

Meta-Profile Of Nursing  
2<sup>ND</sup> Meeting of Tuning Middle East and  
North Africa  
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# Procedure of Meta Profile Development

**The meta profile is a set of competencies that identify a nursing graduate in the Middle East and North Africa.**

**The Meta Profile was developed following the steps below:**

- Generated a list of generic and nursing specific competencies
- Categorized and clustered these competencies
- Reduced the list to be comprehensive, precise and concise
- Consulted academicians, students, employers, and graduates on the importance, achievement and ranking of competencies
- Developed the final core competencies including the Macro and Micro competencies (generic and specific) based on the survey analysis.
- Illustrated the diagram representing the core competencies
- Provide a clear definition of each competency

# Analysis of the survey results

Validation and consistency by the four groups which produce the meta profile of nursing.

The variation between ranking may have resulted from the different perspectives of the groups. The correspondents had better achievement in specific competences than that in the generic.

# Importance

| Academic   | Employer   | Student  | Graduate   |
|--|--|--|--|
| SC3Maintain patient safety                             | SC3Maintain patient safety                                       | SC3°Maintain patient safety                                      | SC3Maintain patient safety                                       |
| SC13Provide quality patient, family and community care | SC6Promote life and quality of life at all stages                | Sc1Provide holistic care   | SC4Practice within the respective code of ethics and legal codes |
| SC6Promote life and quality of life at all stages      | Sc4Practice within the respective code of ethics and legal codes | SC6Promote life and quality of life at all stages                | Provide holistic care  |
| SC22Document and report accurately and effectively     | SC17Perform basic nursing procedures                             | SC4Practice within the respective code of ethics and legal codes | SC6Promote life and quality of life at all stages                |

# Overview of the importance in competences

- There is a general consensus among most of the groups on the importance of
  - patient safety
  - Promoting life and quality of life
  - Provide holistic care
  - Practice within the respective code of ethics and legal codes
  - Provide quality patient, family and community care

# Achievements

| Academics   | Employer  | Students  | Graduate  |
|---|---|---|---|
| 1. Perform basic nursing procedure.                               | 1. Perform basic nursing procedure.                               | 1. Maintain patient safety                                | Practice within the respective codes of ethics and legale codes |
| 2. Practice within the respective codes of ethics and legal codes | 2. Deliver individual centered care                               | Perform basic nursing procedure.                          | Provide holistic care   |
| 3. Maintain patient safety  | 3. Maintain patient safety  | Promote life and quality of life at all stages.           | Maintain patient safety   |
| 4. Provide holistic care  | 4. Promote life and quality of life at all stages.                | Provide holistic care                                     | Perform basic nursing procedure.                                |
| 5. Culture sensitive and respect of dignity                       | 5. Practice within the respective codes of ethics and legal codes | Apply universal precautions of infection control measures | Provide quality patent, family and community care               |

# Lowest rating of Achievements

| Academics  | Employer                                    | Students   | Graduate  |
|--|---|--|---|
| SC32 Ability to delegate work                                    | SC28 Utilize research findings              | SC37 Ability to appraise others objectively                  | SC35 Develop self and others                      |
| SC29 Utilize health informatics                                  | SC35 Develop self and others                | SC34 Ability to plan future actions                          | SC28 Utilize research findings and evidence based |
| SC37 Ability to appraise others objectively                      | SC29 Utilize health informatics             | SC33 Accept constructive feedback and criticism              | SC15 Applying coping strategies                   |
| SC24 Manage challenging behaviors of patient with special needs. | SC154 Applying coping strategies            | SC32 Ability to delegate work                                | SC33 Accept constructive feedback and criticism   |
| SC28 Utilize research findings.                                  | SC37 Ability to appraise others objectively | SC16 Ability to decide when to refer to other professionals. | SC36 Risk crises and disaster management          |

# Overview of results

- . There were similarity in the competencies identified as lowest achievement in the four groups.
- . Although there are similarity, the difference between competences were achievement is low and high is very small.
- . There is general consensus on the achievement and there is no concern about competences not being achieved.



# Ranking

Regarding ranking, all competences that were ranked '0' may have been considered as redundant for example providing counselling, could be a replicate of communicating effectively.

# Core competencies

## Generic

- Communicate orally and in writing with different audiences
- Manage time effectively
- Have critical thinking, analysis, and synthesis
- Act ethically with social responsibility
- Maintaining quality of work
- Identify and resolve problems
- Maintain continuous education

## Specific

- Maintain patient safety
- Practice within the respective code of ethics and legal codes
- Provide holistic care
- Deliver individual centred care
- Promote life and quality of life
- Work in an interdisciplinary team
- Working under pressure
- Culturally sensitive and respect for dignity
- Provide quality patient, family and community care
- Promote life and quality of life

# Meta Profile - Core competencies

## **Deliver quality care**

- Maintaining quality of work
- Maintain patient safety
- Provide holistic care
- Deliver individual centred care
- Culturally sensitive and respect for dignity
- Provide quality patient, family and community care
- Promote life and quality of life

## **Critical thinking**

- Have critical thinking, analysis, and synthesis
- Identify and resolve problems

# Meta Profile - Core competencies

## **Ethical conduct**

- Practice within the respective code of ethics and legal codes

## **Leadership**

- Manage time effectively
- Maintain continuous education
- Communicating effectively
- Working under pressure

