurse or midwife I...					
Demonstrate self-awareness and insight Displays self-awareness and impact on other people. Modifies behaviours to suit context, environment, and audience.	**Work collaboratively with others, communicates well** Contributes to the team positively, engages in constructive crucial conversations and achieves goals.	**Plan and prioritise work effectively** Plans and prioritises workloads being flexible and responsive to fluctuating circumstances and need.	**Apply sustainability and efficiency principles** Minimises risk by understanding and working with systems and processes that optimise and support healthcare sustainability.	**Create or help to create a vision** Contributes to identification of or leads development of a shared vision.	**Act with professional integrity** Exhibits professional behaviours which are consistently honest, respectful, and compassionate.
Model values and expected behaviours Works in a manner that is appropriate and matches organisational and workplace values.	**Embrace and celebrate diversity and inclusion** Respects and values differences and the positive impact that diversity and inclusion have on all aspects of work life.	**Am accountable to self, team, organisation and system** Stands up and is accountable for their actions acknowledging the impact this has on themselves, the team organisation and system.	**Use data and resources efficiently** Demonstrates clinical and non-clinical data-informed decision-making that impacts work, units/areas, consumers and the broader organisation.	**Inspire others** Inspires others to improve through positive actions and behaviours.	**Demonstrate a lifelong learning approach** Engage in self-reflection to develop personal and professional resilience, capability in practice and to meet development pathway requirements.
Have a growth mindset Has a positive mindset and minimises self-limiting thoughts and behaviours.	**Respect individual values** Respectful engagement with individuals of diverse backgrounds and situations.	**Apply technical expertise** Works to top of scope and provides care that is commensurate with level of education and training.	**Optimise and direct available resources** Uses resources effectively and efficiently.	**Influence change** Demonstrates an agile, person-centred approach in adapting to different circumstances.	**Provide safe family, person-centred and evidence-based care.** Prioritises the health and well-being of the person as a priority and promotes person-centred care.
Am flexible, resilient, and compassionate Is flexible with change, acts with kindness and compassion and supports a work-life balance approach to work.	**Establish and maintain networks** Creates and fosters connections with others beyond their immediate work unit/area to learn.	**Enable quality improvement and innovation** Actively looks at ways of creating efficiencies to improve and strive for excellence.	**Use and influence technology** Actively assists others in adoption of technology driven advancements in ways of working and care delivery.	**Am a positive change agent** Demonstrates adaptability through understanding of the local and broader context and acts to inspire others to positively respond to change.	**Think critically** Accesses and analyses best available evidence and develops clinical reasoning skills in the process of decision making.
Commit to lifelong learning Embraces professional responsibility for ongoing learning to benefit my career pathway achievement, consumers and profession.	**Value and seek the opinion of others** Values the contributions and opinions that others have to support positive, sustainable and impactful change.	**Support change to enable workplace and organisational outcomes** Anticipates and responds to internal and external issues to delivery positive organisational outcomes.	**Efficiently plan and prioritise workload** Achieves quality results through effective planning and using resources efficiently.	**Predict and plan for future workplace or organisation needs** Is proactive in planning care, needs and service provision for the community using corporate knowledge, trended activity, and data.	**Acknowledge own professional, legal, and ethical obligations** Works within legal, professional frameworks legislation/policy/codes/frameworks.

Applying the Framework to your Capability Development

Effective capability development is enabled through a process of:

> reflection on practice, personal and career goals and development pathways

> goal setting based on individual reflection on the Framework Domains

> participating in development conversations and performance reviews based on the six Framework Domains

> Planning of diverse learning opportunities that enable the nurse or midwife to achieve their capability development goals.

Underpinning principles guide services and organisations in ensuring that support and education opportunities are provided to address the learning needs of nurses and midwives.

The relationship of the Framework to the individual nurse or midwife's capability development process is illustrated in Figure Two.

