



Entry to Practice Competencies For Nurse-midwives in Bangladesh





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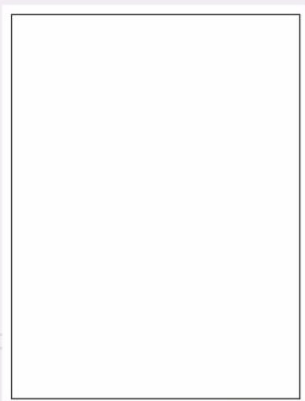
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FOREWARD

Nursing is a multifaceted and highly skilled profession: nurses master a variety of difficult clinical skills to care for patients of all ages with a multitude of health issues, advocate for patients and their families, and co-ordinate and document patient care - all while creating a comforting and safe environment. Not only are nurses a critical member of the healthcare team, they are an essential part of improving the health of everyone in Bangladesh.

Upon completion of a nursing program, students are expected to enter the workforce ready to provide safe and competent patient care. The development of entry-to-practice competencies are an important step in ensuring that nurses who complete their training have the requisite knowledge, skills, and attitudes needed to meet the expectations of both the profession and the population. Entry-to-practice competencies are standardized guidelines detailing what can be expected of a new nurse joining the health work force in Bangladesh. I strongly believe that implementation of a standardized set of these competencies will help to strengthen nursing education, training and practice in producing competent and efficient nurse-midwives for

delivering holistic care.

The successful completion of the development of these entry-to-practice competencies has been made possible by the contribution of a number of organizations and individuals under the leadership of Bangladesh Nursing Council. I would like to thank the Human Resources for Health in Bangladesh Project implemented by Cowater International Inc., Canadian Association of Schools of Nursing (CASN) and a number of experts in the field of public and private sector nursing education. I deeply appreciate the Department of Foreign Affairs, Trade and Development (DFATD) Canada for supporting this important milestone activity to further strengthen the quality of nursing education in Bangladesh.



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President, Bangladesh Nursing Council



ACKNOWLEDGEMENTS

The Bangladesh Nursing Council gratefully acknowledges the time and expertise of Shamsuddin Azad Chowdhury, Additional Secretary (Administration) and Line Director Human Resource Management and Mosharraf Hossain, Joint Secretary (Hospitals and Nursing) from the Ministry of Health and Family Welfare. The support of the MoHFW ensured the successful completion of these competencies.

The Bangladesh Nursing Council is grateful for the contributions of the Competency and Accreditation Working Group (Appendix A) and the participants of the Stakeholder Consultation Forum (Appendix B).

In addition, Bangladesh Nursing Council gratefully acknowledges the technical and financial support from the Department of Foreign Affairs, Trade and Development (DFATD) Canada through their Human Resources for Health Project in Bangladesh, implemented by Cowater International Inc. and Canadian Association of Schools of Nursing (CASN).



Canada

INTRODUCTION and PURPOSE

The Bangladesh Nursing Council (BNC) is the regulatory body for nursing in Bangladesh, and is mandated to set standards for the education and practice of nurse-midwives. The BNC fulfills this mandate by setting the licensure of new nurses, overseeing the registration of all nurses, and approving the nursing curriculum for Bangladesh (MoHFW, 2008). This document contains the entry-to-practice competencies for nurse-midwives in Bangladesh.

The entry-to-practice competencies for nurse-midwives in Bangladesh are national, formally approved expectations for what all new nurse-midwives should be able to do in practice on completing their nursing education program:

Nursing Practice:

The entry-to-practice competencies set expectations for what a nurse, who has just completed a program, can do in practice. This information is important to employers, other health practitioners who will be working with new nurse-midwives, and Nurse Supervisors.

Nursing Students:

The entry-to-practice competencies show students what they will be expected to learn throughout their education to become a nurse-midwife, and what they should be able to do on their own at the conclusion of the program.

Informing Education:

The entry-to-practice competencies are a key document for informing the curriculum of Nursing Institutes, as they state what a new nurse should be able to know and do upon program completion. In addition, the competencies serve as a framework for evaluating and approving nurse-midwife education programs.

