

Assessment of Proficiencies Guidelines

The assessment of proficiencies requires demonstration of knowledge and observation of proficient care for each. Recording of proficiency attainment is made in the appropriate section of the ePAD.

This document lists all (NMC 2018) Nursing proficiencies and which clinical skills sessions they are covered in this academic year.

Key:

1-6	Year 1 clinical skills sessions	1-6	Year 2 clinical skills sessions	1-6	Year 3 clinical skills sessions
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Nursing Proficiencies Part 1

Participates in assessing needs and planning person-centered care		
1. Demonstrate and apply knowledge of commonly encountered presentations to inform a holistic nursing assessment including physical, psychological and socio-cultural needs	2. Demonstrates understanding of a person's age and development in undertaking an accurate nursing assessment.	3. Accurately processes all information gathered during the assessment process to identify needs for fundamental nursing care and develop and document person-centered care plans.
Participates in providing and evaluating person-centred care		
4. Work in partnership with people, families and carers to encourage shared decision-making to manage their own care when appropriate	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. 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. Takes appropriate action in responding promptly to signs of deterioration or distress considering mental, physical, cognitive and behavioural health.	8. Assesses comfort levels, rest and sleep patterns demonstrating understanding of the specific needs of the person being cared for	
Participates in providing and evaluating person-centred care		
9. Maintains privacy and dignity in implementing care to promote rest, sleep and comfort and encourages independence where appropriate	10. Assesses skin and hygiene status and determines the need for intervention, making sure that the individual remains as independent as possible.	11. Assists with washing, bathing, shaving and dressing and uses appropriate bed making techniques.
	4	4

12. Supports people with their diet and nutritional needs, taking cultural practices into account and uses appropriate aids to assist when needed	13. Can explain the signs and symptoms of dehydration or fluid retention and accurately records fluid intake and output	14. Assists with toileting, maintaining dignity and privacy and managing the use of appropriate aids including pans, bottles and commodes
4	4	
15. Selects and uses continence and feminine hygiene products, for example, pads, sheaths and appliances as appropriate.	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.	
4		
Participates in procedures for the planning, provision and management of person-centered care		
17. Uses a range of appropriate moving and handling techniques and equipment to support people with impaired mobility.	18. Consistently utilises evidence based hand washing techniques	19. Identifies potential infection risks and responds appropriately using best practice guidelines and utilises personal protection equipment appropriately.
	3	3
20. Demonstrates understanding of safe decontamination and safe disposal of waste, laundry and sharps	21. Effectively uses manual techniques and electronic devices to take, record and interpret vital signs, and escalate as appropriate.	22. Accurately measure weight and height, calculate body mass index and recognise healthy ranges and clinical significance of low/high readings
5	6	3
		2
		4
23. Collect and observe sputum, urine and stool specimens, undertaking routine analysis and interpreting findings		
6		
Participates in 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	25. Applies the principles of health and safety regulations to maintain safe work and care environments and proactively responds to potential hazards	26. Demonstrate an understanding of the principles of partnership, collaboration and multi-agency working across all sectors of health and social care.
27. Demonstrate an understanding of the challenges of providing safe nursing care for people with co- morbidities including physical, psychological and socio-cultural needs	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.

Nursing Proficiencies Part 2

Those marked with an * can be assessed in Part 2 or Part 3

Participates in assessing needs and planning person-centred care with increased confidence									
1. Support people to make informed choices to promote their wellbeing and recovery, assessing their motivation and capacity for change using appropriate therapeutic interventions e.g. cognitive behavioural therapy techniques.			2. Apply the principles underpinning partnerships in care demonstrating understanding of a person's capacity in shared assessment, planning, decision-making and goal setting.				* 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.		
* 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									
Participates in delivering and evaluating person centred care with increased confidence									
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.			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 drawing on the person's strengths and assets				7. Maintains accurate, clear and legible documentation of all aspects of care delivery, using digital technologies where required.		
							2		
8. Makes informed judgements and initiates appropriate evidence based interventions in managing a range of commonly encountered presentations.									
1 2 3 4 5									
Participates in the procedures for the planning, provision and management of person-centred care with increased confidence									
9. Assesses skin and hygiene status and demonstrates knowledge of appropriate products to prevent and manage skin breakdown.			* 10. Utilises aseptic techniques when undertaking wound care and in managing wound and drainage processes (including management of sutures and vacuum removal where appropriate).				11. Effectively uses evidence based nutritional assessment tools to determine the need for intervention.		
1 4 5 3 6			5 6 3 5				6		
12. Demonstrates understanding of artificial nutrition and hydration and is able to insert, manage and			13. Assess level of urinary and bowel continence to determine the need for support, intervention				* 14. Insert, manage and remove urinary catheters for all genders and assist with clean, intermittent		

remove oral/nasal gastric tubes where appropriate				and the person's potential for self-management			self-catheterisation where appropriate
6	1	2		5	3		5 3
* 15. Undertakes, responds to and interprets 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 manages 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.				* 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.
				2	2	4	2
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 assessments using appropriate diagnostic equipment in particular blood glucose monitors and can interpret findings
1				4	5	5	1 2 4
24. Undertakes an effective cardiac assessment and demonstrates the ability to undertake an ECG and interpret findings							
1	4	4	6				
Participates in improving safety and quality of person-centred care with increased confidence							
25. Demonstrates knowledge and skills related to safe and effective venepuncture and can interpret normal and abnormal blood profiles)				* 26. Demonstrates knowledge and skills related to safe and effective cannulation in line with local policy.			* 27. Manage and monitor blood component transfusions in line with local policy and evidence based practice
6	1	3	4	6	3	6	3 6
* 28. Can identify signs and symptoms of deterioration and sepsis and initiate appropriate interventions as required.				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.			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
1	3	5					
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				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

demonstrating the application of best practice.		strategies when dealing with conflict
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Nursing Proficiencies Part 3