Figure 2: The SA Health Capability Development Framework relationship to reflection on practice, goal setting, and planning of learning opportunities
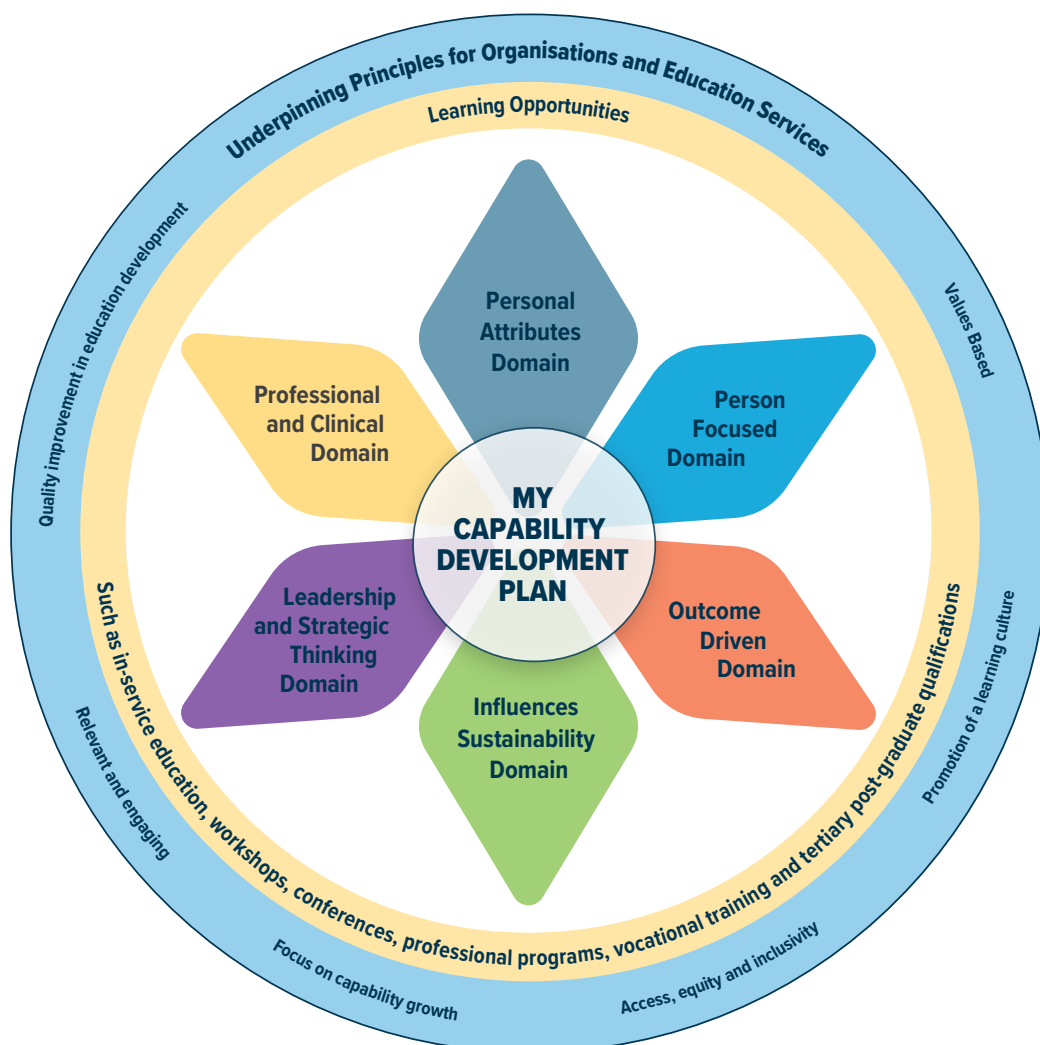
Framework Underpinning Principles for Organisations and Education Services

The Framework is underpinned by principles that ensure that all nurses and midwives have an opportunity to access education that assists in meeting their Capability Development goals based on a lifelong learning journey. The principles include:

Values Based

The Framework requires that capability development planning and pathways are underpinned by the values of the organisation.