Informing Licensure:

The competencies outline a practice standard for a new nurse-midwife. The new nurse-midwife should be assessed according to this practice standard in order to achieve licensure.

BACKGROUND

The entry-to-practice competencies for nurse-midwives in Bangladesh were developed using a process that included input from key stakeholders from across the country.

In March 2013 a Competency and Accreditation Working Group was established by the Bangladesh Nursing Council. The group was chaired by the Registrar, included an advisor from the Directorate of Nursing Services (DNS), and Principals and Instructors from several Nursing Institutes. Prior to drafting the competencies the Working Group received training on competency development, and reviewed international entry-level nursing and midwifery competency documents from other countries. Over the course of a year, the Competency Working Group met seven times to complete a draft list of entry-to-practice competencies for nurse-midwives in Bangladesh. Representatives from the Canadian Association of Schools of Nursing with expertise in competency development provided consultation assistance to the Working Group as they developed the draft competencies.

To ensure the competencies reflect entry-level practice for nurse-midwives across Bangladesh, the BNC hosted a Stakeholder Consultation Forum on the Draft Competencies on March 5th, 2014. Principals and instructors from Nursing Institutes across Bangladesh attended to provide feedback on the draft competencies. There was strong support for the draft competencies at the forum as well as useful suggestions for improving them and adding missing expectations. The Forum feedback was carefully reviewed by the Competency and Accreditation Working Group, and a revised draft of competencies was developed incorporating this feedback. Thus, the final entry-to-practice competencies for nurse-midwives in Bangladesh reflect a broad consensus among nursing educators and other stakeholders and are consistent with international standards. The competencies were approved by the BNC in March 2014.

CONCEPTUAL FRAMEWORK

Competencies are defined as the combination of knowledge, skills, and attitudes the new nurse-midwife needs in Bangladesh to practice effectively on entering the workforce in (Baartman and Bruijn, 2011). Each competency is accompanied by a list of indicators that provide measurable and observable manifestations of the competency. It is important to note that the competencies are not simply a list of tasks that a new nurse-midwife should be able to complete. They describe the nurse-midwife's ability to skilfully perform practice duties relying on clinical reasoning and scientific knowledge, and with an attitude that will provide comfort and support to patients/clients and their families.



**The competencies are organized
into five categories:**

1. Nursing Process
2. Fundamentals of Nursing
3. General Nursing Care
4. Communication
5. Leadership and Professionalism

ENTRY-TO-PRACTICE COMPETENCIES FOR NURSE-MIDWIVES IN BANGLADESH

CATEGORY 1: NURSING PROCESS

The nursing process refers to the problem solving approach nurse-midwives use to provide nursing care. This includes assessing the patient/client, planning care, implementing the plan of care, and evaluating patient/client outcomes and the plan of care.

1. The nurse-midwife is able to perform a comprehensive, systematic, and holistic health assessment of the patient/client.
 - Collects patient/client information through interviewing and from documentation
 - Uses observation skills when assessing the patient/client
 - Performs a physical assessment
 - Assesses the patient's/client's psychological status
 - Assesses the patient/client holistically (e.g. spiritual, cultural, emotional, environmental, etc.)
 - Completes the patient/client assessment in a timely manner
2. The nurse-midwife is able to identify the patient's/client's needs/ expectations/ responses to actual health problems.
 - Uses clinical reasoning and critical thinking to analyze and interpret assessment data
 - Applies knowledge to identify the patient's/client's needs
 - Prioritizes the nursing problems
 - Discusses alternative healthcare treatments that the patient/client might use
3. The nurse-midwife is able to formulate a plan of care (in collaboration with the healthcare team).
 - Uses the patient/client assessment in developing a plan of care
 - Applies nursing knowledge in developing the plan of care
 - Facilitates the patient's/client's participation in the plan of care and outcomes
 - Collaborates with health team members in planning care
 - Determines expected outcomes and nursing interventions to be implemented

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CATEGORY 1: NURSING PROCESS

The nursing process refers to the problem solving approach nurse-midwives use to provide nursing care. This includes assessing the patient/client, planning care, implementing the plan of care, and evaluating patient/client outcomes and the plan of care.

