Draft National Nursing and Midwifery Digital Health Capabilities Framework

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Developed by:
Health Informatics Society of Australia (HISA)

As part of the:
National Digital Health Capability Framework for Nursing and Midwifery Workforce Program

DRAFT v.4.7
Purpose of this Document

This paper provides the draft of the Framework reflecting the feedback received from the participants of the National Nursing and Midwifery Digital Health Capabilities Framework Program, Framework Design Workshop on Monday 2 December 2019. The Framework is based on the evidence presented in Nursing and Midwifery Capability Framework Evidence Base v1 and the mapping work presented in Working Paper 2 where proposed domains for the Framework were mapped against the NHS capability framework, Australia’s Registered Nursing Standards and Brunner’s capability framework.

The National Digital Health Strategy developed by the Australian Digital Health Agency (ADHA) is underpinned by seven strategic priority outcomes to be achieved by 2022. Strategy Six states the need for a “workforce confidently using digital health technologies to deliver health and care”. Through stakeholder consultation Strategy Six identified that healthcare professionals want more support in learning how to maximise the benefits of digital health tools and services. The Australian Digital Health Agency has committed to collaborating with “governments, care providers and partners in workforce education to develop comprehensive proposals so that by 2022 all healthcare professionals have access to resources that will support them in the confident and efficient use of digital services. In addition, the Strategy proposes rapid promotion of a network of clinician digital health leaders and champions across Australia”\(^1\).

To assist in achieving Strategy Six the ADHA is sponsoring the current project to build a digital health capability framework for the nursing and midwifery workforce in Australia. The project is being led by the Health Informatics Society of Australia (HISA) in collaboration with key stakeholder groups who oversee and provide input into this project. Members of the project Advisory Committee include the Australian College of Midwives (ACM), the Australian College of Nursing (ACN), the Australian Digital Health Agency (ADHA), the Australian Nursing and Midwifery Federation (ANMF), the Australian Nursing and Midwifery Accreditation Council (ANMAC), the Australian Practice Nurses Association (APNA), the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM), the Digital Health CRC, Nursing Informatics Australia (NIA) and linking with the Chief Nursing and Midwifery Officers from all Federal and State Government departments.

The project commenced in 2019 and is scheduled to be completed in June 2020 in preparation for the release at the 15th International Nursing Informatics Congress (NI2020) in Brisbane in August 2020.

\(^1\) Australian Digital Health Agency, Australia’s National Digital Health Strategy - Safe, Seamless and Secure: evolving health and care to meet the needs of modern Australia. 2016, Australian Government.
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Context Statement

Together the Nursing and Midwifery professions make up Australia’s largest health workforce, with direct responsibility for collection, entry and use of clinical information. Recognising the changes in healthcare due to the advent of digital technologies, and taking into account all aspects of professional practice, the National Nursing and Midwifery Digital Health Capabilities Framework (the Framework) has been created to:

- define the knowledge, skills and attitudes required for professional practice in the digital health era
- complement existing individual knowledge, skill, and attitudinal frameworks

The Australian Commission on Safety and Quality in Health Care (ACSQHC) endorses the safe and effective implementation of digital health in Australia. It is recognised that digital health when implemented appropriately can improve the quality, safety and efficiency of healthcare. A digital health capable workforce is key to ensuring safe, quality healthcare in the future. This Framework has been developed with a central theme of safety and quality in healthcare within the digital health environment.

Effort has been made to ensure that every nurse and midwife can use the Framework to assess their own capability across a range of digital health specific domains and for employers to understand the digital health capability they should be supporting in their workforce.

Nurses and midwives have important roles that cross the domains of patient care, leadership, advocacy, education, research and others. As health becomes increasingly digital, digital health related roles and capabilities will become commonplace amongst this important workforce. This Framework seeks to recognise those roles and the unique digital health capabilities of nurses and midwives.

This Framework is provided as a guide for individuals and employers as to the skills and knowledge required to deliver health in a digital world. It is intended to enable and inform and is not intended to be adopted as a professional standard. While the Framework may be incorporated into other professional standards in the future, until then it should be used aspirationally and as a resource to guide individuals, employers and educators in their workforce and professional development planning.

The World Health Organisation defines digital health as the use of digital, mobile and wireless technologies to support the achievement of health objectives. Digital health includes the general use of information and communication technologies for health as well as advanced technologies for managing data and information such as artificial intelligence and genomics.

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2 Students and enrolled nurses (ENs) are encouraged to use this Framework, recognising their current scope of practice, degree of autonomy and practice setting.

3 World Health Organisation 2016 [https://apps.who.int/iris/bitstream/handle/10665/311941/9789241550505-eng.pdf?ua=1](https://apps.who.int/iris/bitstream/handle/10665/311941/9789241550505-eng.pdf?ua=1)
Background Assumptions

The Framework is underpinned by the following assumptions:

- Nurses and midwives have varying levels of digital literacy and access to digital technologies.\(^4\)
- All nurses and midwives currently, and increasingly, work and live in a digital environment. It is essential that every nurse and midwife is able to use data, information, knowledge and technology to maximise health and societal outcomes, improve services, and extend their evidence-based practice.
- The Framework is intended to be universally accessible and understandable across a broad range of healthcare contexts.
- The Framework can be used by individual nurses and midwives to assess their own current digital health capabilities and to identify learning and developmental needs or inform personal and professional development plans.
- The Framework can be used by health services as part of their Continuous Quality Improvement activities to assess organisational capacity and educational requirements.
- The Framework is flexible enough to be used, adopted or of value during the development of tools to assist in extending the digital health capabilities of their members.
- The Framework has the potential to provide direction for career advancement planning in digital health or other nursing and midwifery specialties.

Rather than providing a rigid set of competencies, the framework outlines the capabilities required to support individuals and organisations in extending their digital health development. Most importantly, the Framework intends to promote and encourage positive attitudes in relation to the increasing introduction and adoption of technology and innovation.

