

German Model	Italian Model	Learning Outcome	Tasks	Degree of Autonomy	EQF Level	Knowledge and Awareness
Nursing science on a national and international scale						
Theory development in nursing science						
Nursing science concepts in practice and implementation						
Case Management	Case Management	Knows how to support the individual patients according to their needs	Differentiate between standard and individual care and needs	Is able to plan, treat and support dealing with standard requirements	3	What are individual preferences of the patients; How can they be evaluated; which dimensions have to be taken care of?
Expert standards						
Nursing planning and documentation	Nursing planning and documentation	Knows how to plan appropriate activities and ensure their documentation	Assessment of needs and transfer into appropriate activities	Is able to transfer standard requirements into planning system and supervise documentation	3	What are objective and subjective needs of patients; which measures will address these needs properly; how can they be ensured and documented?

Communication models	Communication models	Know about differences between articulation, hearing, understanding and evaluation	Communicate with patients and employees efficiently	is able to explain and understand standard situations	3	Is patient able to communicate his/her needs; will the patient understand measures; will relatives have to be involved; is there acceptance of different attitudes and values; how are differences between professional requirements and individual preferences dealt with?
Professional setting and role reflection						
Conflict management	Conflict management	Is able to use tools of conflict management to identify and resolve conflicts	Resolve conflicts within team as well as with patients or relatives	Flexible reaction to different types and reasons of conflicts	4	How are different attitudes, values and experience of professionals, patients, relatives and other stakeholders evaluated; is there a system of resolving contradictory positions; are there common visions and goals; how is the acceptance of differences supported

Student tutelage	Student tutelage	Is able to set up learning outcomes for students, develop didactical instruments to teach them and to counsel students in the learning process	Teach students and supervise team members in the cooperation with students	Independent planning of tutelage according to regulatory settings	4	What are aims for learning outcome; how can the achievement of learning outcome be planned; what are different didactic concepts for ensuring learning outcome; what instruments can be used to overcome shortcomings (like practice guidance, theoretical explanation, reflection exercises)?
Presentation and moderation						
Practice counseling	Practice counseling	Being able to apply different models of leadership and counseling	support and communicate with team and stakeholders care plans and performance	Independent planning and supervision of the implementation of care plans	4	Which standards are used for guidance; which algorithms cause adaptations; what will be individual decisions, what will need allowance; how are individual flaws detected and what are reactions; how can the team support the development?
Basic principles of national and international health sciences						
Health promotion						
Concepts of health sciences						
Prevention						
Rehabilitation						

Introduction to health economics										
Principles of business studies										
Financial foundation of health care system										
Legal requirements of nursing										
General introduction										
liability la										
Criminal law										
Geriatric care/nursing law										
Introduction employment law										
introduction social law	National and regional regulations in the care field	Is able to reflect regulations with respect to performed tasks	Ensures planing and implementation of care according to national and regional regulations	Ability to apply regulations in standard cases and to reflect exceptional situations	3	Which are the major regulations; what is the content of regulation; How is the interpretation by courts; which degree of interpretatin is possible?				
Fundamentals leadership	Fundamentals leadership	Knows about different leadership models	Is able to decide and reflect the use of a specific leadership model	Implementation of leadership model within the guidelines of the company	4	What are fundamental requirements of leadership; how can employees be guided; how can employees be motivated?				
Leadership role and tasks	Leadership role and tasks	Is able to differentiate between operative and leadership tasks	Is able to decide about and implement the own leadership role	Definition of tasks of employees	4	What are leadership functions; what requirement of task descriptions; how do leadership funktions and task descriptions interact?				

Leadership styles	Leadership styles	Knowledge about advantages and disadvantages of different leadership styles	Implement leadership style and explain expectations to employees	Decision about leadership style in accordance with corporate culture	4	What are advantages and disadvantages of participative and hierarchical leadership; what are requirements for the implementation of a leadership style
Leadership and goals	Leadership and goals	Knowledge of concepts of leadership by goals	Definition and operationalization of realistic goals	Decides and communicates about individual goals for patients	4	What are realistic goals; how do goals have to be operationalized; what are requirements of communication of goals; what are conditions for the acceptance of goals
Development and building organization						
Motivation	Motivation	Knows different kind of incentives and their advantages and disadvantages	Provides and evaluates incentives for employees	Decision about incentives within corporate culture and budgets	4	What are different kinds of incentives; how do they motivate; is their impact lasting; how do they fit with leadership style?
Delegation	Delegation	Being able to differentiate between responsibility and delegation	Define the deviation of labour and the degree of autonomy of employees	Implementation of division of labour within the limits of national and regional regulations	4	Which tasks can be delegated; who is caring responsibility; which are requirements for cooperation?