4. The nurse-midwife is able to implement a nursing care plan in a timely manner.
 - Uses nursing knowledge, critical thinking, and decision making skills in carrying out the plan of care
 - Facilitates the patient's/client's participation in attaining the desired outcomes
 - Consults with other members of the health care team when performing nursing actions to meet the objectives
 - Discusses any anticipated complications with the health care team
 - Organizes own workload to meet responsibilities in a timely manner
 - Responds to the patient's/client's needs and expectations carefully while implementing the plan of care
 - Reports and discusses any complications that arise with members of the healthcare team in order to seek a solution to resolve them
 - Ensures the patient/client understands how to continue the plan of care upon discharge
5. The nurse-midwife is able to evaluate and modify the plan of care to meet expected outcomes.
 - Monitors continuously the patient's/client's response to care
 - Consults with the physician and other health team members when appropriate to determine changes to the plan of care
 - Ensures all health team members are aware of changes to the care plan
 - Takes appropriate action in a dynamic health situation
 - Reviews results/outcomes to determine further interventions
6. The nurse-midwife is able to document appropriately.
 - Documents observations in a timely manner
 - Maintains clear, accurate, and legible documentation and records
 - Respects and maintains the confidentiality of information

ENTRY-TO-PRACTICE COMPETENCIES FOR NURSE-MIDWIVES IN BANGLADESH

CATEGORY 2: FUNDAMENTALS OF NURSING

Nursing fundamentals are the central elements of nursing practice that are applied in the care of all patients/clients.

7. The nurse-midwife applies knowledge from the health sciences and related disciplines in caring for patients/clients.
 - Applies knowledge of anatomy, physiology, pathophysiology, microbiology, epidemiology, immunology and nutrition in providing patient/ client care
8. The nurse-midwife is able to provide nursing care to patients/clients of all age groups, both sexes, all races, religions and ethnic groups.
 - Applies knowledge of human growth and development when caring for patients/clients
 - Applies knowledge of pathophysiology and functional status specific to each age group
 - Provides culturally competent care and is respectful of diversity
9. The nurse-midwife is able to provide health information / education/ counseling appropriate to the needs of the patients/clients and family.
 - Provides relevant health information and resources to patients/clients and their families
 - Educates patients/clients and their families to promote health, prevent illness, and to assist them in managing health problems
10. The nurse-midwife is able to receive patients/clients properly and provides necessary support to patients/clients transitioning to other units in the hospital or to other care facilities.
 - Provides counseling to individuals and their families related to health issues and health status
 - Considers ethical issues when counseling patients/clients and their families
 - Provides information and support to the patient/client, family, and friends when transferring a patient/client to another unit or facility
 - Assesses the patient/client and the patient/client history appropriately when receiving new or transferred patients/clients
 - Reviews the patient/client history with the unit or facility when transferring a patient/client
 - Communicates the patient's/client's needs/ expectations to the care team when transferring a patient/client
 - Clarifies documentation if necessary when transferring a patient/client

ENTRY-TO-PRACTICE COMPETENCIES FOR NURSE-MIDWIVES IN BANGLADESH

CATEGORY 2: FUNDAMENTALS OF NURSING

Nursing fundamentals are the central elements of nursing practice that are applied in the care of all patients/clients.

- Provides information and support to the patient/client, family, and friends when transferring a patient/client to another unit or facility
11. The nurse-midwife is able to safely administer drugs/medication in oral and parenteral routes.
- Uses the 6 rights system to administer medications safely: the right medication, the right patient/client, the right dose, the right time, the right route, and the right documentation
 - Correctly identifies the therapeutic dosage of medications to be administered
 - Correctly interprets drug/medication orders written by physicians
 - Correctly calculates dosages as per patient's/ client's age, sex, weight, height and condition
 - Evaluates the patient's/client's response to medication
 - Recognizes adverse drug effects and responds effectively in a timely manner
12. The nurse-midwife is able to respond appropriately to alterations of a patient's/client's cardio-pulmonary functioning. Monitors patient's/client's respiratory function
- Calculates oxygen saturation
 - Administers oxygen therapy when required
 - Performs intervention to maintain the patient's/ client's airway (e.g. suctioning)
13. The nurse-midwife is able to support basic physiological systems and mobility needs.
- Performs hygiene for care of the integument (e.g. mouth, ear, eyes, nose, perineum, feet, nails)
 - Protects the integrity of the skin through skin care and wound healing
 - Inserts, manages, and removes different kinds of indwelling catheters, ryles tube, and/or flatus tube safely and appropriately when necessary
 - Monitors fluid intake and urinary output and promotes normal micturition
 - Monitors and promotes normal bowel elimination
 - Cares for a patient/client with canalization, intravenous infusion and blood transfusion
 - Cares for a patient/client with cast, plaster and traction
 - Cares appropriately for patients/clients with sensory deficits (e.g. blind, deaf, mute)

