

Guidance Document

ASSESSING AND SUPERVISING NMC STANDARDS OF PROFICIENCY (2018)

Pre-Registration Nursing Students in Nursing Nome Placements

NMC Proficiencies:- Year 3/4 students



UNIVERSITY OF
PLYMOUTH

Proficiency	Examples of skill acquisition	Suggested Evidence
Confidently assessment needs and plans person-centered care		
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-centered care	Holistic nursing assessment, clinical observations, urine analysis, observe BMs,	Admission assessment Care planning Observations charts Malnutrition scoring tool Food and Fluid chart Bowel chart Statement from others E Learning
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.	Admission process Demonstrate knowledge of MHA, DOLS, capacity assessments in adults, older adults, dementia.	Patient documentation Care plans Risk assessment Reflection Statement from others
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.	Attend and contribute towards MDT discussions Team meetings Able to identify treatment needs through team discussions and 1 to 1 sessions	Complete referrals Patient documentation Care planning Discharge planning Statement from others
5. Accurately and legibly records care, with the use of available digital technologies where appropriate, in a timely manner.	Documents care through electronic systems used by host organisations, takes responsibility in ensuring access to these systems. Completes appropriate assessments processes using a range of tools.	Sample documentation and assessments Statement and observation from others
6. Works in partnership with people, families and carers using therapeutic use of self to support shared decision making in managing their own care	Evidence based, person centred approach in assessment and care planning Understanding of positive risk taking Understanding of advocacy	Patient documentation and care planning Direct observation and statement from others

Proficiency	Examples of skill acquisition	Suggested Evidence
7. Manages a range of commonly encountered symptoms of increasing complexity including pain, distress, anxiety and confusion.	<p>Understanding of Therapeutic Guidelines, such as End of Life MDT approaches</p> <p>Assessment and evaluation of care given by self and others</p> <p>Awareness of use of medication - PRN medication</p>	<p>Patient documentation</p> <p>Care planning</p> <p>Direct observation</p> <p>Statement from others</p> <p>Reflection</p>
8. Uses skills of active listening, questioning, paraphrasing and reflection to support therapeutic interventions using a range of communication techniques as required	<p>1 -1 sessions with patients/service users/ staff</p> <p>Care plan reviews</p>	<p>Patients documentation</p> <p>Reflection</p> <p>Direct observation</p> <p>Statement from others</p>
Confidently manages the procedures in assessing, providing and evaluating care		
10. Manages all aspects of personal hygiene, promotes independence and makes appropriate referrals to other healthcare professionals as needed (e.g. dentist, optician, audiologist)	<p>Assist patients with all personal hygiene needs, including bed bath, showering, shaving, dressing, oral care, assisting with toileting, referrals to dentist, optician, chiropody etc</p>	<p>Patient documentation</p> <p>Reflection</p> <p>Direct observation</p> <p>Statement from others</p>
11. Manages the care of people with specific nutrition and hydration needs demonstrating understanding of and the contributions of the multidisciplinary team	<p>Manages patients with chronic diseases e.g. diabetes on sliding scales, BM's, dietary needs, swallowing difficulties.</p> <p>Cultural/religious needs</p>	<p>Clinical Skills evidence of completing MUST</p> <p>Care Planning</p> <p>Referral to dietician</p> <p>Patients documentation</p> <p>Food and Fluid charts</p> <p>Reflection</p> <p>Direct observation/statement from others</p>
13. Manages the care of people who receiving fluid and nutrition via infusion pumps and devices including the administration of medicines where required	<p>Management of patients receiving enteral feeding</p>	<p>Patient documentation</p> <p>Observation/ reflection</p> <p>Clinical Skills evidence of completing</p> <p>E learning</p> <p>Workbooks</p> <p>Statement from others</p>

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14 Manage and monitor the effectiveness of symptom relief medication, with the use of infusion pumps and over devices	Management of patients receiving medications via syringe driver administration	Patient documentation Observation/ reflection Clinical Skills evidence of completing E learning Workbook Statements from others
15. Manages the care of people with specific elimination needs for example urinary and faecal incontinence and stoma care.	Management of patients Pathway out/seek practice time with continence care teams	Patient documentation Observation/ reflection Clinical Skills evidence of completing Patients documentation statement from others
16. Demonstrates an understanding of the need to administer enemas and suppositories and undertake rectal examination and digital rectal evacuation as appropriate.	Management of patients	Patient documentation Observation/ reflection Clinical Skills evidence of completing Patients documentation statement from others
17. Demonstrates the ability to respond and manage risks in relation to infection prevention and control and undertake proactive measures to protect public health e.g. immunisation and vaccination policies.	Manage patients who require isolation due to infection risks. e.g. new admissions for COVID risk, norovirus, any other infection risk Demonstrate aseptic technique	Patients documentation Reflection Direct observation Statement from others Demonstrate understanding of policies and protocols around infection control
18. Understands roles, responsibilities and scope of practice of all members of the multidisciplinary team and interacts confidently when working with these members	Lead team handovers, admissions, work with MDT members,	Patients documentation Reflection Direct observation Statement from others Ward round documentation
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.	Manage a patient or group of patients in placement area under supervision Lead shift under supervision and coordinate care of patients and staff delegation of tasks	Patients documentation Reflection Direct observation Statement from others
20. Confidently leads and manages person-centered care and working in teams	Monitor tasks/procedures on ward/unit and feedback to others. Monitor documentation/audits/care plans etc. Work with ward manager/deputy manager	Patients documentation Reflection Direct observation Statement from others

Confidently contributes to improving safety and quality of person-centered care		
Proficiency	Examples of skill acquisition	Suggested Evidence
21. Actively participates in audit activity and demonstrates understanding of appropriate quality improvement strategies	Participate/ lead audit setc Discussion of quality improvement	Patients documentation Reflection Direct observation Statement from others Produce of work
22. Undertakes accurate risk assessments and demonstrates an understanding of relevant frameworks, legislation and regulations for managing and reporting risks	Complete patient risk assessments Participate in handovers Safety planning	Discussion and demonstration around understanding of frameworks and legislation Direct observation Patient documentation
23. Participates in appropriate decision making regarding safe staffing levels, appropriate skill mix and understands process for escalating concerns	Lead shift/day with delegation of work and tasks under supervision Time with team manager	Direct observation Statement from others

Confidently coordinates person-centered care		
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.	Work within MDT and provide care for complex needs patients, make referrals to other agencies Pathway out to specialist services	Patients documentation Reflection Direct observation Statement from others
26. Evaluates the quality of peoples' experience of complex care, maintains optimal independence and avoids Unnecessary interventions and disruptions to their lifestyle	Care planning and MDT approach Understanding of person centred approach Understanding of positive risk taking, personal choice, consent and capacity.	Patients documentation Reflection Direct observation Statement from others Referrals/ produce of work
27. Engages in difficult conversations including breaking bad news with compassion and sensitivity.	Participate in ward rounds. Understanding of MHA and applications – reading of rights and section 17 leave	Patients documentation Reflection Direct observation Statement from others

Proficiency	Examples of skill acquisition	Suggested Evidence
28. Facilitates the safe discharge and transition of people with complex care needs advocating on their behalf when required	Lead on discharge of complex care patients under supervision with patient/carer involvement Understand advocacy service and involvement	Patients documentation Reflection Direct observation Statement from others Referrals/produce of work
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.	Understanding of related policy and plans	Patients documentation Reflection Direct observation Statement from others E learning