Resources

The finalised version of the Framework will be accompanied by a suite of resources designed to maximise the usability and value of the Framework. These include:

- A website
- Case study examples
- Summary information
- Supplementary information to support professional development plans

\(^4\) It is acknowledged that not all nurses and midwives have access to the technologies and tools they need; however, addressing this is outside of the scope of the Framework. Nurses and midwives should be given the agency to develop the necessary skills and knowledge as per this Framework, regardless of the stage of digital maturity of their organisation.
The Framework

An iterative mapping process was undertaken with comparison of domains and sub-domains against national and international capability frameworks and national nursing and midwifery standards. This determined and revised the domains and sub-domains of digital health capability. Five domains, each with three sub-domains were identified.

The final domains identified are:

- Domain 1 – Digital Professionalism
- Domain 2 – Leadership and Advocacy
- Domain 3 – Data and Information Quality
- Domain 4 – Information-enabled Care
- Domain 5 – Technology

The 5 domains sit within the context of nurses and midwives’ roles, workplace settings and the professional standards that apply to their practice.

Figure 1. National Nursing and Midwifery Digital Health Capabilities Framework
An overview of the five domains, sub-domains and capability statements are described below. A full table of all capability statements is provided at the end of this document.

The Importance of the Five Domains

Each of the five domains emerged from the review of the evidence on digital health in conjunction with the mapping of the Australian nursing and midwifery standards [1-3] and published digital health capability frameworks from Australia [4] and the United Kingdom [5]. These domains were then reviewed and agreed by the Project Advisory Committee and separately in design workshops held in New South Wales, Queensland, South Australia, and Victoria. A brief explanation of the domains and their importance follows.

Domain 1 – Digital Professionalism

Digital professionalism has been defined as “the attitudes and behaviours (some of which may occur in private settings) reflecting traditional professionalism paradigms that are manifested through digital media”[6] (p. 67).

In healthcare digital professionalism has emerged in response to the requirement for health professionals to understand, develop and demonstrate appropriate professional behaviour when using digital media. With the increasing embedding of digital technology in healthcare environments, there is a focus on the development of the capability of health professionals in digital professionalism as part of their professional identity [7]. This links with the professional standards described within the Nursing and Midwifery Board of Australia standards for Enrolled Nurses [2], Registered Nurses [1] and Registered Midwives [3].

Domain 2 – Leadership and Advocacy

In the 2016 Nursing Informatics Position statement [8] the authors recognise the importance of nurses and midwives being leaders in digital health. They state “nurses specifically – must be enabled to take a leading role in digital healthcare to ensure technology is designed and used effectively. Nurses must ensure that technology does not get in the way of patient care, but rather enhances capacity to deliver better, safer care.” [8] (p.5).

As advocates for patients, their families and the community, nurses campaign for health care reforms that improve quality and access [9]. As nurses are responsible for the planning, implementation and evaluation of a broad range of initiatives to improve health outcomes, patient satisfaction and the utilisation of resources the importance of digital health leadership in nursing and midwifery is heightened. Therefore, the domain of leadership and advocacy bridges the current gap between policy and procedures and patient/consumer centred care.

Domain 3 – Data and Information Quality

Digital health relies on quality data for information management; nurses and midwives have a critical role in the capture, creation and recording of increasingly large quantities of clinical and healthcare data. Additionally, all states and territories in Australia are required to measure healthcare quality and increasingly are focussed on patient experiences. [11].

The National Informatics Standards for Nurses and Midwives 2015 [12] discuss the importance of data standards, interoperability and nursing clinical domain models. Supported by data standards, nurses can be confident that the information they are using and sharing is accurate, timely and complete. Quality data gathered by nurses and midwives can be used for multiple purposes across healthcare and enable improved health outcomes for all citizens.

Domain 4 – Information-enabled Care

Information-enabled care is central to modern practice and requires the development of a validated knowledge-base, through rigorous data analysis, to inform quality clinical decision making and extend
nursing knowledge. Increasingly, nurses and midwives are required to use their critical thinking to analyses complex data in the provision of care. This extends more broadly than any individual setting as we move towards ensuring continuity of care across healthcare settings and providing patients/consumers with connected care. These changes are enabled by the information exchanges that occur with the implementation and use of digital health tools. Information provides the key to safe, quality healthcare delivery and supports evidence based activities [8].

Domain 5 – Technology

Nurses and midwives access and use available technologies appropriately to deliver safe and quality care, and to ensure information availability. The introduction of technology has changed the way nurses and midwives practice across the full spectrum of practice settings. Nurses and midwives have always adapted to the introduction of technologies that improve patient outcomes by allowing faster diagnosis, more precise therapies, and increasing their time for hands-on patient care. Digital health technologies increasingly are providing improved recording of care and sharing of patient/consumer information, linked with continuity of care and decreased replication of data across the healthcare system. It is recognised that not all nurses and midwives have the same level of access to digital health technologies, but it must also be recognised that there is a focus on the digitisation of health nationally “as key to improving service delivery and health outcomes” [10] (p.3) and so technology is an important domain in the delivery of a digitally capable nursing and midwifery workforce.
About the Capability Levels

Each capability statement has three levels which depict the anticipated growth of knowledge, skills and abilities in the capability area.

The degree of capability at each level is illustrated by the level indicator statements. These statements are not intended to be an exhaustive list, and every indicator is not necessarily relevant to every role or practice setting.

The three levels do not correspond to grade or position as different roles and settings may require and support capabilities at different levels. Most nurses and midwives should aspire to achieving the highest level of capability possible relating to their role and practice setting.

**Formative level** – This level reflects nurses and midwives who are becoming aware of the move toward digital health and the implications for practice.

**Intermediate level** – This level reflects nurses and midwives who are developing increased confidence, knowledge, skill and capacity in the use of digital health in their practice.

**Proficient level** – This level reflects nurses and midwives who are assuming leadership in the use and championing of digital health within both practice and the broader nursing/midwifery profession.

The capability levels are described in detail in Tables 2-6 at the end of this document (pages 19-33).
Domain 1  Digital Professionalism

Professional standards are maintained in the digital environment
Nurses and midwives demonstrate attitudes and behaviours reflecting traditional professionalism standards when utilising digital tools both professionally and personally.