ENTRY-TO-PRACTICE COMPETENCIES FOR NURSE-MIDWIVES IN BANGLADESH

CATEGORY 2: FUNDAMENTALS OF NURSING

Nursing fundamentals are the central elements of nursing practice that are applied in the care of all patients/clients.

14. The nurse-midwife is able to provide pre- and post-operative care appropriately to acute or chronically ill patients/clients undergoing major or minor surgery.
 - Provides appropriate pre-operative care
 - Prepares the general operation trolley
 - Assists surgeons in performing major or minor surgery
 - Provides post-operative care
 - Monitors for post-operative complications
15. The nurse-midwife is able to work with physicians in performing invasive diagnostic procedures.
 - Prepares the special tray required for assisting doctors in performing lumbar puncture/sternal puncture/synthesis or tapping
 - Informs and explains the procedure when preparing the patient/client
 - Assists the physician and supports the patient/client during the procedure
 - Monitors the patient/client following the procedure
16. The nurse-midwife is able to use a variety of techniques to manage patient's/client's pain.
 - Assesses pain level of patient/client
- Administers medications ordered for pain-management appropriately
- Use non-pharmacological techniques to assist patients/clients with pain management (e.g. music therapy, praying, recitation of religious books, recall of memorials, etc.)
17. The nurse-midwife is able to respond effectively to a rapid change in the patient's/client's health status.
 - Monitors and assesses patients/clients carefully
 - Identifies indicators of health status deterioration immediately
 - Identifies priorities and responds accordingly
18. The nurse-midwife is able to perform infection control measures appropriately in the hospital and in the community.
 - Uses scientific knowledge about micro-organisms, their transmission, and the immune system when providing nursing care to patients/clients
 - Uses medical asepsis and surgical asepsis appropriately to prevent the transmission of infection in the hospital and in the community
 - Uses disinfectants and sterilizes equipment appropriately in all areas

ENTRY-TO-PRACTICE COMPETENCIES FOR NURSE-MIDWIVES IN BANGLADESH

CATEGORY 3: GENERAL NURSING CARE

General nursing care refers to nursing care of individuals, families, communities and populations across the life-span to promote health, prevent illness, and manage acute and chronic health conditions.

19. The nurse-midwife is able to provide appropriate nursing care to adults with acute and chronic health conditions.
 - Applies nursing knowledge and knowledge from other disciplines when caring for an adult with an acute or chronic health condition
 - Monitors and manages symptoms of the adult with a health condition
 - Provides information and supports to the adult patient/client and family
 - Recognizes and responds appropriately to changes in the health condition
20. The nurse-midwife is able to provide appropriate nursing care to infants and children with acute and chronic health conditions.
 - Applies nursing knowledge, knowledge from other disciplines, and knowledge of growth and development when caring for an infant or child with an acute or chronic health condition
 - Monitors and manages symptoms of the infant or child with a health condition
21. The nurse-midwife is able to provide appropriate nursing care to the elderly with acute and chronic health conditions.
 - Provides information and support to the family of the infant or child with a health condition
 - Applies nursing knowledge and knowledge of gerontology and geriatrics when caring for the elderly patient/client
 - Provides appropriate care to the elderly patient/client who has an acute or chronic health condition
 - Provides information and support to the family providing care to the elderly patient/client



