**Assessment of Proficiency Across all Parts**

Proficiencies marked with an asterisk \* can be achieved in either Part 2 or Part 3

Proficiencies below demonstrates progression though the parts in terms of complexity and self-direction, direct through to in-direct supervision.

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|  | PART 1 | PART 2Those Proficiency with an asterisk can be achieved in Part 2 or 3  | PART 3 |
|  | **Participates in assessing needs and planning person-centred care** | **Participates in assessing needs and planning person-centred care with increased confidence.** | **Confidently assesses needs and plans person-centred care** |
|  | 1. Demonstrates and apply knowledge of commonly encountered presentations to inform a holistic nursing assessment including physical, psychological and socio-cultural needs.
 | 1. Support people to make informed choices to promote their well-being and recovery, assessing their motivation and capacity for change using appropriate therapeutic interventions, e.g. cognitive behavioural therapy techniques. | 1. Utilises a range of strategies/ resources (including relevant diagnostic equipment) to undertake a comprehensive whole body assessment to plan and prioritise evidence-based person-centred care.  |
|  | 1. Demonstrates understanding of a person's age and development in undertaking an accurate nursing assessment.
 | 2. Apply the principles underpinning partnerships in care demonstrating understanding of a person's capacity in shared assessment, planning, decision-making and goal settings. | 2. Assesses a persons' capacity to make best interest decisions about their own care and applies processes for making reasonable adjustments when a person does not have capacity.  |
|  | 1. Accurately processes all information gathered during the assessment process to identify needs for fundamental nursing care and develop and document person-centred care plans.
 | \*3. Recognise people at risk of self-harm and/or suicidal ideation and demonstrates the knowledge and skills required to support person-centred evidence-based practice using appropriate risk assessment tools as needed. | 3. Actively participates in the safe referral of people to other professionals or services such as cognitive behavioural therapy or talking therapies across health and social care as appropriate.  |
|  |  | \*4. Demonstrates an understanding of the needs of people and families for care at the end of life and contributes to the decision-making relating to treatment and care preferences | \*4. Recognises signs of deterioration (mental distress/emotional vulnerability/physical symptoms) and takes prompt and appropriate action to prevent or reduce risk of harm to the person and others using for example positive behavioural support or distraction and diversion strategies.  |

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| Cont | **Participates in assessing needs and planning person-centred care** | **Participates in assessing needs and planning person-centred care with increased confidence.** | **Confidently assesses needs and plans person-centred care** |
|  |  |  | 5. Accurately and legibly records care, with the use of available digital technologies where appropriate, in a timely manner.  |
|  |  |  | 6. Works in partnership with people, families and carers using therapeutic use of self to support shared decision-making in managing their own care.  |
|  |  |  | 7. Manages a range of commonly encountered symptoms of increasing complexity including pain, distress, anxiety and confusion. |
|  |  |  | 8. Uses skills of active listening, questioning, paraphrasing and reflection to support therapeutic interventions using a range of communication techniques as required. |
|  |  |  | 9. Is able to support people distressed by hearing voices or experiencing distressing thoughts or perceptions.  |
|  | **Participates in providing and evaluating person-centred care** | **Participates in delivering and evaluating person-centred care with increased confidence** | **Confidently manages the procedures in assessing, providing and evaluating care** |
|  | 4. Work in partnership with people, families and carers to encourage shared decision-making to manage their own care when appropriate | 5. Provides people, their families and carers with accurate information about their treatment and care, using repetition and positive reinforcement when undergoing a range of interventions and accesses translator services as required. | 10. Manages all aspects of personal hygiene, promotes independence and makes appropriate referrals to other healthcare professionals as needed (e.g. dentist, optician, audiologist).  |
|  | 5. Demonstrates an understanding of the importance of therapeutic relationships in providing an appropriate level of care to support people with mental health, behavioural, cognitive and learning challenges.  | 6. Works in partnership with people, families and carers to monitor and evaluate the effectiveness of agreed evidence based care plans and readjust goals as appropriate, utilising appropriate negotiation strategies, drawing on the person's strengths and assets.  | 11. Manages the care of people with specific nutrition and hydration needs demonstrating understanding of and the contributions of the multi-disciplinary team. |