Those undertaking dual registration will need to demonstrate part 3 in both fields

Confidently assesses needs and plans person-centred 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-centred care			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.				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.		
1	2	2	3	4	5	6			
Confidently delivers and evaluates person-centred care									
* 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.			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		
5		6		6		5			
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		
3	4	6	5	3	5	6			
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)			11. Manages the care of people with specific nutrition and hydration needs demonstrating understanding of and the contributions of the multidisciplinary team				12. Manages the care of people who are receiving IV fluids and accurately records fluid intake and output, demonstrating understanding of potential complications.		
1		6		3		1			
* 13. Manages the care of people receiving fluid and nutrition via infusion pumps and devices including the administration of medicines where required.			14. Manage and monitor the effectiveness of symptom relief medication, with the use of infusion pumps and other devices				15. Manages the care of people with specific elimination needs for example urinary and faecal incontinence and stoma care.		
3		1		2	3	4	6	5	

<p>16. Demonstrates an understanding of the need to administer enemas and suppositories and undertake rectal examination and digital rectal evacuation as appropriate</p> <p style="text-align: center;">1</p>	<p>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</p>			
Confidently leads and manages person-centred care and working in teams				
<p>18. Understands roles, responsibilities and scope of practice of all members of the multidisciplinary team and interacts confidently when working with these members</p>	<p>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.</p>	<p>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</p>		
5	6	6		
Confidently contributes to improving safety and quality of person-centred care				
<p>21. Actively participates in audit activity and demonstrates understanding of appropriate quality improvement strategies</p>	<p>22. Undertakes accurate risk assessments and demonstrates an understanding of relevant frameworks, legislation and regulations for managing and reporting risks</p>	<p>23. Participates in appropriate decision making regarding safe staffing levels, appropriate skill mix and understands process for escalating concerns</p>		
6		6		
<p>24. Demonstrates understanding of processes involved in managing near misses, critical incidents or major incidents</p>				
Confidently coordinates person-centred care				
<p>25. Co-ordinates the care for people with complex co-morbidities and understands the principles of partnership collaboration and interagency working in managing multiple care needs.</p>	<p>26. Evaluates the quality of peoples' experience of complex care, maintains optimal independence and avoids unnecessary interventions and disruptions to their lifestyle.</p>	<p>27. Engages in difficult conversations including breaking bad news with compassion and sensitivity.</p>		
5	6	5	6	4
<p>28. Facilitates the safe discharge and transition of people with complex care needs advocating on their behalf when required</p>	<p>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.</p>			
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Clinical Skills Sessions and Apprentice KSBs

Stage 1	Knowledge (K)	Skills (S)	Behaviours (B)
Week 3	K: 5, 15	S: 21, 36, 37, 41, 44	B: 1, 2
Week 4	K: 5, 15, 21, 25, 26, 46	S: 10, 32, 33	B: 1, 2
Week 5	K: 6, 15, 31	S: 11, 41, 23, 34, 39, 42	B: 1
Week 6	K: 15	S: 26, 27	

Stage 2	Knowledge (K)	Skills (S)	Behaviours (B)
Week 1	K: 1, 5, 14, 15, 16, 31, 47	S: 1, 2, 5, 7, 9, 10, 21, 26, 27	B: 1, 2, 3
Week 2	K: 1, 5, 14, 15, 16, 31	S: 1, 2, 5, 7, 9, 10, 26, 27	B: 1, 2, 3
Week 3	K: 1, 5, 8, 11, 23, 24, 25, 31	S: 1, 2, 5, 7, 9, 10, 12, 21, 37, 39, 50	B: 1, 2, 3
Week 4	K: 2, 5, 8, 14, 16, 27, 28, 31, 40	S: 1, 2, 5, 7, 9, 10, 12, 26, 27, 28, 35, 38	B: 1, 2, 3
Week 5	K: 5, 8, 9, 14, 15, 16, 17, 18, 23, 24, 25	S: 1, 2, 5, 7, 9, 10, 12, 23	B: 1, 2, 3
Week 6	K: 2, 5, 8, 16, 17, 18, 25, 31	S: 1, 2, 5, 7, 9, 10, 12, 36, 37	B: 1, 2, 3

Stage 3	Knowledge (K)	Skills (S)	Behaviours (B)
Week 1	K: 15, 22, 31, 35, 39, 42, 50	S: 2, 5, 10, 11, 43, 45, 55, 57, 58	B: 1, 2, 3
Week 2	K: 15, 22, 31, 35, 39, 42, 50	S: 2, 5, 6, 10, 11, 43, 45, 57, 58	B: 1, 2, 3
Week 3	K: 6, 15, 22, 31, 35, 39, 50, 56	S: 2, 5, 6, 10, 41, 48, 50, 55, 57	B: 1, 2, 3
Week 4	K: 6, 15, 22, 31, 35, 39, 50, 56	S: 2, 5, 6, 10, 41, 48, 50, 55, 57	B: 1, 2, 3
Week 5	K: 6, 15, 22, 31, 35, 43, 50, 51, 56	S: 6, 10, 41, 48, 50, 52, 55, 57	B: 1, 2, 3
Week 6	K: 6, 15, 22, 31, 39, 40, 42, 43, 51, 56,	S: 2, 5, 6, 10, 13, 41, 44, 46, 48, 50, 52, 55, 57	B: 1, 2, 3