ENTRY-TO-PRACTICE COMPETENCIES FOR NURSE-MIDWIVES IN BANGLADESH

CATEGORY 3: GENERAL NURSING CARE

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22. The nurse-midwife is able to provide palliative and end-of-life nursing care for patients/clients at the end stage of life.
- Develops a nurse-midwife patient/client relationships based on empathy and trust with the patient/client at the end stage-of-life
 - Communicates with the patient/client and family about end-of-life needs and expectations
 - Monitors and manages the patient's/client's level of pain
 - Provides physical, mental, and spiritual comfort and support to the patient/client at the end-of-life
 - Provides support to the patient's/client's family
 - Respects the patient's/client's socio-cultural, religious, and spiritual needs related to death and dying
 - Communicates the patient's/client's end-of-life needs/expectations to the health care team
 - Provides support to the bereaved family
23. The nurse-midwife is able to provide ante-natal midwifery services to patients/clients.
- Provides appropriate ante-natal care
 - Identifies and refers high risk mothers appropriately
 - Provides information and education to the patient/client and the family about labor and delivery
24. The nurse-midwife is able to provide holistic care to the pregnant woman during labor and delivery.
- Monitors the mother and infant during labor and responds appropriately
 - Provides support to the patient/client during labor
 - Follows written medical directives during labor and delivery
 - Uses the pantograph properly and takes actions when necessary
 - Responds appropriately and refers the patient/client with appropriate referral notes to the nearest facility in time if complications arise (e.g. eclampsia, abnormal deliveries, fetal distress, etc.)
 - Conducts a safe normal delivery in a manner accepted by the patient/client
 - Performs an episiotomy when required

ENTRY-TO-PRACTICE COMPETENCIES FOR NURSE-MIDWIVES IN BANGLADESH

CATEGORY 3: GENERAL NURSING CARE

General nursing care refers to nursing care of individuals, families, communities, and populations across the life-span to promote health, prevent illness, and manage acute and chronic health conditions.

- 25. The nurse-midwife is able to provide appropriate care to the newborn infant following delivery.
 - Assesses the APGAR score
 - Performs newborn care properly (e.g. cord clamping, clears respiratory pathway, maintains temperature)
 - Closely monitors the health status of the newborn infant
 - Identifies and responds appropriately to health problems of the infant
 - Promotes breast feeding following the delivery
 - Promotes bonding among the mother-newborn-father and family
 - Provides education and counseling regarding good parenting and family planning to the mother and family
- 26. The nurse-midwife is able to provide appropriate postpartum care to the mother.
 - Closely monitors the physical and emotional health status of the new mother and provides appropriate care to prevent complications (e.g. puerperal infection, postpartum hemorrhage, infection, etc.)
 - Educates the mother about self-care following labour and delivery
- 27. The nurse-midwife is able to provide appropriate care to the woman presenting with an incomplete, complete, habitual, or septic abortion.
 - Educates the mother and the family regarding care of the newborn and infant and responds to inquiries about caring for the infant
 - Provides breast feeding support to the new mother if needed
 - Applies nursing knowledge and knowledge from other disciplines when caring for the woman presenting with an abortion
 - Monitors and responds appropriately to the health status of the woman presenting with an abortion
 - Provides emotional support to the woman presenting with an abortion
- 28. The nurse-midwife is able to assess the health status of the family and the community.
 - Collects data regarding health status and epidemiology of the community
 - Conducts assessments to detect illness/disease early among community dwellers.

ENTRY-TO-PRACTICE COMPETENCIES FOR NURSE-MIDWIVES IN BANGLADESH

CATEGORY 3: GENERAL NURSING CARE

General nursing care refers to nursing care of individuals, families, communities, and populations across the life-span to promote health, prevent illness, and manage acute and chronic health conditions.