Figure 3. Domain 1 - Digital Professionalism

Domain 1, Digital Professionalism covers three sub-domains. There are four capability statements within each of these sub-domains, with capability statements progressing from formative to proficient levels.

1.1 Professional Development
Nurses and midwives use digital tools to achieve and maintain professional development requirements

1.2 Procedural Knowledge
Nurses and midwives use of digital tools in healthcare aligns with procedural, policy, legal and ethical requirements

1.3 Digital Identity
Nurses and midwives use digital tools to develop and maintain their online identity and reputation

1.1 Professional Development
- Employs digital technologies in personal learning and professional development
- Maintains currency with tools and innovations, and in relation to the changing nature of digital health.
- Uses technologies to improve practice and monitor continuing professional development (CPD) and Australian Health Practitioner Regulation Agency (AHPRA) registration requirements
- Demonstrates and champions appropriate and innovative digital technologies to enhance learning and patient/consumer care.
1.2 Procedural Knowledge

- Ensures professional responsibilities, through understanding and adhering to digital health legislation, policy and ethics, including privacy and security, and professional conduct.
- Recognises and acts upon digital situations and events, including illegal practices or unprofessional conduct, that might compromise personal, professional or organisational security or reputation.
- Maintains awareness of cultural, ethical, and socioeconomic issues when accessing and using digitally held health information.
- Recognises and acts upon cultural, ethical, and socioeconomic issues related to access to, and use of, health information.

1.3 Digital Identity

- Maintains an e-portfolio to demonstrate innovation, reflect on skills and experience to help monitor professional identity.
- Understands the benefits and risks of different ways of presenting oneself online, both professionally and personally.
- Understands that online posts can stay in the public domain and contribute to an individual’s digital footprint.
- Uses digital footprint to showcase skills, education, and professional experience.
Domain 2  Leadership and Advocacy

Digital health leadership and advocacy supported by clear policy

As the largest health professional group in all contexts of health, education and care, nurses and midwives must be actively involved in the leadership, policy development and advocacy for digital health at individual, local and national levels.

Figure 4. Domain 2 - Leadership and Advocacy

Domain 2, Leadership and Advocacy covers three sub-domains. There are four capability statements within each of these sub-domains, with capability statements progressing from formative to proficient levels.

2.1 Patient Digital Health Advocacy

Nurses and midwives advocate for and educate patients/consumers in relation to how their information is accessed and used

2.2 Leadership Within Organisation

Nurses and midwives are visible and active players in digital health decision making within their organisations

2.3 Digital Leadership in Nursing and Midwifery Professions

Nurses and midwives provide active leadership to ensure the professions have input into national digital health decisions

2.1 Patient Technology Advocacy

- Advocates for patient/consumer access to digital health technologies
- Understands the benefits and possible risks of different digital health applications when assisting patients/consumers
- Uses digital health skills in patient/consumer education, assisting them in informed decision making and enhancing health literacy.
- Assists patients/consumers to use a range of communication technologies in their care, such as telehealth consultations
2.2 Leadership Within Organisation

- Champions the use of digital health technologies in the organisation and with peers
- Understands and contributes to the development of digital health policies and procedures within local organisation
- Uses digital health to support communication within the organisation
- Ensures appropriate digital health education is available within the organisation

2.3 Digital Leadership in Nursing and Midwifery Professions

- Promotes nurses’ and midwives’ leadership in design, implementation and evaluation of digital health technologies that support nursing and midwifery practice
- Explores, promotes, and contributes to the potential of emerging digital data sources and data systems to transform health and healthcare
- Actively participates in making decisions regarding digital health technology
- Engages with the processes of digital health strategy and policy development within the profession
Domain 3  Data and Information Quality

Data quality must be present

Digital health relies on quality data for information management; nurses and midwives have a critical role in the capture, creation and recording of increasingly large quantities of clinical and healthcare data.

Figure 5. Domain 3 - Data and Information Quality

Domain 3, Data and Information Quality covers three sub-domains. There are four capability statements within each of these sub-domains, with capability statements progressing from formative to proficient levels.

3.1 Data Capture
Nurses and midwives play a crucial role in the capture of complete, timely and accurate data

3.2 Data Management
Nurses and midwives play a pivotal role in the processes of ensuring the accessibility, reliability, and timeliness of data within healthcare environments

3.3 Data Lifecycle
Nurses and midwives are able to recognise that data have different uses or usefulness at various points within healthcare

3.1 Data Capture
- Understands that nurses and midwives are crucial in the capture of data and advises on their use within the health system
- Understands how data is stored and used throughout the health system
- Systematically and accurately collects and records relevant data in a structured form
- Understands the benefits and risks of using patient generated data in patient care

3.2 Data Management
- Understands basic informatics and digital health terminology
- Understands the purpose, structure, use, and storage of electronic health records
• Manages and applies information within the relevant sphere of practice and the healthcare context.
• Understands who uses health data and how, for the benefit of the patient and the system

3.3 Data Lifecycle

• Understands data structures and their importance in healthcare
• Maintains a degree of understanding about structured languages used in nursing and midwifery in relation to data capture, aggregation, storage and use within digital health systems
• Recognises the role of data integrity in healthcare and the importance of complete, timely and accurate data
• Understands the transition from data, through information and knowledge, to wisdom and decision making
Domain 4  Information-enabled Care

Care must be supported by rigorous data analysis and critical appraisal

The evidence-based actions and behaviours of nurses and midwives increasingly rely on the appropriate use of complex data. Information-enabled care is central to modern practice and requires the development of a validated knowledge-base, through rigorous data analysis, to inform quality clinical decision making and extend nursing knowledge.

Figure 6. Domain 4 - Information Supported Care

Domain 4, Information-enabled Care covers three sub-domains. There are four capability statements within each of these sub-domains, with capability statements progressing from formative to proficient levels.

