

Competence Assessment Tool

For Internationally Educated
Nurses who Require a Period of
Adaptation and Assessment



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Bord Altranais agus
Cnámhseachais na hÉireann
Nursing and Midwifery
Board of Ireland

The *Competence Assessment Tool for Internationally Educated Nurses (IENs) who Require a Period of Adaptation and Assessment* was published in June 2024 and replaces the *Compensation Measures for Nurses Trained Outside of Ireland* (2019).

This should be read in conjunction with *Internationally Educated Nurses Undertaking an Adaptation and Assessment Programme: Guidance for Applicants and Health Service Providers* (2024)

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Candidate Nurse Details (Block capitals only)

Forename	
Surname	
NMBI 'Candidate' PIN	
Signature	

Week of Theory (1 week minimum of 37.5 hours)

Health Service Provider
Programme Lead/Clinical Facilitator/Support
Date of <u>commencement</u> of Theoretical/Classroom-based activities

Practice Placement (Period of Supervised Practice and Assessment)

Practice placement location

Preceptor

Associate Preceptor

Date of commencement of practice placement

Date of completion of Practice Placement

Total practice placement hours

Introduction

Protecting patients and other members of the public is at the heart of what we do at the Nursing and Midwifery Board of Ireland (NMBI). We are committed to fulfilling this objective by promoting high standards of professional education and training, and professional conduct among nurses and midwives.

We have developed this competency assessment framework to assist internationally educated nurses to meet the standards needed to register with NMBI. Internationally educated nurses are referred to as candidate nurses during the adaptation period, as they have not yet registered with the NMBI. For the purpose of this document, the term 'candidate nurses' will be used to describe internationally educated nurses until they are eligible for NMBI registration. The terminology acknowledges their current status while respecting their qualifications and the process towards full registration.

The purpose of this document is to provide an assessment framework to assist candidate nurses, and those supporting them, to complete a period of adaptation to achieve their competence before they have their qualification recognised.

The assessment tool is based on *Nurse Registration Programmes Standards and Requirements* (NMBI, 2023).

Glossary

A glossary of terms is included in the Appendix to help IENs to become familiar with new terminology. A full glossary of all terms used here and in other NMBI publications can be viewed at: www.nmbi.ie/Standards-Guidance/Glossary.

During the period of supervised practice, the candidate must:

- familiarise themselves with the [*Code of Conduct and Ethics for Registered Nurses and Registered Midwives*](#). The Code is the primary guidance document that outlines the standard behaviour and conduct expected of all registered nurses in Ireland.
- complete a minimum of 225 hours (six weeks) of supervised practice placement (supernumerary). Any time missed during this period must be made up. The adaptation period can be extended to a maximum of 12 weeks, if required, in consultation with NMBI.
- ensure timesheets are signed by the Preceptor.
- complete the self-evaluation form before they start their placement.
- take responsibility for keeping their competency assessment records safe.

The preceptor/associate preceptor of the candidate nurse must:

- ensure that the preliminary interview is conducted within the first two days of the placement.
- assist the candidate nurse to identify their learning outcomes.
- give feedback to the candidate nurse on their performance on an ongoing basis and highlight specific learning outcomes to be achieved.
- support and supervise the candidate nurse to practice and develop their clinical skills and provide feedback on their performance.
- consult with other members of the nursing team on the candidate nurse's performance and progress.
- provide regular positive feedback to the candidate nurse on their progress they have achieved and constructive feedback in private and in a timely manner on areas for development using specific examples.
- complete the intermediate interview through placement (week 3/4), identifying progress and areas that require further development.
- undertake the final assessment by reviewing the candidate nurse's overall progress throughout the placement to determine if they have fully achieved their required level of assessment.
- ensure all timesheets are signed by Preceptor/Registered Nurse.
- complete and sign all assessment documentation prior to the candidate nurse completing the placement. This must be carried out in the presence of the candidate nurse and signed by both parties.

Signature Bank

Preceptors/Associate Preceptors /Registered Nurses

All Preceptors/Associate Preceptors/Registered Nurses signing and recording notes in the candidate nurse's competency assessment documentation should insert their details as indicated below.

