

Guidance for Supervising and Assessing NMC Standards of Proficiency for Registered Nurses (NMC 2018)

This document provides guidance for the supervision and assessment of a year 1 student nurse in a hospital care setting.

Proficiency	Examples of skill acquisition	Suggested Evidence
Participates in assessing needs and planning person centred care		
Proficiency	Examples of skill acquisition	Suggested Evidence
1. Demonstrate and apply knowledge of commonly encountered presentations to inform a holistic nursing assessment including physical, psychological and socio-cultural needs	<p>completing holistic nursing assessment- Handover to colleges Dementia nurses</p>	<p>Care plans Nursing assessments This is Me Book (dementia) Direct observations statements from others Speech and Language Referrals Care plans Reflections</p>
2. Demonstrates understanding of a person's age and development in undertaking an accurate nursing assessment.	<p>Actively participate in admitting patients with Dementia, Learning Disabilities, Delirium, EOL and complete necessary documentation, assessment of capacity, 'This is Me' booklet, DOLS, etc. EOL booklet, TEP. Safe and supportive obs.</p>	<p>Patients documentation Care plans maxim referrals(supervised) Reflection Statement from others Direct Observations</p>
3. Accurately processes all information gathered during the assessment process to identify needs for fundamental nursing care and develop and document person-centred care plans.	<p>Admission Documentation DOLs Safeguarding team Psychiatric team Palliative care team Alcohol Liaison Tissue Viability</p>	<p>Care Plans Enhanced Care Paperwork Wound Care EOLC Paperwork Direct Observations Reflections Statement from others</p>
Participates in providing and evaluating person-centred care		
Proficiency	Examples of skill acquisition	Suggested Evidence
4. Work in partnership with people, families and carers to encourage shared decision- making to manage their own care when appropriate	<p>Admit acutely unwell patients completing holistic nursing assessment including discharge planning, referral to physio, OT, onward care and palliative care.</p>	<p>Cares Passport Patients documentation maxim referrals e.g ebica(s), Palliative Care, TEP Reflection Direct observation/statement from others</p>
	<p>Being able to refer to appropriate services if needed learning</p>	<p>Safe and supportive observations and care plans</p>

<p>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</p>	<p>disability team, psychiatric liaison, CAMMS. Being able to get family involved to help support and give the patient some stability whilst a patient.</p>	<p>Care rounds Behaviour Chart University Training Direct observations Statements from others Reflections Carers passport</p>
<p>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</p>	<p>Patient assessment and ongoing care Clinical Observations Care rounds Safe and supportive Observation</p>	<p>Patients documentation Medicine management maxim referrals(supervised) Reflection Behavior charts Makaton boards Direct observation/statement from others</p>
<p>7. Takes appropriate action in responding promptly to signs of deterioration or distress considering mental, physical, cognitive and behavioural health.</p>	<p>Clinical observations, ECG's, BM's Bladder scan Psychiatric Team Learning Disability Team Safeguarding Team</p>	<p>Patients documentation Nerve Centre maxim (supervised) Product of work Statement from others Direct Observations Reflections SBAR Forms</p>
<p>8. Assesses comfort levels, rest and sleep patterns demonstrating understanding of the specific needs of the person being cared for</p>	<p>Clinical Observations Patient Assessment and ongoing care Care Rounds</p>	<p>Behavioral Charts Statements From Others Direct Observations Reflections Sleep Diary Picture boards/dementia boxes</p>

Participates in providing and evaluating person-centred care

Proficiency	Examples of skill acquisition	Suggested Evidence
<p>9. Maintains privacy and dignity in implementing care to promote rest, sleep and comfort and encourages independence where appropriate</p>	<p>Assist patients with all personal hygiene needs, including bed bath, showering, shaving, mouth care, dressing, toileting, hair, Referral for hearing aids, dentures, glasses, foot care. Mobilizing Patient with Physio</p>	<p>Patients documentation Reflection Direct observation/statement from others maxim referrals (supervised) Reflections</p>

<p>10. Assesses skin and hygiene status and determines the need for intervention, making sure that the individual remains as independent as possible.</p>	<p>Evidence of completing in Clinical Skills Assist patients with all personal hygiene needs, including bed bath, showering, shaving, mouth care, dressing, toileting, hair, Referral for hearing aids, dentures, glasses, foot care.</p>	<p>Patients documentation Reflection Direct observation/statement from others University Training Care plans Maxims (supervised)</p>
<p>11. Assists with washing, bathing, shaving and dressing and uses appropriate bed making techniques.</p>	<p>Evidence of completing in Clinical Skills Assist patients with all personal hygiene needs, including bed bath, showering, shaving, mouth care, dressing, toileting, hair, Referral for hearing aids, dentures, glasses, foot care.</p>	<p>Patients documentation Reflection Direct observation/statement from others University Training</p>
<p>12. Supports people with their diet and nutritional needs, taking cultural practices into account and uses appropriate aids to assist when needed</p>	<p>Evidence of completing in Clinical Skills Manages patients with chronic diseases e.g. diabetes on sliding scales, BM's Coeliac, ulcerative colitis, special diets lactose-free, low sodium. NG feeds, TPN. Culture/Religion needs</p>	<p>Clinical Skills evidence of completing Patients documentation Food and Fluid charts Reflection Direct observation/statement from others maxim referrals to Dietitians (supervised), Diabetic Nurse, University Training</p>
<p>13. Can explain the signs and symptoms of dehydration or fluid retention and accurately records fluid intake and output</p>	<p>Evidence of completing in Clinical Skills Manages patients with chronic diseases e.g. diabetes on sliding scales, BM's, Overloaded Patients Coeliac, ulcerative colitis, special diets lactose-free, low sodium.</p>	<p>Clinical Skills evidence of completing Patients documentation Food and Fluid charts Reflection Direct observation/statement from others maxim referrals to Dietitians, Diabetic Nurse, University Training</p>
<p>14. Assists with toileting, maintaining dignity and privacy and managing the use of appropriate aids including pans, bottles and commodes</p>	<p>Evidence of completing in Clinical Skills Assist patients with all personal hygiene needs, including bed pans, bottles commodes. Working alongside Physiotherapists/Occupational Therapists</p>	<p>Stool Charts University Training Fluid charts Reflection Direct observation/statement from others</p>
		<p>University Training</p>