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| cont | **Participates in providing and evaluating person-centred care** | **Participates in delivering and evaluating person-centred care with increased confidence** | **Confidently manages the procedures in assessing, providing and evaluating care** |
|  | 6. Provides person-centred care to people experiencing symptoms such as anxiety, confusion, pain and breathlessness using verbal and non-verbal communication and appropriate use of open and closed questioning.  | 7 Maintains accurate, clear and legible documentation of all aspects of care delivery, using digital technologies where required. | 12. Manages the care of people who are receiving IV fluids and accurately records fluid intake and output, demonstrating understanding of potential complications.  |
|  | 7. Takes appropriate action in responding promptly to signs of deterioration or distress considering mental, physical, cognitive and behavioural health.  | 8. Makes informed judgements and initiates appropriate evidence based interventions in managing a range of commonly encountered presentations | \*13. Manages the care of people receiving fluid and nutrition via infusion pumps and devices including the administration of medicines where required.  |
|  | 8. Assesses comfort levels, rest and sleep patterns demonstrating understanding of the specific needs of the person being cared for.  |  | 14. Manages and monitor the effectiveness of symptom relief medication, with the use of infusion pumps and other devices.  |
|  | 9. Maintains privacy and dignity in implementing care to promote rest, sleep and comfort and encourages independence where appropriate.  |  | 15. Manages the care of people with specific elimination needs for example urinary and faecal incontinence d stoma care.  |
|  | 10. Assesses skin and hygiene status and determines the need for intervention, making sure that the individual remains as independent as possible.  |  | 16. Demonstrates an understanding of the need to administer enemas and suppositories and undertake rectal examination and digital rectal evacuation as appropriate.  |
|  | 11. Assists with washing, bathing, shaving and dressing and uses appropriate bed making techniques.  |  | 17. Demonstrates the ability to respond and manage risks in relation to infection prevention and control and take proactive measures to protect public health e.g. immunisation and vaccination policies.  |
|  | 12. Supports people with their diet and nutritional needs, taking cultural practices into account and uses appropriate aids to assist when needed.  |  | 18. Understands roles, responsibilities and scope of practice of all members of the multi-disciplinary team and interacts confidently when working with these members.  |

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| cont | **Participates in providing and evaluating person-centred care** | **Participates in delivering and evaluating person-centred care with increased confidence** | **Confidently manages the procedures in assessing, providing and evaluating care** |
|  | 13. Can explain the signs and symptoms of dehydration of fluid retention and accurately records fluid intake and output. |  | 19. Effectively manages and prioritises the care needs of a group of people demonstrating appropriate communication and leadership skills to delegate responsibility for care to others in the team as required.  |
|  | 14. Assists with toileting, maintaining dignity and privacy and managing the use of appropriate aids including pans, bottles and commodes.  |  | 20. Monitors and evaluates the quality of care delivery by all members of the team to promote improvements in practice and understand the process for performance management of staff (if required).  |
|  | 15. Selects and uses continence and feminine hygiene products, for example, pads, sheaths and appliances as appropriate.  |  |  |
|  | **Participates in procedures for the planning, provision and management of person-centred care** | **Participates in the procedures for the planning, provision and management of person-centred care with increased confidence** | **Confidently co-ordinates person-centred care** |
|  | 16. Assesses the need for support in caring for people with reduced mobility and demonstrates understanding of the level of intervention needed to maintain safety and promote independence.  | 9. Assesses skin and hygiene status and demonstrates knowledge of appropriate products to prevent and manage skin breakdown. | 25. Co-ordinates the care for people with complex co-morbidities and understands the principles of partnership collaboration and inter-agency working in managing multiple care needs.  |
|  | 17. Uses a range of appropriate moving and handling techniques and equipment to support people with impaired mobility. | \*10. Utilises aseptic techniques when understanding wound care and in managing wound and drainage processes (including management of sutures and vacuum removal where appropriate). | 26. Evaluates the quality of people's experience of complex care, maintains optimal independence and avoids unnecessary interventions and disruptions to their lifestyle.  |
|  | 18. Consistently utilises evidence based hand hygiene techniques.  | 11. Effectively uses evidence based nutritional assessment tools to determine the need for intervention.  | 27. Engages in difficult conversations including breaking bad news with compassion and sensitivity.  |

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| cont | **Participates in procedures for the planning, provision and management of person-centred care** | **Participates in the procedures for the planning, provision and management of person-centred care with increased confidence** | **Confidently co-ordinates person-centred care** |
|  | 19. Identifies potential infection risks and responds appropriately using best practice guidelines and utilises personal protection equipment appropriately.  | 12. Demonstrates understanding of artificial nutrition and hydration and is able to insert, manage and remove oral/nasal gastric tubes where appropriate.  | 28. Facilitates the safe discharge and transition of people with complex care needs advocating on their behalf when required.  |
|  | 20. Demonstrates understanding of safe decontamination and safe disposal of waste, laundry and sharps.  | 13. Assess level of urinary and bowel continence to determine the need for support, intervention and the person's potential for self-management | 29. Assess and reviews the individual care needs and preferences of people and their families and carers at the end of life, respecting cultural requirements and preferences.  |
|  | 21. Effectively uses manual techniques and electronic devices to take, record and interpret vital signs, and escalate as appropriate.  | 13. Assess level of urinary and bowel continence to determine the need for support, intervention and the person's potential for self-management.  |  |
|  | 22. Accurately measure weight and height, calculate body mass index and recognise healthy ranges and clinical significance of low/high readings.  | \*14. Insert, manage and remove urinary catheters for all genders and assist with clean, intermittent self-catheterisation where appropriate. Manages bladder drainage where appropriate.  |  |
|  |  | \*15. Undertakes, responds to and interpret neurological observations and assessments and can recognise and manage seizures (where appropriate).  |  |
|  |  | 16. Uses contemporary risk assessment tools to determine need for support and intervention with mobilising and the person's potential for self-management.  |  |
|  |  | 17. Effectively manage the risk of falls using best practice approaches.  |  |
|  |  | 18. Uses appropriate safety techniques and devices when meeting a person's needs and support with mobility providing evidence based rationale to support decision making.  |  |