4.1 Data Sharing
Nurses and midwives appropriately use and share digital data with other healthcare professionals

4.2 Information Creation and Use
Nurses and midwives use data from a wide range of sources to create information for themselves and other healthcare providers and users to implement, support and evaluate care

4.3 Extending Practice
Nurses and midwives use information to develop, extend and support evidence based care in critical decision making

4.1  Data Sharing
- Understands the concepts relating to data linkage
- Identifies the purposes, benefits and risks of aggregating clinical data from multiple sources
- Understands the importance of data analytics and how they influence decision making and care delivery
- Recognises the various data sources available and judges their quality, including patient/consumer generated data
4.2 Information Creation and Use

- Sources and critically evaluates information to support evidence-based decision making for practice
- Uses their skills to assist patients/consumers to access and evaluate electronic health information.
- Understands that using accurate data to assess nursing and midwifery care and health outcomes provides the opportunity to influence health service management, planning, policy, resourcing, practice, research, education, and continuous improvement
- Recognises the potential of digital health to support current practice and enable new models of care.

4.3 Extending Practice

- Advocates for the use of digital health technologies to support innovation, quality improvement, research and evidence-based practice
- Uses research to guide practice in the use of digital health to support nursing and midwifery practice
- Uses digital technologies to facilitate patient/consumer engagement, education, and self-management
- Understands and evaluates the impact of digital health on the role of the nurse/midwife, healthcare practice, patient/consumer safety, patient/consumer interaction, and the quality of care.
Domain 5  Technology

Domain 5, Technology covers three sub-domains. There are four capability statements within each of these sub-domains, with capability statements progressing from formative to proficient levels.

5.1 Available/Appropriate Technologies

Nurses and midwives are able to identify and recommend appropriate digital technologies for their environment and use these where available

5.2 Information Systems Governance

Nurses and midwives are able to implement in practice policy and procedures that govern information system use in their workplace

5.3 Problem Solving

Nurses and midwives are able to use digital technologies to support problem solving in practice

5.1 Appropriate Technologies

- Recognises the right (or wrong) technology for the clinical or professional situation
- Maintains knowledge currency in relation to digital health innovations and their uses
- Maintains the ability to communicate appropriately with other healthcare professionals using electronic means
- Recognises the advantages and challenges of digital health in practice

5.2 Information Systems Governance

- Involved in policies and procedures that govern change management, adoption and use of information systems
- Understands the principles of data and information systems governance
- Uses a range of devices, applications and software for undertaking nursing and midwifery responsibilities
- Ensures timely reporting of errors, near misses and monitors outcomes

5.3 Problem Solving
- Provides appropriate and informed feedback on the systems in use and participates in systems improvement
- Demonstrates the ability to solve problems when using systems
- Understands and knows how to action the back-up processes in the event of a system failure
- Demonstrates an ability to detect, report and action system generated errors

![Figure 8. Domains and Sub-Domains of the National Nursing and Midwifery Digital Health Capabilities Framework](image-url)
Table 1. Descriptions of Domains and Sub-Domains

<table>
<thead>
<tr>
<th>Domain Description</th>
<th>Sub-domain 1</th>
<th>Sub-domain 2</th>
<th>Sub-domain 3</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Domain 1 - Digital Professionalism</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional standards are maintained in the digital environment</td>
<td>1.1 Professional development</td>
<td>1.2 Procedural knowledge</td>
<td>1.3 Digital identity</td>
</tr>
<tr>
<td>Nurses and midwives demonstrate attitudes and behaviours reflecting traditional professionalism standards when utilising digital tools both professionally and personally.</td>
<td>Nurses and midwives use digital tools to achieve and maintain professional development requirements</td>
<td>Nurses and midwives use digital tools in healthcare aligns with procedural, policy, legal and ethical requirements</td>
<td>Nurses and midwives use digital tools to develop and maintain their online identity and reputation</td>
</tr>
<tr>
<td><strong>Domain 2 - Leadership and Advocacy</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Digital health leadership and advocacy supported by clear policy</td>
<td>2.1 Patient Technology Advocacy</td>
<td>2.2 Leadership within organisation</td>
<td>2.3 Digital leadership in Nursing and Midwifery professions</td>
</tr>
<tr>
<td>As the largest health professional group in all contexts of health, education and care, nurses and midwives must be actively involved in the leadership, policy development and advocacy for digital health at individual, local and national levels.</td>
<td>Nurses and midwives advocate for and educate patients/consumers in relation to how their information is accessed and used</td>
<td>Nurses and midwives are visible and active players in the digital health decision-making within their organisations</td>
<td>Nurses and midwives provide active leadership to ensure the professions have input into national digital health decisions.</td>
</tr>
<tr>
<td><strong>Domain 3 - Data and Information Quality</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Data quality must be present</td>
<td>3.1 Data capture</td>
<td>3.2 Data management</td>
<td>3.3 Data lifecycle</td>
</tr>
<tr>
<td>Digital health relies on quality data for information management; nurses and midwives have a critical role in the capture, creation and recording of increasingly large quantities of clinical and healthcare data.</td>
<td>Nurses and midwives play a crucial role in the capture of complete, timely and accurate data</td>
<td>Nurses and midwives play a pivotal role in the processes of ensuring the accessibility, reliability, and timeliness of data within healthcare</td>
<td>Nurses and midwives are able to recognise that data have different uses or usefulness at various points within healthcare</td>
</tr>
</tbody>
</table>
### Domain 4 Information-enabled Care

**Care must be supported by rigorous data analysis and critical appraisal**

<table>
<thead>
<tr>
<th>4.1 Data sharing</th>
<th>4.2 Information creation and use</th>
<th>4.3 Extending practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>The evidence-based actions and behaviours of nurses and midwives increasingly rely on the appropriate use of complex data. Information-enabled care is central to modern practice and requires the development of a validated knowledge-base through rigorous data analysis, to inform quality clinical decision making and extend nursing knowledge.</td>
<td>Nurses and midwives appropriately use and share digital data with other healthcare professionals</td>
<td>Nurses and midwives use data from a wide range of sources to create information for themselves and other healthcare providers and users to support care</td>
</tr>
</tbody>
</table>