Name of Preceptor/Associate Preceptor/ Registered Nurse (PRINT NAME)	Signature	Initials

Completing this grid is a requirement for any professional who is signing the Competence Assessment Document or making an entry.

Adaptation and Assessment Timesheet

Classroom based training							
	Day 1	Day 2	Day 3	Day 4	Day 5	Total hours (excluding unpaid breaks)	Signature: Clinical Facilitator/ Adaptation lead
Orientation/Induction Week 1 (a minimum of 37.5hrs is required)							
Dates							
Hours							
Total							

Supervised Practice Placement (SPP)									
(A minimum of 6 weeks and a maximum of 11 weeks)									
	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Total hours (excluding unpaid breaks)	Signature: Preceptor/RN
Week 1 SPP (required)									
Dates									
Hours									
Week 2 SPP (required)									
Dates									
Hours									
Week 3 SPP (required)									
Dates									
Hours									
Week 4 SPP (required)									
Dates									
Hours									
Week 5 SPP (required)									
Dates									
Hours									
Week 6 SPP (required)									
Dates									
Hours									
Note: 225hrs of practice placement required to this point									

Continued

Supervised Practice Placement (SPP) (A minimum of 6 weeks and a maximum of 11 weeks)									
	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Total hours (excluding unpaid breaks)	Signature: Preceptor/RN
Week 7 SPP (if applicable)									
Dates									
Hours									
Week 8 SPP (if applicable)									
Dates									
Hours									
Week 9 SPP (if applicable)									
Dates									
Hours									
Week 10 SPP (if applicable)									
Dates									
Hours									
Week 11 SPP (if applicable)									
Dates									
Hours									
Total Practice Hours									
Total									
Total Orientation/Induction Hours									
Total Practice Placement hours									
Overall Total hours									

Note: These totals must match the total hours stated on the Candidate Eligibility Report prior to submission to NMBI

Domains of Competence Assessment

The Domains of Competence are outlined in the [*Nurse Registration Programmes Standards and Requirements*](#) (NMBI, 2023). The standards and requirements also include core competencies and learning outcomes that a nurse must have achieved on completion of their final practice placement of a pre-registration undergraduate nursing degree programme, and prior to application for registration and entry onto the NMBI Register.

Candidate nurses are assessed according to these Domains of Competence.

There are **Six Domains of Competence** which represent the competencies that the candidate nurse must obtain by the end of the adaptation and assessment programme to obtain qualification recognition for registration with NMBI.

The aim is to ensure that the nurse has the skills of critical analysis, problem-solving, decision-making, reflective skills and abilities that are essential to the art and science of nursing.

- Each domain consists of performance criteria, relevant indicators and critical elements.
- A team and partnership approach will be applied when assessing the candidate nurse, as the Preceptor will consult with colleagues in determining the candidate nurse's competence.
- Candidate nurses are deemed to be either competent or not competent in practice.
- If the candidate nurse is not progressing in one or more identified areas, a performance improvement plan (PIP) is drawn up. Weekly reviews should be held with the preceptor and the candidate nurse.



Figure 1 - Domains of Competence (NMBI, 2019)

Scope of professional practice and competence

Competence changes and develops over time and is influenced by educational preparation, frequency of clinical exposure and the duration of the nurse's experience. Since competence is not constant, the candidate nurse is expected to continually re-evaluate their own competence and scope of professional practice when faced with new situations. The candidate nurse is working towards becoming an independent practitioner, and as such, should refuse delegated or assigned roles or activities if they judge their competence to be limited and respond appropriately to gain the required level of competence. All candidate nurses need to work within their Scope of Practice to perform the roles, duties, tasks and responsibilities that they have the competence, education and authority to perform.

Level of supervision

Distant supervision

The candidate nurse provides safe and effective delegated nursing care to patients, service users and they support family members. The candidate accepts the responsibility of delegated care and recognises when they need guidance and support from their Preceptor/ Registered Nurse. They should ask for assistance in a timely manner.