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| cont | **Participates in procedures for the planning, provision and management of person-centred care** | **Participates in the procedures for the planning, provision and management of person-centred care with increased confidence** | **Confidently co-ordinates person-centred care** |
|  |  | \*19. Undertakes a comprehensive respiratory assessment including chest auscultation, e.g. peak flow and pulse oximetry (where appropriate) and manages the administration of oxygen using a range of routes.  |  |
|  |  | \*20. Uses best practice approaches to undertake nasal and oral suctioning techniques.  |  |
|  |  | 21. Effectively uses standard precaution protocols and isolation procedures when required and provides appropriate rationale.  |  |
|  |  | 22. Provide information and explanation to people, families and carers and responds appropriately to questions about their treatment and care.  |  |
|  |  | 23. Undertakes assessment using appropriate diagnostic equipment in particular blood glucose monitors and can interpret findings.  |  |
|  |  | \*24. Undertakes an effective cardiac assessment and demonstrates the ability to undertake an ECG and interpret findings. |  |
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|  | **Participates in improving safety and quality of person-centred care** | **Participates in improving safety and quality of person-centred care with increased confidence** | **Confidently contributes to improving safety and quality of person-centred care** |
|  | 23. Collect and observe sputum, urine and stool specimens, undertaking routine analysis and interpreting finding.  | \*25. Demonstrates knowledge and skills related to safe and effective venepuncture and can interpret normal and abnormal blood profiles.  | 21. Actively participates in audit activity and demonstrates understanding of appropriate quality improvement strategies. |
|  |  | \*26. Demonstrates knowledge and skills related to safe and effective cannulation in line with local policy.  | 22. Undertakes accurate risk assessments and demonstrates an understanding of relevant frameworks, legislation and regulations for managing and reporting risks.  |

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| cont | **Participates in improving safety and quality of person-centred care** | **Participates in improving safety and quality of person-centred care with increased confidence** | **Confidently contributes to improving safety and quality of person-centred care** |
|  | 24. Accurately undertakes person-centred risk assessments proactively using a range of evidence based assessment and improvement tools.  | \*27. Manage and monitor blood component transfusions in line with local policy and evidence based practice.  | 23. Participates in appropriate decision-making regarding safe staffing levels, appropriate skill mix and understands process for escalating concerns.  |
|  | 25. Applies the principles of health and safety regulations to maintain safe work and care environments and proactively responds to potential hazards.  | \*28. Can identify signs and symptoms of deterioration and sepsis and initiate appropriate interventions as required.  | 24. Demonstrates understanding of processes involved in managing near misses, critical incidents or major incidents.  |
|  | 26. Demonstrates an understanding of the principles of partnership, collaboration and multi-agency working across all sectors of health and social care.  | 29. Applies an understanding of the differences between risk management, positive risk taking and risk aversion to avoid compromising quality of care and health outcomes.  |  |
|  | 27. Demonstrate an understanding of the challenges of providing safe nursing care for people with co-morbidities including physical, psychological and socio-cultural needs.  | 30. Demonstrates awareness of strategies that develop resilience in themselves and others and applies these in practice, e.g. solution focused therapies or talking therapies. |  |
|  | 28. Understand the principles and processes involved in supporting people and families so that they can maintain their independence as much as possible.  |  |  |
|  | 29. Provides accurate, clear, verbal, digital or written information when handing over care responsibilities to others. |  |  |
|  |  | **Participates in the coordination of person-centred care with increased confidence** |  |
|  |  | 31. Participates in the planning to ensure safe discharge and transition across services, caseloads and settings demonstrating the application of best practice.  |  |
|  |  | 32. Negotiates and advocates on behalf of people in their care and makes reasonable adjustments to the assessment, planning and delivery of their care.  |  |
|  |  | 33. Demonstrates effective persons and team management approaches in dealing with concerns and anxieties using appropriate de-escalation strategies when dealing with conflict.  |  |
|  |  | Those standards marked with an Asterisk \* can be achieved in part 2 or part 3Proficiency 3, 4, 10 , 13, 14, 15, 19, 20, 24, 25, 26, 27, 28 |