### Domain 5 - Technology

**Technology needs to be understood and used appropriately**

<table>
<thead>
<tr>
<th>5.1 Appropriate technologies</th>
<th>5.2 Information systems governance</th>
<th>5.3 Problem solving</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurses and midwives access and use available technologies appropriately to deliver safe and quality care, and to ensure information availability.</td>
<td>Nurses and midwives are able to identify and recommend appropriate digital technologies for their environment and use these where available</td>
<td>Nurses and midwives are able to use digital technologies to support problem solving in practice</td>
</tr>
</tbody>
</table>
**Table 2. Domain 1 Digital Professionalism – Capability Statements**

<table>
<thead>
<tr>
<th>Domain 1 - Digital Professionalism</th>
<th>Sub-Domain Description</th>
<th>Levels</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Formative</td>
</tr>
<tr>
<td><strong>Professional standards are maintained in the digital environment</strong> - Nurses and midwives demonstrate attitudes and behaviours reflecting traditional professionalism standards when utilising digital tools both professionally and personally.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>1.1 Professional Development</strong> - Nurses and midwives use digital tools to achieve and maintain professional development requirements</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employs digital technologies in personal learning and professional development</td>
<td>I am learning to use digital technologies in my personal learning and professional development</td>
<td>I confidently use digital technologies in my personal learning and professional development</td>
</tr>
<tr>
<td>Maintains currency with tools and innovations, and in relation to the changing nature of digital health.</td>
<td>I am learning about the tools available in digital health</td>
<td>I am confident in my knowledge about digital health tools and innovations</td>
</tr>
<tr>
<td>Uses technologies to improve practice and monitor CPD and APHRA registration requirements</td>
<td>I am learning to use technologies to improve practice and monitor mandatory requirements</td>
<td>I confidently use technologies to improve practice and monitor mandatory requirements</td>
</tr>
<tr>
<td>Demonstrates and champions appropriate and innovative digital technologies to enhance learning and patient care</td>
<td>I am learning about digital technologies to enhance learning and patient care</td>
<td>I confidently use appropriate and innovative digital technologies to enhance learning and patient care</td>
</tr>
</tbody>
</table>
### 1.2 Procedural Knowledge - Nurses and midwives use of digital tools in healthcare aligns with procedural, policy, legal and ethical requirements

<table>
<thead>
<tr>
<th>Ensures professional responsibilities, through understanding and adhering to digital health legislation, policy and ethics, including privacy and security, and professional conduct</th>
<th>I understand and adhere to digital health legislation, policy and ethics, including privacy and security, and professional conduct</th>
<th>I confidently recognise professional responsibilities, through understanding and adhering to digital health legislation, policy and ethics, including privacy and security, and professional conduct</th>
<th>I lead through demonstrating my professional responsibilities, through understanding and adhering to digital health legislation, policy and ethics, including privacy and security, and professional conduct</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognises and acts upon digital situations and events, including illegal practices or unprofessional conduct, that might compromise personal, professional or organisational security or reputation.</td>
<td>I understand and can recognise digital situations and events, including illegal practices or unprofessional conduct, that might compromise personal, professional or organisational security or reputation.</td>
<td>I confidently recognise and act upon digital situations and events, including illegal practices or unprofessional conduct, that might compromise personal, professional or organisational security or reputation.</td>
<td>I lead others in recognising and acting upon digital situations and events, including illegal practices or unprofessional conduct, that might compromise personal, professional or organisational security or reputation.</td>
</tr>
<tr>
<td>Maintains awareness of cultural, ethical, and socioeconomic issues when accessing and using digitally held health information.</td>
<td>I understand and am aware of cultural, ethical, and socioeconomic issues when accessing and using digitally held health information.</td>
<td>I am confidently aware of cultural, ethical, and socioeconomic issues when accessing and using digitally held health information.</td>
<td>I lead others through my awareness of cultural, ethical, and socioeconomic issues when accessing and using digitally held health information.</td>
</tr>
<tr>
<td>Recognises and acts upon cultural, ethical, and socioeconomic issues related to access to, and use of, information</td>
<td>I am learning to recognise and act upon cultural, ethical, and socioeconomic issues related to access to, and use of, information</td>
<td>I confidently recognise and act upon cultural, ethical, and socioeconomic issues related to access to, and use of, information</td>
<td>I lead in recognising and acting upon cultural, ethical, and socioeconomic issues related to access to, and use of, information</td>
</tr>
</tbody>
</table>

### 1.3 Digital Identity - Nurses and midwives use digital tools to develop and maintain their online identity and reputation

| Maintains an e-portfolio to demonstrate innovation, reflect on skills and experience to help monitor professional identity. | I am learning about the use of e-portfolios | I confidently use an e-portfolio to demonstrate innovation, reflect on skills and experience to help monitor professional identity. | I champion the use of e-portfolios to demonstrate innovation, reflect on skills and experience to help monitor professional identity. |
| Understanding of the benefits and risks of different ways of presenting oneself online both professionally and personally. | I am **learning** about the different ways of presenting myself online and about the inherent risks | I **confidently** understand the benefits and risks of different ways of presenting oneself online both professionally and personally. | I provide **leadership** and guidance to others in understanding the benefits and risks of different ways of presenting oneself online both professionally and personally. |
| Understands that online posts can stay in the public domain and contribute to an individual’s digital footprint | I am **learning** about the contribution of all online posts to my digital footprint | I **confidently** understand that online posts can stay in the public domain and contribute to an individual’s digital footprint | I am **proactive** in ensuring that others understand that online posts can stay in the public domain and contribute to an individual’s digital footprint |
| Uses digital footprint to showcase skills, education, and professional experience. | I am **learning** about my digital footprint and its importance to my professional life | I **confidently** use my digital footprint to showcase skills, education, and professional experience. | I am **proactive** in supporting others in the development and use of their digital footprint to showcase skills, education, and professional experience. |
### Table 3. Domain 2 Leadership and Advocacy – Capability Statements