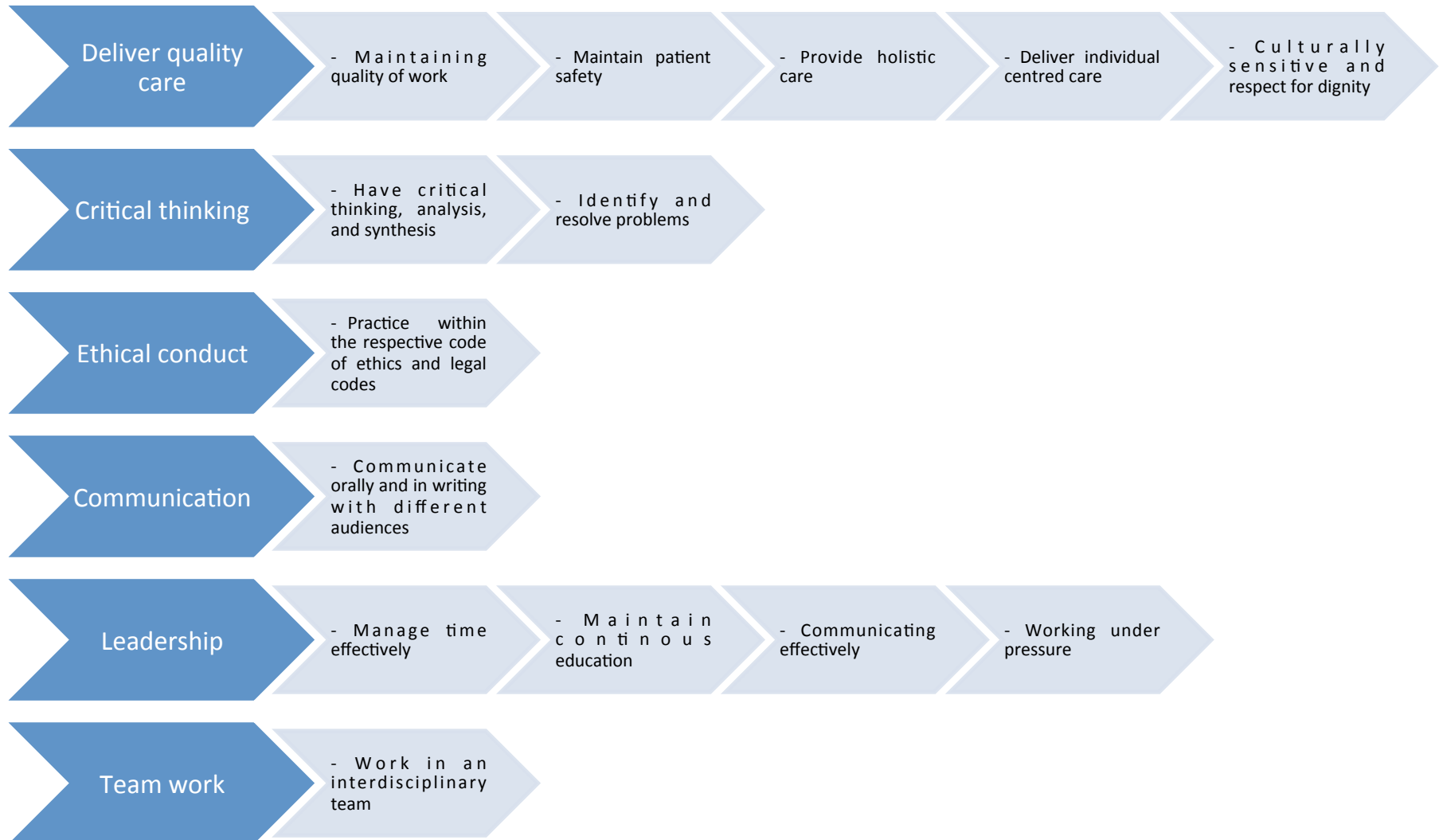
## **Communication**

- Communicate orally and in writing with different audiences

## **Team work**

- Work in an interdisciplinary team

# Meta Profile- Core Competences



# Key concepts identified in graduate profile for nursing

| Core Competencies    | Definition   |
|----------------------|--|
| Deliver Quality Care | This competency encompasses the ability to provide evidence based, person centered care that takes into consideration the holistic needs of the individual, family and the community |
| Critical thinking    | This competency encompasses the ability to utilize problem solving techniques, innovation and creativity in delivering care to the individual, family and community.                 |
| Ethical conduct      | This competency encompasses being accountable in the delivery of care in line with socially accepted values, beliefs, customs, norms.  |

# Key concepts identified in graduate profile for nursing

| Core Competencies | Definition  |
|-------------------|---|
| Communication     | This competency encompasses the ability to interact effectively with others using different modes of interactions as appropriate                                      |
| Team Work         | This competency encompasses the ability to work together with the other members of the Multidisciplinary team for the benefit of the individual, family and community |
| Leadership        | This competency encompasses the ability to: coordinate, organize, manage, collaborate, delegate, and empower others   |

# Conclusion

- The Meta- profile of the Middle East and North Africa Nurse graduate was developed to determine the qualities expected from a graduate nurse in BSN level