Promoting Psychological and Cultural Safety

The approach to capability development planning goals and the learning journey will follow the requirements for respectful, supportive, culturally and psychologically aware collaboration.[1,4]

Access, equity, and inclusivity

Education opportunities will make learning accessible from all geographic and practice areas for all levels and classifications.

Promotion of a learning culture

The Framework will support the development and maintenance of lifelong learning as a key contributor to high quality nursing and midwifery practice.

Focus on capability growth

The Framework acknowledges previous learning, encourages continuing development of knowledge, skill, and confidence, and supports consolidation of learning within practice. The Framework recognises experiential learning, organisation-based programs, as well as post registration qualifications.

Relevant and engaging

Professional development learning activities will align with the individual practitioner and service requirements using contemporary education design and approaches.

Quality improvement in education development

Quality mechanisms will be built into the governance of education delivery with opportunities for feedback from nurses, midwives and managers to direct improvement.

Final notes

In summary, the SA Health Nursing and Midwifery Capability Development Framework is designed to guide nurses and midwives at all levels in career and capability development to support lifelong learning that supports personal and professional growth and provision of contemporary, safe and high-quality, healthcare services for individuals and communities.

Resources and Supporting Documents

iLearning e-learning module - Planning your future - The SA Health Nursing and Midwifery Capability Development Framework

Nursing and Midwifery Board, AHPRA

Registered nurse standards for practice – Standard 3: Maintains the capability for practice

Enrolled nurse standards for practice – Standard 10: Professional Development

Midwife standards for practice – Standard 3: Demonstrates the capability and accountability for midwifery practice

SA Health:

SA Health Performance Review and Development Policy

Performance Review and Development (PR&D) template Word Doc

Performance Review and Development PDF Document

Office of the Commissioner for Public Sector Employment:

Performance Management Employees Toolkit:

> Preparing for performance and development conversations
> Setting S.M.A.R.T. Objectives and Goals
> Receiving and giving feedback
> Understanding my strengths and career goals

Glossary

TERM	DEFINITION
Capability development	Capability development refers to the activities, including identification of learning needs and development planning and assessment, that assists an individual in growing the skills and knowledge, and undertaking experiences they need for both personal development and career advancement.
Capability development framework	A framework outlines how nurses and midwives at all levels can use life-long career capability development to equip them with the knowledge, skills, mindset, behaviours, and experience required to meet their role expectations.
Competency	Competency refers to the specific skills, knowledge, behaviours, and abilities that individuals possess and demonstrate in performing their job or tasks effectively. It is more focused and specific than capability.
Continuing professional development (CPD)	Continuing professional development is the process that enables nurses and midwives to maintain, improve and broaden their knowledge, expertise, and competence, and develop the personal and professional qualities required throughout their careers.
Learning activities	Capability development is achieved through learning and workplace support via a range of mechanisms. This may include structured professional development programs, such as in-service education, workshops, conferences, projects, courses and professional programs, vocational training and tertiary post-graduate qualifications. The workplace / organisation is required to support nurses and midwives' commitment to the successful achievement of goals and capability development.
Life-long learning	Life-long learning refers to all learning undertaken throughout life, with the aim of improving knowledge, skills, and competences in the pursuit of knowledge for personal or professional reasons.
Performance Review and Development (process - PR&D)	The Performance Review and Development process is a continuous improvement approach focused on the development and review of an employee's capability and workplace/role performance. It includes the four phases of: > reflection > planning > goal setting > ongoing capability development and performance review It enables the manager to engage in discussions with staff to ensure that their current contribution to the organisation is recognised, and future opportunities for professional and personal development are planned.

References

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3. Benner P, 30 May 2022, From Novice to Mastery-II, The Dreyfus and Dreyfus Model of Skill Acquisition in Nursing Practice. Educating Nurses.com viewed 14 May 2024. https://educatingnurses.com/from-novice-to-mastery-ii-the-dreyfus-and-dreyfus-model-of-skill-acquisition-in-nursing-practice/

4. Government of South Australia - SA Health, 16 December 2016, Policy Guidelines - Psychological Health (WHS), Policy No. G0172.

For more information

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Interpreter

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