<table>
<thead>
<tr>
<th>Sub-Domain Description</th>
<th>Levels</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2.1 Patient Digital Health Advocacy</strong> - Nurses and midwives advocate for and educate patients/consumers in relation to how their information is accessed and used</td>
<td></td>
</tr>
<tr>
<td>Advocates for patient/consumer access to digital health technologies</td>
<td>I understand the importance of patient/consumer access to digital health technologies</td>
</tr>
<tr>
<td>Understands the benefits and possible risks of different digital health applications when assisting patients/consumers</td>
<td>I am <strong>aware of</strong> the benefits and possible risks of different digital health applications for patients/consumers</td>
</tr>
<tr>
<td>Uses digital health skills in patient/consumer education, assist them in informed decision making and enhancing health literacy.</td>
<td>I am <strong>learning</strong> to use my digital health skills in patient/consumer education</td>
</tr>
<tr>
<td>Assist patients/consumers to use a range of communication technologies in their care, such as telehealth consultations</td>
<td>I am <strong>learning</strong> about how communication tools can be used with patients/consumers in my scope of practice</td>
</tr>
</tbody>
</table>
### 2.2 Leadership within organisation - Nurses and midwives are visible and active players in the digital health decision-making within their organisations

<table>
<thead>
<tr>
<th>Champions the use of digital health technologies in the organisation and with peers</th>
<th>I am learning to encourage others to use of digital health technologies in the organisation and with peers</th>
<th>I confidently discuss the use of digital health technologies in the organisation and with my peers</th>
<th>I champion the use of digital health technologies in the organisation and with my peers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understands and contributes to digital health policies and procedures within local organisation</td>
<td>I adhere to digital health policies and procedures within my local organisation</td>
<td>I confidently understand the digital health policies and procedures within local organisation</td>
<td>I lead and contribute to digital health policies and procedures within my organisation</td>
</tr>
<tr>
<td>Uses digital health to support communication within the organisation</td>
<td>I am learning how to use digital health tools to support communication in my organisation</td>
<td>I confidently use digital health to support communication within the organisation</td>
<td>As an expert, I provide leadership, advocacy, guidance and support on the use of digital health to support communication within the organisation</td>
</tr>
<tr>
<td>Ensures appropriate digital health education is available within the organisation</td>
<td>I attend digital health education that is available within the organisation</td>
<td>I attend, engage with and provide feedback on digital health education available within the organisation</td>
<td>I lead and conduct digital health education within the organisation</td>
</tr>
</tbody>
</table>

### 2.3 Digital Leadership in Nursing and Midwifery professions - Nurses and midwives provide active leadership in to ensure the professions have input into national digital health decisions

<table>
<thead>
<tr>
<th>Promotes nurses’ and midwives’ leadership in design, implementation and evaluation of digital health technologies that support nursing and midwifery practice</th>
<th>I am learning about the importance of nurses’ and midwives’ leadership in design, implementation and evaluation of digital health technologies that support nursing and midwifery practice</th>
<th>I confidently promote the need for nurses’ and midwives’ leadership in design, implementation and evaluation of digital health technologies that support nursing and midwifery practice</th>
<th>I contribute to advancing nurses’ and midwives’ leadership in design, implementation and evaluation of digital health technologies that support nursing and midwifery practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Explores, promotes, and contributes to the potential of emerging digital data sources and data systems to transform health and healthcare</td>
<td>I am learning about the potential of emerging digital data sources and data systems to transform health and healthcare</td>
<td>I confidently explore the potential of emerging digital data sources and data systems to transform health and healthcare</td>
<td>I champion the potential of emerging digital data sources and data systems to transform health and healthcare</td>
</tr>
<tr>
<td>Actively participates in making decisions regarding digital health technology</td>
<td>I am <strong>developing</strong> confidence in making decisions regarding digital health technology</td>
<td>I am <strong>actively</strong> involved in decisions regarding digital health technology</td>
<td>I <strong>lead</strong> decisions regarding digital health technology</td>
</tr>
<tr>
<td>Engaged with the processes of digital health strategy and policy development within the profession</td>
<td>I am <strong>learning</strong> about digital health strategy and policy development within the profession</td>
<td>I <strong>confidently</strong> contribute to the processes of digital health strategy and policy development within the profession</td>
<td>I <strong>lead</strong> in digital health strategy and policy development within the profession</td>
</tr>
</tbody>
</table>
Table 4. Domain 3 Data and Information Quality – Capability Statements

| Data quality must be present - Nurses and midwives capture, create and record increasingly large quantities of clinical data. Digital health relies on quality data for information management, and nurses and midwives have a critical role. |
|---|---|---|
| Domain 3 - Data and Information Quality | Sub-Domain Description | Levels |
| | | Formative | Intermediate | Proficient |
| 3.1 Data Capture - Nurses and midwives play a crucial role in the capture of complete, timely and accurate data | Understands what data must be collected and their use within the health system | I understand what data must be collected and their use within the health system | I confidently understand what data must be collected and their use within the health system | I lead in data collection and use |
| | Understands database structures and functions | I am learning about database structures and functions | I am confident that I understand database structures and functions | I have expert understanding of database structures and functions |
| | Systematically and accurately collects and records relevant data in a structured form | I can collect and record relevant data in a structured form | I confidently collect and record relevant data in a structured form | I systematically and accurately collect, record and review relevant data in a structured form |
| | Understands the benefits and risks of using patient generated data in patient care | I am aware of the benefits and risks of using patient generated data in patient care | I am confident that I understand the benefits and risks of using patient generated data in patient care | I provide leadership and guidance to others to understand the benefits and risks of using patient generated data in patient care |
### 3.2 Data Management - Nurses and midwives play a pivotal role in the processes of ensuring the accessibility, reliability, and timeliness of data within healthcare environments