The Competency Assessment process

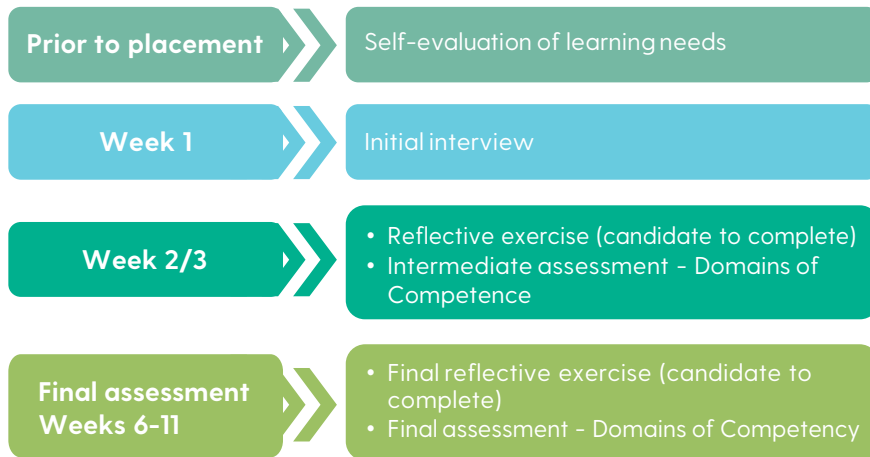


Figure 2: Competency Assessment Process



Prior to placement

Self-evaluation of learning needs and expectations

To be completed by the candidate nurse prior to commencing practice placement.

Following discussion, a Learning Plan will be agreed with your Preceptor/Associate Preceptor for this practice placement.

The previous applicable experiences that I bring with me to this practice placement are ...

Blank area for text entry.

The learning outcomes and opportunities that I hope to achieve during this practice placement are ...

Blank area for text entry.

Any concerns that I have about this practice placement are ...

Blank area for text entry.

Preliminary interview

This is **not an assessment**, but an interview guide to help the candidate nurses identify their learning needs during adaptation.

This must be completed within the first 2 days of the placement commencing

Name of Preceptor	
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Name of Associate Preceptor	
------------------------------------	--

To be completed by the candidate nurse

Learning needs identified by the candidate nurse (refer to self- evaluation sheet, domains of competence and practice placement learning outcomes)

To be completed by the Preceptor/Associate Preceptor

Learning Plan (a record of a plan to achieve competence) agreed between the candidate nurse and Preceptor/Associate Preceptor. The Competence Assessment Tool provides the framework for this plan in conjunction with the practice placement learning outcomes and the candidate nurse's self-evaluation of learning needs and expectations).

	Tick as completed	Date
Orientation to practice placement and practice placement learning outcomes		
Preceptor/Associate Preceptor signature		
Candidate Nurse signature		

Proposed date for intermediate interview:

If further documentation is required, please refer to 'Progress Notes' pages

Intermediate interview

Must be completed within 2-3 weeks of commencement of practice placement

To be completed by the candidate nurse

Candidate nurse's review of progress during practice placement to date (refer to domains of competence practice placement learning outcomes and reflective exercise)

To be completed by the Preceptor/Associate Preceptor

Preceptor/Associate Preceptor's review of candidate nurse's progress during practice placement to date (refer to Domains of Competence and practice placement learning outcomes and reflective exercise)

Preceptor/Associate Preceptor signature:	Date:	
Candidate Nurse signature:	Date:	
Does the candidate nurse require additional learning support/PIP to achieve competence?	Yes*	No
Clinical Facilitator/Clinical Practice Support Nurse signature (if yes above):		
CNM signature (if yes above):		
Proposed date for final interview:		

To note: If competence has not been achieved, please complete the attached recording sheet for 'Evidence of competencies not achieved')

*If yes, please adhere to local Performance Improvement Plan (PIP) implementation policy and procedures including the facility of a named verifier if requested by either the preceptor or candidate nurse.

Final interview

The final interview can only be completed from week six of the adaptation placement

To be completed by the candidate nurse

Candidate nurse's review of progress during practice placement (refer to domains of competence practice placement learning outcomes and reflective exercise)

To be completed by the Preceptor/Associate Preceptor

Preceptor/Associate Preceptor's review of candidate nurse's progress during practice placement (refer to domains of competence practice placement learning outcomes and reflective exercise)

Competence achieved (Please tick as appropriate)	Yes	No*
Preceptor/Associate Preceptor signature:	Date:	
Candidate Nurse signature:	Date:	
Verified/adaptation support person (as applicable - *please state role)	Date:	

*If no, the programme provider must submit the completed Competency Assessment Tool (and any supporting documentation, for example, reflective journal, skills booklet) with the Candidate Eligibility Report to NMBI.