<p>15. Selects and uses continence and feminine hygiene products, for example, pads, sheaths and appliances as appropriate.</p>	<p>Evidence of completing in Clinical Skills Actively participates in the safe referral of people to other professionals or services use of products e.g. pads, urinary convenes/catheters, stoma bags. Work with stoma and continence nurse specialists</p>	<p>Care Plans Maxim Referrals (supervised) Direct observations Statements from others Reflections</p>
<p>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.</p>	<p>Refer and Working with Physio and Occupational Therapy Documentation Holistic nursing Clinical Observations</p>	<p>Direct observation/statement from others Reflections Patient Documentation Products of work</p>
<p>Participates in procedures for the planning, provision and management of person-centered care</p>		
Proficiency	Examples of skill acquisition	Suggested Evidence
<p>17. Uses a range of appropriate moving and handling techniques and equipment to support people with impaired mobility.</p>	<p>Evidence of completing in Clinical Skills Clinical observations Moving and Handling Trainers</p>	<p>Reflection Direct observation Statement from others Certificates from Training University Training</p>
<p>18. Consistently utilises evidence based hand washing techniques</p>	<p>Evidence of completing in Clinical Skills Infection control Nurses pathway Clinical Observations Courses</p>	<p>Reflection Direct observation Statement from others Certificates from Training University Training 5 moments of hand hygiene</p>
<p>19. Identifies potential infection risks and responds appropriately using best practice guidelines and utilises personal protection equipment appropriately.</p>	<p>Evidence of completing in Clinical Skills Manage patients who require isolation due to infection risks. e.g. TB, C-Diff, Norovirus send appropriate samples. Complete MRSA screening, CPE screening, Influenza screening, etc. Use PPE Appropriately Isolation Precautions</p>	<p>Reflection Direct observation Statement from others Certificates from Training University Training Maxims Microbiology labs Patient History</p>

.20. Demonstrates understanding of safe decontamination and safe disposal of waste, laundry and sharps	Evidence of completing in Clinical Skills IPAC Nurses Sharps Training Online	University Training Reflection Direct observation Statement from others Intranet courses
21. Effectively uses manual techniques and electronic devices to take, record and interpret vital signs, and escalate as appropriate.	Evidence of completing in Clinical Skills Manual Blood Pressure Pulse Respiratory Rate Clinical Observations	University Training Patients documentation Nerve Centre Product of work Statement from others Eobs
22. Accurately measure weight and height, calculate body mass index and recognise healthy ranges and clinical significance of low/high readings	Evidence of completing in Clinical Skills Must Assessment Dietician Input NG/NJ Feed plans	Patients documentation Reflection Direct observation Statement from others Spoke hub pathway Care Plans University Training
23. Collect and observe sputum, urine and stool specimens, undertaking routine analysis and interpreting findings	Evidence of completing in Clinical Skills Clinical Observations Maxims IPAC Team	University Training Maxims Results(supervised) Products of Work Direct Observations Reflection Stool Charts Diarrhoea assessment tool Patient Documentation SBAR Forms

Participates in improving safety and quality of person-centred care

Proficiency	Examples of skill acquisition	Suggested Evidence
24. Accurately undertakes person centred risk assessments proactively using a range of evidence based assessment and improvement tools	Admit patients by completing holistic nursing assessment including:- Clinical observations, ECG's, BM's MUST assessment Urine analysis , MSU, BHCG (pregnancy test) Bladder scan	Patients documentation Care plans Nerve Centre Maxims Reports/results(supervised) Statement from others University training Reflections Direct Observations
25. Applies the principles of health and safety regulations to maintain safe work and care environments and proactively responds to potential hazards	Participate in Safety briefing on ward Infection control measures Slip Trips and Falls Waste management protocols	Statement from others University training Reflections Direct Observations Datix Reporting Estates Reporting

<p>26. Demonstrate an understanding of the principles of partnership, collaboration and multi-agency working across all sectors of health and social care</p>	<p>Working with MDT Social Services Onward Care Trusted Nursing Assessors Psychiatric Liaison</p>	<p>Statement from others University training Reflections Direct Observations Evidence Products of your work</p>
<p>27. Demonstrate an understanding of the challenges of providing safe nursing care for people with co- morbidities including physical, psychological and socio-cultural needs</p>	<p>Work with complex needs patients e.g. Dialysis, stroke, COPD, learning disability patients, mental health patients, homeless patients. Palliative and End-of life patients and the MDT providing care.</p>	<p>Patients documentation Reflection Direct observation Statement from others Maxims Referrals(supervised) University Training Products of work</p>
<p>28. Understand the principles and processes involved in supporting people and families so that they can maintain their independence as much as possible</p>	<p>Working with the MDT on placement area. Spoke hub Pathway</p>	<p>Patients documentation Reflection Direct observation Statement from others Product of work University Training</p>
<p>29. Provides accurate, clear, verbal, digital or written information when handing over care responsibilities to others.</p>	<p>Use of e-OBS, Nerve Centre, EPMA. Maxims Documentation in patients notes Date, time, signed and counter signed SBAR forms handing over patients</p>	<p>Patients documentation Nerve Centre maxim Product of work Statement from others Reflections SBAR forms</p>