Nursing systems	Nursing systems	Knowledge of different nursing models	Supervision of nursing assessment, planning and documentation	Implementation in accordance with medical and nursing expertise	3	What are dimensions of nursing; how can nursing needs be assessed; what are requirements for planning and documentation; how is nursing evaluated?
Admittance and release management						
Working time regulations, working time models and duty roster design	Working time regulations, working time models and duty roster design	Knowledge of legal and capacity based shift and working time systems	Planinig and implementation of duty roster	Implementation of regular system	3	Which competences are needed at which time; which capacities are needed at which time; what are physical and psychological (dis-)advantages of different shift systems; how can employees be supported by working time systems?
Nursing handover						
Nursing ward around						
Introduction quality management						
Process management						
ISO 9001:2008						
Tools for quality management						
Structures for external quality contrl						
Medical service of insurance companies/federal nursing home control						
Certificates of excellence						

Complaint management	Complaint management	Understanding customer orientation	Implementation of a complaint management	Decision about and implementation of appropriate measures	4	What are differences of complaint management between industrial and personal service industries; what are customer expectations; how can employee be made sensitive for complaints; which degree of freedom for reaction should they have; how will complaints be evaluated?
Risk management	Risk management	Understanding different kinds of risks	Prevention of different kind of risks	Implementation and supervision of risk management measures	4	How can uncertainty be dealt with; what are types of uncertainty; how can measures be designed to reduce different kind of risks; how to react appropriately in case of risk realisation?
Project management	Project management	Being able to plan and lead projects	Define goals, instruments, capacities for projects	Independent planning and implementation of projects within given responsibilities and capacities	4	What are critical success factors for projects; which degree of planning vs. creativity is expected; how are goals ballanced with instruments?

Fundamentals accounting	Fundamentals accounting	Understanding of accounting principles	Explaining financial criteria to employees	Implementing budget plans?	4??	What are differences between costs and investents; what are anual and medium term requirements; what are requirements of precision, clarity and truth?
Introduction double entry bookkeeping	Introduction double entry bookkeeping	Understanding of bookkeeping principles	Explaining the need for documentation	preparation of financial documentation	4??	What types of financial documentations are available; what are advantages and disadvantages; why is detailed documentation necessary?
Balance sheet	Balance sheet	Understanding of economic profitability	Explaining economic success or failure	Transfer of information from Management	4??	What are criteria of profitability; what are indicators for increase/decrease of economic profitability?
Employment law						
collective bargaining law	collective bargaining law	Understanding labour relations	agreements with labour representatives	negotiations within the scope of company agreements		Which decisions need agreement with labour representatives; what are scopes of decision for HOU?
Employment protection legislation						
Law of guardianship						

Employee assessment	Employee assessment	Knowing assessment tools	Implementing assessment tools	Assessment of employees of unit	4	How do assessment criteria support corporate goals; how can employees influence achievements; what are intersubjective requirements?
Team meetings	Team meetings	Competence for efficient organisation	Invitation, topics and scheduling, protocol, moderation	Independent management of team meetings	4	How are results of meetings ensured; how is consensus reached
Job characteristics						
Stress	Stress	Recognising and dealing with stress symptoms	Prevention of unnecessary stress	Independent planning of work load	4	How can stress symptoms be recognised; which are major causes of stress; which instruments may reduce stress?
Burn-out	Burn-out	Recognising and dealing with burn-out symptoms	Prevention of burnout	Prevention of conflicts within the team	4	How is burn-out differentiated from stress; which are causes and symptoms for burn-out; when is professional support required?
Stress						
	Different kind of care facilities/ services (nursing system	Knowledge of facilities, advantages and preferences	Consulting of patients and relatives	Preparation of informed decision by patients and relatives	4	What are patient preferences; how can they be evaluated in case of mental deficiencies; what are different interests of patients and relatives?

	The development of a work plan for a team of careworkers, according to different organizational models	Ability to organize work efficiently	Organization of the unit	Responsibility for unit results	4	What are major influences for employee and customer satisfaction; what are economic requirements; how do they fit into corporate culture
	Basic ICT skills (Word and spreadsheets)	Efficient use of tools	Protocols, schedules	selfreliant work with ICT		What can be reproduced by using ICT; how can standards be used?
	Researching information on the internet	Knowledge of search strategies	Analyzing non standard problems and solutions	Implementation within own unit		How reliant is internet information; which criteria for reliability are used; which information should be avoided?
	The main forms used in the social care field	Knowledge of standard procedures	Application of standard procedures	Application of standard procedures and definition of exit strategies	4	What can be standardized; where are exit strategies necessary; which algorithms exist for exit strategies?
	The main social care protocols according to different pathologies	knowledge of influence of pathologies on social behaviour/needs	Support of social well beeing of patients	Definition of individual social care strategies	4	How are social needs influenced by impairments like hearing ability, mobility, pain, mental disorders etc.?

	<p>The integration between social and health care protocols according to the different pathologies: roles of the different professionals</p>	<p>Knowledge of physical and mental support systems according to ICF</p>	<p>Coordination of measures according to ICF</p>	<p>Agreement within team and with patients</p>	<p>4</p>	<p>What are priorities of patient needs; how can needs be met; which instruments can be used; how are they coordinated within interdisciplinary team?</p>
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