



South African Nursing Council
(Under the provisions of the Nursing Act, 2005)

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COMPETENCIES FOR A NURSE EDUCATOR

1. NATURE OF SPECIALISATION

Nursing Education is a specialist field that focuses on education and training students who are undertaking undergraduate and or postgraduate programme in nursing. A Nurse Educator is a Professional Nurse with an additional qualification in Nursing Education and is registered as such with the SANC.

2. CONTEXT

A Nurse educator is found in the following work places:

- Nursing Education Institution which is either, university, university of technology, nursing college or nursing school; as well as
- In the health establishment.

A Nurse educator can work/function as lecturer, clinical educator, education management, researcher, and specialist

3. OVERLAPS/COMMONALITIES WITH OTHER NURSING SPECIALIZATIONS

The competencies of Nurse Educator overlap with Nurse Manager as they pursue programmes which are non-clinical specialisations and have over-arching competencies with clinical specialisations with Domain 7: Professional, ethical and legal practice

4. COMPETENCIES

DOMAIN 1: SCHOLARSHIP OF TEACHING AND LEARNING	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
1.1 Facilitate learning	1.1.1 Shows enthusiasm for teaching, learning, and nursing that inspires and motivates students
	1.1.2 Implements a variety of teaching strategies appropriate to student needs, desired student outcomes, content and context
	1.1.3 Utilizes appropriate educational theories and principles, including evidenced based practice in the facilitating of learning
	1.1.4 Recognizes and effectively manages multicultural, gender and educational background influences on teaching and learning
	1.1.5 Uses information technologies skilfully to support the teaching-learning process
	1.1.6 Demonstrate skilled oral, written and electronic communication in all learning contexts
	1.1.7 Demonstrate critical and reflective thinking and creates opportunities for students to develop their critical and critical reasoning skills
	1.1.8 Uses personal attributes (e.g. caring, confidence, patience, integrity and flexibility) that facilitates learning
	1.1.9 Develops collegial working relationships with students, faculty colleagues, and clinical facility personnel to promote positive learning environments
	1.1.10 Maintain knowledge of professional practice needed to help students prepare for contemporary nursing practice

DOMAIN 2: ACADEMIC AND STUDENT MANAGEMENT	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
2.1 Facilitate student development and socialization	2.1.1 Identifies individual learning styles and unique learning needs of all students
	2.1.2 Develops students capacity to effectively use educational resources that help meet their individual learning needs
	2.1.3 Provides effective educational counselling and support in order to help students meet their educational and professional goals
	2.1.4 Fosters the cognitive, psychomotor and effective development of students
	2.1.5 Assists students to develop the ability to engage in thoughtful and constructive self and peer evaluation
	2.1.6 Acts as a role model for students with regards to professional and community activities, including, but not limited to, involvement in professional organizations, engagement in lifelong learning and community engagement and advocacy.
2.2 Use assessment and evaluation strategies	2.2.1 Uses a variety of strategies to assess and evaluate learning in the cognitive, psychomotor, and effective domains
	2.2.2 Implements evidence-based assessment and evaluation strategies that are appropriate to the student and to learning goals
	2.2.3 Uses assessment and evaluation data to enhance the teaching-learning process
	2.2.4 Provides timely, constructive, and thoughtful feedback to students
	2.2.5 Demonstrates skill in the design and use of assessment tools for assessing knowledge and clinical practice

DOMAIN 3: CURRICULUM DEVELOPMENT	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
3.1 Participate in curriculum design and evaluation of program outcomes	3.1.1 Ensures that the curriculum meets the standards and requirements of relevant statutory bodies
	3.1.2 Ensures that the curriculum reflects institutional philosophy and mission, current nursing and health care trends, and community and societal needs so as to prepare graduates for practice in a complex, dynamic, multicultural health care environment
	3.1.3 Demonstrate knowledge of curriculum development, including identifying program outcomes, developing competency statements, writing learning objectives, and selecting appropriate learning activities and evaluation strategies
	3.1.4 Bases curriculum design and implementation decisions on sound educational principles
	3.1.5 Revise the curriculum based on assessment of program outcomes, student needs, and societal and contemporary health care trends
	3.1.6 Takes into account when designing curricula the current government policies which impact on health care
	3.1.7 Creates and maintains community and clinical partnerships that support educational goals
	3.1.8 Collaborates with relevant stakeholders throughout the process of curriculum development and revision

