

Appendix. Overview of competence area (CA) <sup>[16]</sup> and items of the 88-items NPC Scale

Item	CA 1 nursing care 15 items	CA 2 value-based nursing 8 Items	CA 3 medical technical Care 10 items	CA 4 teaching/ learning + sup- port 11 items	CA 5 documentation + information technology 4 items	CA 6 legislation + safety planning 9 items	CA 7 Leadership in + development of nursing 26 items	CA 8 Education/super- vision of staff / stu- dents 5 items
1	acknowledge the healthy aspects of the patient?	communicate with patients, next of kin and staff respectfully, sensitively and empathetically?	manage drugs adequately, applying knowledge in pharmacology?	provide support and guidance to enable optimal participation in care and treatment, in dialogue with the patient and next of kin?	make use of relevant patient records?	comply with existing regulations as well as guidelines and procedures?	take part in ongoing systematic + documented quality assurance and safety work and continuous improvement work?	participate in the supervision of co-workers/staff and students in development work?
2	independently apply the following stages in the nursing process: observation and assessment (nursing anamnesis, status and nursing goals)?	proceed from values based on a humanistic approach?	independently carry out or take part in examinations and treatments?	inform and educate patients and next of kin individually, taking into account time, form and content?	critically check own documentation with regard to content, quality, objectivity, structure and language?	handle sensitive information correctly and carefully?	act from an environmentally conscious perspective?	teach, supervise and assess students?
3	independently apply the following stage in the nursing process: nursing diagnosis?	show concern and respect for the patient's autonomy, integrity and dignity?	independently administer prescriptions?	inform and educate patients and next of kin in a group, taking into account time, form and content?	use information and communication technology (ICT) to support nursing care?	safeguard the patient's rights?	reflect on, argue for, and contribute to the development of a good care environment?	supervise and train co-workers/staff?
4	independently apply the following stage in the nursing process: nursing prescription?	utilise the knowledge and experience of the patient and/or their next of kin?	question unclear instructions/prescriptions?	make sure that the patient and next of kin understand the information provided?	carry out documentation according to current legislation?	provide contact details to the proper authority regarding patients' rights?	safeguard aesthetic aspects of the care environment?	participate in the introduction, education and competence development of co-workers/staff, teams and the chain of

								care?
5	independently apply the following stages in the nursing process: planning, implementation and evaluation of the patient's nursing care?	show openness to and respect for different values and faiths?	display judgement, knowledge and thoroughness when informing and providing for the patient's security and wellbeing during examinations and treatments?	pay attention to patients who do not express information needs or who have explicit information needs?		comply with established routines for managing deviations from the norm and reporting if the patient has suffered, or risked suffering, serious injury or disease in care, treatment or examination. (In Sweden, this is a legal requirement, regulated by 'Lex Maria')?	participate in developing the working environment?	create opportunities for the co-teaching of different healthcare professions to provide the patient with optimal care through a multidisciplinary approach?
6	cater for the patient's needs regarding basic, physical nursing care?	represent the patient and/or their next of kin, based on their wishes and needs?	follow up the patient's condition after examinations and treatments?	in dialogue motivate the patient to comply with treatments?		act adequately in case of unprofessional conduct by staff?	pay attention to work-related risks and actively prevent these?	
7	cater for the patient's needs regarding specific, physical nursing care?	apply existing conventions concerning research ethics?	handle medical products on the basis of existing regulations and safety routines?	identify and actively prevent health risks?		handle situations involving violence, threats of violence or risk of injury?	reflect critically on existing routines and methods?	
8	cater for the patient's needs regarding psychological and social nursing care?	utilise the knowledge and experience of the team and others, and through team collaboration contribute to a holistic view of the patient?	apply hygienic principles and procedures?	motivate the patient to make lifestyle changes when necessary?		act in accordance with existing safety regulations in case of fire and emergency situations?	encourage dialogue about implementing new knowledge?	

9	cater for the patient's needs regarding cultural and spiritual nursing care?		prevent complications in connection with illness, care and/or treatment?	identify and assess the patient's resources and ability for self-care?		in case of a serious incident within or outside the care institution, apply emergency medical principles?	search, analyse and critically examine relevant literature/information and thus promote nursing care in accordance with science and evidence-based practice?	
10	observe, assess, prioritise and when necessary attend to and manage changes in the patient's physical condition?		prevent infections and spreading of infections?	educate and support patients and next of kin individually, with the aim of promoting health and preventing ill health?			implement new knowledge and thus promote nursing care in accordance with science and evidence-based practice?	
11	document the patient's physical condition?			educate and support patients and next of kin in a group, with the aim of promoting health and preventing ill health?			initiate, participate in and/or conduct development work?	
12	observe, assess, prioritise and when necessary attend to and manage changes in the patient's psychological condition?						initiate and participate in research work?	
13	document the patient's psychological condition?						independently analyse strengths and weaknesses of your own professional	

							competence?	
14	pay attention to and deal with the patient's experience of illness and suffering?						continuously engage in your own personal and professional competence development?	
15	alleviate this by taking adequate measures?						systematically lead, prioritise, delegate and coordinate nursing care within the team, based on the patient's needs and the different competencies of co-workers/staff?	
16							evaluate the team's performance?	
17							based on knowledge of group dynamics, develop the group and strengthen competence in conflict management and problem-solving?	
18							motivate the team and provide constructive feedback?	
19							utilise the views and suggestions of co-workers/staff for developing and improving care?	

20							promote patient-focused nursing care in a quality-conscious manner?	
21							promote patient-focused nursing care in a cost-conscious manner?	
22							facilitate research and development work?	
23							lead and design nursing care based on the best available knowledge?	
24							participate in operational planning and follow-up?	
25							plan, consult, inform and cooperate with other actors in the chain of care?	
26							promote adequate information-transfer and cooperation to achieve continuity, efficiency and quality?	