<table>
<thead>
<tr>
<th>Understands basic informatics and digital health terminology</th>
<th>I am learning about basic informatics and digital health terminology</th>
<th>I confidently understand basic informatics and digital health terminology</th>
<th>I have advanced understanding of informatics and digital health terminology</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has an understanding of the purpose, structure, use, storage, and security of electronic health records</td>
<td>I am aware of the purpose, structure, use, storage, and security of electronic health records</td>
<td>I confidently understand the purpose, structure, use, storage and security of electronic health records</td>
<td>I lead in design, implementation and evaluation of electronic health records</td>
</tr>
<tr>
<td>Manages and applies information within the relevant sphere of practice and the clinical context.</td>
<td>I can manage and apply information within my relevant scope of practice and the clinical context.</td>
<td>I confidently manage and apply information within my relevant scope of practice and the clinical context.</td>
<td>I lead and guide others to manage and apply information within my relevant scope of practice and the clinical context.</td>
</tr>
<tr>
<td>Understands the different uses for health data</td>
<td>I understand about different uses for health data</td>
<td>I am confident that I understand the different uses for health data</td>
<td>I lead in using health data</td>
</tr>
</tbody>
</table>

### 3.3 Data Lifecycle - Nurses and midwives are able to recognise that data have different uses or usefulness at various points within healthcare

<table>
<thead>
<tr>
<th>Understands data structures and their importance in healthcare</th>
<th>I am learning about data structures and their importance in healthcare</th>
<th>I am confident that I understand data structures and their importance in healthcare</th>
<th>I lead in my understanding of data structures and their importance in healthcare</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintains a degree of understanding about structured languages used in nursing and midwifery in relation to data capture, aggregation, storage and use within digital health systems</td>
<td>I am learning about nursing and midwifery languages</td>
<td>I confidently use nursing and midwifery languages</td>
<td>I lead others with my understanding of nursing and midwifery languages</td>
</tr>
<tr>
<td>Recognises the role of data integrity in healthcare and the importance of complete, timely and accurate data</td>
<td>I am learning about data integrity in healthcare and the importance</td>
<td>I confidently recognise the role of data integrity in healthcare and</td>
<td>I lead in promoting the role of data integrity in healthcare and ensure</td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th>of complete, timely and accurate data</th>
<th>understand the importance of complete, timely and accurate data is available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understands the transition from data, through information and knowledge, to wisdom and decision making.</td>
<td>I am learning about the transition from data, through information and knowledge, to wisdom and decision making.</td>
</tr>
<tr>
<td></td>
<td>I am confident that I understand the transition from data, through information and knowledge, to wisdom and decision making.</td>
</tr>
<tr>
<td></td>
<td>I am confident and proficient in my understanding of the transition from data, through information and knowledge, to wisdom and decision making.</td>
</tr>
</tbody>
</table>
### Table 5. Domain 4 Information-enabled Care – Capability Statements

<table>
<thead>
<tr>
<th>Sub-Domain Description</th>
<th>Levels</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Domain 4 - Information-enabled Care</strong></td>
<td><strong>Care must be supported by rigorous data analysis and critical appraisal</strong> - The evidence-based actions and behaviours of nurses and midwives increasingly rely on the appropriate use of complex data. Information-enabled care is central to modern practice and requires the development of a validated knowledge-base through rigorous data analysis to inform quality clinical decision making and extend nursing knowledge.</td>
<td></td>
</tr>
<tr>
<td><strong>4.1 Data Sharing</strong> - Nurses and midwives appropriately use and share digital data with other healthcare professionals</td>
<td><strong>Sub-Domain Description</strong></td>
<td><strong>Formative</strong></td>
</tr>
<tr>
<td>Understands the concepts relating to data linkage</td>
<td>I am <strong>learning</strong> the concepts relating to data linkage</td>
<td>I am <strong>confident</strong> that I understand the concepts relating to data linkage</td>
</tr>
<tr>
<td>Identifies the purposes, benefits and risks of aggregating clinical data from multiple sources</td>
<td>I am <strong>learning</strong> about the purposes, benefits and risks of aggregating clinical data from multiple sources</td>
<td>I <strong>confidently</strong> identify the purposes, benefits and risks of aggregating clinical data from multiple sources</td>
</tr>
<tr>
<td>Understands the importance of data analytics and how they influence decision making and care delivery</td>
<td>I am <strong>learning</strong> about data analytics</td>
<td>I <strong>confidently</strong> understand the importance of data analytics</td>
</tr>
<tr>
<td>Recognises the various data sources available and judges their quality, including patient/consumer generated data</td>
<td>I am <strong>learning</strong> about the various data sources available and how to judge their quality</td>
<td>I <strong>confidently</strong> recognise the various data sources available and judge their quality, including patient/consumer generated data</td>
</tr>
</tbody>
</table>
### 4.2 Information Creation and Use - Nurses and midwives use data from a wide range of sources to create information for themselves and other healthcare providers and users to support care

<table>
<thead>
<tr>
<th>Sources and critically evaluates information to support evidence-based decision making for practice</th>
<th>I can <strong>source</strong> information to support evidence-based practice</th>
<th>I <strong>confidently</strong> source and critically evaluate information to support evidence-based practice</th>
<th>I <strong>lead</strong> others in sourcing and critically evaluating information to support evidence-based practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Uses their skills to assist patients/consumers to access and evaluate electronic health information.</td>
<td>I can <strong>assist</strong> patients/consumers to access and evaluate electronic health information.</td>
<td>I <strong>confidently</strong> assist patients/consumers to access and evaluate electronic health information.</td>
<td>I am <strong>confident</strong> and proficient in assisting patients/consumers to access and evaluate electronic health information.</td>
</tr>
<tr>
<td>Understands that using accurate data to assess nursing and midwifery care and health outcomes provides the opportunity to influence health service management, planning, policy, resourcing, practice, research, education, and continuous improvement</td>
<td>I <strong>understand</strong> the relationship between assessment of nursing and midwifery care, health outcomes, health service management, planning, policy, resourcing, practice, research, education, and continuous improvement</td>
<td>I <strong>confidently</strong> understand the relationship between assessment and health outcomes, health service management, planning, policy, resourcing, practice, research, education, and continuous improvement</td>
<td>I <strong>lead</strong> others in developing their understanding of the relationship between data analysis and health outcomes, health service management, planning, policy, resourcing, practice, research, education, and continuous improvement</td>
</tr>
<tr>
<td>Recognises the potential of digital health to support current practice and enable new models of care.</td>
<td>I <strong>recognise</strong> the potential of digital health to support current practice</td>
<td>I <strong>confidently</strong> recognise the potential of digital health to support current and future practice</td>
<td>I <strong>proactively use</strong> digital health to support current practice and inform new models of health care.</td>
</tr>
</tbody>
</table>