DOMAIN 4: MANAGEMENT AND LEADERSHIP	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
4.1 Function as a change agent and a leader	4.1.1 Develops leadership skills to shape and implement change
	4.1.2 Demonstrates cultural and gender sensitivity
	4.1.3 Demonstrates discernment in the use of a new thinking and strategies within nursing education
	4.1.4 Promotes innovative practices in educational environments

DOMAIN 4: MANAGEMENT AND LEADERSHIP	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
	4.1.5 Participates in interdisciplinary efforts to address health care and educational needs
	4.1.6 Actively engages in the health care and academic institutions to enhance the visibility of nursing and its contributions to these communities
	4.1.7 Advocates for nursing and nursing education in the political arena
	4.1.8 Identifies how social, economic, political and institutional forces influence higher education in general and nursing education in particular
	4.1.9 Demonstrates nursing education practices that comply with the legal requirements for the profession and the education of students
	4.1.10 Contributes to good governance and participates in governance structures of the educational institution
	4.1.11 Participates in academic management functions e.g. financial activities, maintaining of databases and other records
	4.1.12 Develops networks, collaborations, and partnerships to enhance nursing influence within the academic community
	4.1.13 Determines own professional goals within the context of academic nursing and the mission of the educational institution and nursing programme
	4.1.14 Integrates the values of respect, collegiality, professionalism, caring to build an organizational climate that fosters the development of students and nurse educators

DOMAIN 5: PERSONAL DEVELOPMENT OF THE NURSE EDUCATOR	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
5.1 Pursue continuous quality improvement in the nurse educator role	5.1.1 Demonstrates a commitment to life-long learning
	5.1.2 Participates in professional development opportunities that increase one's effectiveness in the role
	5.1.3 Balances the teaching, scholarship, and service demands inherent in the role of educator and member of an academic institution
	5.1.4 Uses feedback gained from self, peer, student and administrative evaluation to improve role effectiveness
	5.1.5 Uses knowledge of legal and ethical issues relevant to the higher education and nursing education as a basis for contributing to the design and implementation of policies and procedures related to students, faculty, and the educational environment.
	5.1.6 Participates in mentor-mentee relationships and supports colleagues within the academic institution

DOMAIN 6: RESEARCH AND KNOWLEDGE CREATION	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
6.1 Engage in scholarship	6.1.1 Competently utilises relevant and current literature in all academic activities
	6.1.2 Exhibits a spirit of inquiry in all academic activities
	6.1.3 Engages in scholarly activities in an established area of expertise
	6.1.4 Demonstrates skill in critical thinking, writing and development of arguments
	6.1.5 Demonstrates integrity and other qualities of scholarship

DOMAIN 7: RESEARCH AND KNOWLEDGE CREATION	
SUBDOMAIN/CORE COMPETENCY	SPECIFIC COMPETENCY
7.1 Professional Practice	7.1.1 Practices as a nurse educator within a team of health professionals
	7.1.2 Accepts accountability for increased responsibility, for own professional judgement, actions, outcomes of care and continued competence in accordance with scope of practice, legislative Acts and regulations.
7.2 Ethical Practice	7.2.1 Uses ethical principles and moral reasoning for decision-making with respect to own professional practice areas or where ethical issues affect the broader health care team.
	7.2.2 Demonstrates competence in dealing with ethical and human rights challenges in own area of practice
	7.2.3 Demonstrates professional integrity, probity and ethical conduct
	7.2.4 Maintains confidentiality and security of health information in accordance with professional codes, statutes and regulations
7.3 Legal Practice	7.3.1 Identifies legislation and policy guidelines relevant to nursing education
	7.3.2 Analyses and interprets legislation relevant to the education and training to the benefit of the educator and the student
	7.3.3 Interprets and applies relevant legislation that governs education and training
	7.3.4 Recognises and acts upon breaches of law relating to the professional role and/or professional code of conduct/code of practice

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