

stages. After each stage, the council members met to discuss findings, debrief, and plan for the next stage. The NMPC held several meetings between 2019 and the beginning of 2022.

The Process:

In the first stage, the taskforce conducted a literature review to explore contemporary concepts of the scope of practice of nursing. After this activity, the team built an inclusive understanding of that scope and assessed the relevancy to local nursing practice. In the second stage, each team member was assigned to review a particular Nursing Scope of Practice from a different regions and countries. The review included Nursing Scopes of Practice from the American Nurses Association (ANA) in the United States, Canadian Nurses Association (CNA) in Canada, the Royal College of Nursing (RCN) in the United Kingdom, the Nursing and Midwifery Board of Ireland (NMBI), the Nursing and Midwifery Board (AHPRA) in Australia, the International Council of Midwives (ICM), UAE Nursing and Midwifery Council, Qatar Council for Health Practitioners and the Nursing Council of New Zealand. After this stage, each team member prepared a synopsis of the reviewed scope of practice, and the taskforce compared and contrasted the documents. In general, there was a huge similarity among the different countries' scopes of practice. In the third stage, the taskforce was divided into two groups to study and review the different levels of scope of practice, one for nurse technicians and the other for nurse specialists. It is important to highlight that nurse specialists and nurse technicians are both registered nursing professionals. However, the SCFHS classifies nurses based on the level of awarded academic qualification; thus, the classification is meant to distinguish the level of education and, subsequently, the scope of practice. In the fourth stage, each group worked on defining the Nurse Technician and Nurse Specialist Scope of Practice based on the national context. Then the teams worked on identifying and defining the domains of the scope of practice for both. In the last stage, each group set the standards and the sets of competencies for each standard that informed each specific domain. This extensive work has revealed eight domains for the nurse technician and specialist inclusive with some special consideration to the nurse technician. Several meetings were held after each stage to discuss, review, and reform the findings. Finally the first draft of the scope of practice was ready to be evaluated and validated by experts in the field, and thus the NMPC conducted a workshop in which individuals from different nursing practice levels, including nurse/midwife specialists and technicians, nursing lecturers/educators, nursing academics/researchers, and hospital-based nursing leaders were invited to review the document. The feedback from experts was considered and reflected in this final document.