#### 4.3 Extending Practice - Nurses and midwives use information to develop, extend and support evidence based care in critical decision making

<table>
<thead>
<tr>
<th>Advocates for the use of digital health technologies to support innovation, quality improvement, research and evidence-based practice</th>
<th>I am <strong>learning</strong> how the use of digital health technologies can support quality improvement, research and evidence-based practice</th>
<th>I <strong>confidently</strong> use of digital health technologies to support quality improvement and evidence-based practice</th>
<th>I <strong>lead</strong> in the use of digital health technologies to support innovation, quality improvement, research and evidence-based practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Uses research to guide practice in the use of digital health to support nursing and midwifery practice</td>
<td>I am <strong>learning</strong> to use research to assist my use of digital health to support my practice</td>
<td>I <strong>confidently</strong> use research to guide practice in the use of digital health to support nursing and midwifery practice</td>
<td>I <strong>lead</strong> research to guide the use of digital health to support nursing and midwifery practice</td>
</tr>
<tr>
<td>Uses digital technologies to facilitate patient/consumer engagement, education, and self-management</td>
<td>I am <strong>learning</strong> to use digital technologies to facilitate patient/consumer engagement</td>
<td>I <strong>confidently</strong> use digital technologies to facilitate patient/consumer engagement and education</td>
<td>I <strong>lead</strong> in using digital technologies to facilitate patient/consumer engagement, education, and self-management</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Understands and evaluates the impact of digital health on the role of the nurse and midwife, healthcare practice, patient/consumer safety, patient/consumer interaction, and the quality of care.</td>
<td>I am <strong>learning</strong> to understand and evaluate the impact of digital health on the role of the nurse/midwife and patient/consumer safety</td>
<td>I <strong>confidently</strong> understand and evaluate the impact of digital health on the role of the nurse/midwife, healthcare practice, patient/consumer safety, patient/consumer interaction, and the quality of care.</td>
<td>I provide <strong>leadership</strong> and guidance to others to understand and evaluate the impact of digital health on the role of the nurse/midwife, healthcare practice, patient/consumer safety, patient/consumer interaction, and the quality of care.</td>
</tr>
</tbody>
</table>
Table 6. Domain 5 Technology – Capability Statements

<table>
<thead>
<tr>
<th>Domain 5 - Technology</th>
<th>Technology needs to be understood and used appropriately - Nurses and midwives access and use available technologies appropriately to deliver safe and quality care, and to ensure information availability.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sub-Domain Description</strong></td>
<td><strong>Levels</strong></td>
</tr>
<tr>
<td><strong>5.1 Appropriate Technologies</strong> - Nurses and midwives are able to identify and recommend appropriate digital technologies for their environment and use these where available</td>
<td></td>
</tr>
<tr>
<td>Recognises the right technology for the clinical or professional situation</td>
<td>I am learning to recognise the right technology for different situations</td>
</tr>
<tr>
<td>Keeps up to date with digital health innovations and their uses</td>
<td>I am learning about digital health innovations and their uses</td>
</tr>
<tr>
<td>Maintains the ability to communicate appropriately using electronic means with other health care professionals</td>
<td>I am able to communicate appropriately using electronic means</td>
</tr>
<tr>
<td>Recognises the advantages and challenges of digital health in practice (e.g. infection control)</td>
<td>I can recognise the advantages and challenges of digital health in practice</td>
</tr>
</tbody>
</table>
### 5.2 Information Systems Governance - Nurses and midwives are able to implement in practice policy and procedures that govern information system use in their workplace

| Involved in policies and procedures that govern change management, adoption and use of information systems | I am **aware of** the policies and procedures around the use of information systems in my organisation | I **confidently** understand and use the policies and procedures that govern change management, adoption and use of information systems | I am **involved in developing** policies and procedures that govern change management, adoption and use of information systems |
| Understands the principles of data and information systems governance | I am **learning** about the principles of data and information systems governance | I **confidently** understand the principles of data and information systems governance | I **lead** in ensuring appropriate data and information systems governance |
| Uses a range of devices, applications and software for undertaking nursing/midwifery responsibilities | I am **learning** to use a range of devices, applications and software for undertaking nursing/midwifery responsibilities | I **confidently** use a range of devices, applications and software for undertaking nursing/midwifery responsibilities | I provide **leadership** and guidance to others on the use of devices, applications and software for undertaking nursing/midwifery responsibilities |
| Ensures timely reporting of errors, near misses and monitors outcomes. | I understand how to report errors and near misses | I **confidently** ensure timely reporting of errors, near misses and monitors outcomes. | I **champion** the timely reporting of errors, near misses and monitors outcomes. |

### 5.3 Problem Solving - Nurses and midwives are able to use digital technologies to support problem solving in practice

| Provides appropriate and informed feedback on the systems in use | I am **learning** about the systems in use | I **confidently** provide appropriate and informed feedback on the systems in use | As an expert user, I **lead** on and champion the effective, appropriate and informed feedback on the systems in use |
| Demonstrates the ability to solve problems when using systems | I am **learning** to solve problems when using systems | I **confidently** solve problems when using systems | I **lead** on and assist others to solve problems when using systems |
| Assists others to resolve or report technology issues | I am **learning** to work with others to resolve or report technology issues | I **confidently** assist others to resolve or report technology issues | I **lead** in assisting others to resolve or report technology issues |
| Demonstrated ability to detect and action system generated errors | I am **learning** to detect and action system generated errors | I **confidently** detect and action system generated errors | I am **proactive** in supporting others to detect and action system generated errors |
References