29. The nurse-midwife is able to promote health and prevent disease among individuals, families, and communities.
- Promotes self-care to prevent disease among community dwellers
 - Helps individuals and groups to see the connection between behavior and health (e.g. adequate exercise, hygiene, etc.)
 - Assists individuals and groups in identifying strategies to change unhealthy behaviors (e.g. quitting smoking, creating a nutrition plan, etc.)
 - Teaches individuals and groups strategies for preventing the spread of diseases (e.g. hand-washing, safe sex, immunization, etc.)
 - Provides immunizations to community dwellers
30. The nurse-midwife is able to provide support and determine strategies for individuals in the community managing a chronic disease or health issue.
- Assesses the patient/client for complications resulting from chronic illness
 - Assesses the patient's/client's current strategies for managing chronic illness (medications, modified exercise, dietary changes, etc.)
 - Assesses family support of the patient/client with a chronic illness
 - Educates and counsels the patient/client and the family with a chronic illness
 - Assists the patient/client and family to obtain further support if needed to manage a chronic illness
31. The nurse-midwife is able to provide safe and compassionate care to patients/clients experiencing a mental health issue or illness.
- Conducts a mental health status examination of the patient/client
 - Creates a safe environment for the patient/client to discuss mental health concerns
 - Counsels and supports the patient/client with a mental illness
 - Identifies and responds effectively and compassionately to a patient/client experiencing increasing anxiety
 - Identifies and responds effectively and compassionately to a person experiencing alterations of thought processes and alterations of perceptions
 - Recognizes and responds effectively to a patient/client experiencing a mental health crisis

ENTRY-TO-PRACTICE COMPETENCIES FOR NURSE-MIDWIVES IN BANGLADESH

CATEGORY 4: COMMUNICATION

Communication in nursing describes therapeutic communication that is goal directed to promote patient/client health and healing, as well as inter-personal communication between the nurse-midwife and patient/client, the nurse-midwife and other nurse-midwives, the nurse-midwife and other healthcare team members, and the nurse-midwife and other stakeholders.

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32. The nurse-midwife is able to use the key elements of effective communication in building interpersonal relationships.
- Applies knowledge about communication in relationships with the patient/client and the health care team members (types, channels, barriers)
 - Recognizes the contextual factors that will affect communication (psychological factors, physiological factors, environmental factors, and cultural factors)
33. The nurse-midwife is able to initiate, develop, and terminate a therapeutic relationship with the patient/client and family.
- Uses appropriate communication and interpersonal skills to establish a therapeutic relationship with the patient/client and family
 - Uses empathy, warmth, respect, genuineness, and self-disclosure
 - Avoids communication that would discourage trust between the nurse-midwife and the patient/client
34. The nurse-midwife is able to establish and maintain constructive working relationships with nursing and other colleagues.
- Communicates professionally with courtesy and assertiveness.
35. The nurse-midwife is able to communicate with patients/clients and other members of the health care team through clear and concise verbal/non-verbal/ written communication.
- Uses appropriate verbal communication (tone, pace, vocabulary) for the situation
 - Uses appropriate non-verbal communication techniques (facial expressions, eye contact, personal appearance)

ENTRY-TO-PRACTICE COMPETENCIES FOR NURSE-MIDWIVES IN BANGLADESH

CATEGORY 5: NURSING PROFESSIONALISM AND LEADERSHIP

Leadership refers to a relational process in which the nurse-midwife seeks to influence others towards a mutually desired goal. Professionalism refers to responsible and accountable nursing practice that is in accordance with the Bangladesh Code of Ethics and Scope of Practice.

- 32. The nurse-midwife is able to use the key elements of effective communication in building interpersonal relationships.
 - Applies knowledge about communication in relationships with the patient/client and the health care team members (types, channels, barriers)
 - Recognizes the contextual factors that will affect communication (psychological factors, physiological factors, environmental factors, and cultural factors)
- 33. The nurse-midwife is able to initiate, develop, and terminate a therapeutic relationship with the patient/client and family.
 - Uses appropriate communication and interpersonal skills to establish a therapeutic relationship with the patient/client and family
 - Uses empathy, warmth, respect, genuineness, and self-disclosure
- Avoids communication that would discourage trust between the nurse-midwife and the patient/client
- 34. The nurse-midwife is able to establish and maintain constructive working relationships with nursing and other colleagues.
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- 35. The nurse-midwife is able to communicate with patients/clients and other members of the health care team through clear and concise verbal/nonverbal/written communication.
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