Final Assessment - Record of Evidence of Competencies Not Achieved

Please record the Domains and Indicators that were not achieved by the Candidate Nurse in this Practice Placement.

Provide specific examples to demonstrate that competence was not achieved and therefore the assessment was deemed unsuccessful.

Domain 1: Professional Values

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Domain 2: Nursing Practice and Clinical Decision Making

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Domain 3: Knowledge and Cognitive Competencies

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Domain 4: Communication and Interpersonal Skills

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Domain 5: Management and Teamwork

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Domain 6: Leadership Potential

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Preceptor/Associate Preceptor signature:	Date:
Candidate Nurse signature:	Date:
Signature of Clinical Facilitator/Adaptation support person	Date:
Verifier signature (where applicable)	Date:

Practice placement: progress notes

(Each entry should be dated and signed by the preceptor/RN supervisor and the candidate nurse)



Competence Assessment (Reflection)

Candidate nurse's reflection on practice using Gibbs (1988) model of reflection

As part of the candidate nurse's competence assessment, the candidate nurse is required to complete **TWO** pieces of reflective writing (ONE for Intermediate interview and ONE for the Final Interview). The purpose of reflective writing is to demonstrate learning. Reflective writing provides one source of evidence relevant to the learning that has been achieved and must be linked to the practice placement learning outcomes in a particular domain. The candidate nurse should follow the template provided below.

The Candidate Nurse must ensure that Persons, Children, Service Users or Staff are not identified in the reflective writing piece.

Reflection must relate to situations encountered by the candidate nurse in this practice placement.

Intermediate Reflective Exercise (to be completed by the candidate prior to intermediate assessment)

Description – What happened?

Feelings – What were you thinking and feeling?

Evaluation – What was good and bad about the experience?

Continued

Analysis – What sense can you make of the situation?

Conclusion – What else could you have done?

Action plan – If it arose again, what would you do?

Candidate Nurse signature:	Date:
Preceptor/Associate Preceptor signature:	Date:

Final reflective exercise (to be completed by the candidate prior to final assessment)

Description – What happened?

Feelings – What were you thinking and feeling?

Evaluation – What was good and bad about the experience?

Analysis – What sense can you make of the situation?

Conclusion – What else could you have done?

Continued

Action plan – If it arose again, what would you do?

Large empty rectangular area for writing an action plan.

Candidate Nurse signature:	Date:
Preceptor/Associate Preceptor signature:	Date:

Domains of Competence Assessment Tool

Please note: Medication Management Assessment should form part of the overall competence assessment. Assessment process to be determined locally.

Competence is the attainment and application of knowledge, intellectual capacity, practice skills, integrity and professional and ethical values required for safe, accountable, compassionate, and effective practice as a registered nurse or registered midwife. The Six Domains of Competence represent the level the nurse must obtain on completion of the programme to become an active member of the Register of Nurses. The aim is to ensure that the nurse acquires the skills of critical analysis, problem-solving, decision-making, reflective skills, and abilities essential to the art and science of nursing. Each domain consists of performance criteria and their relevant indicators. Nurses are deemed to be either competent in an area or not. Where competence has not been achieved, the nurse will be given opportunities to develop competence through a support plan. A team and partnership approach will be applied when assessing the nurse as the preceptor/mentor will consult with colleagues in determining the nurse's competence.

The Six Domains of Competence Outlined Below

Keys

1.1: Performance Criteria

1.1 (a, b etc.): Performance Indicators of the competency

CE: Critical Elements

Guidance for Assessment

Domains of Competence and Performance Indicators can be complemented by:

- completing learning outcomes, placement specific
- completing a learning log.

Where these additional supports are available, please include them as evidence of competence achieved.

Self-assessment using a model of competence (to be completed by the candidate nurse)

Self-Assessment is a valuable part of professional development and in consultation with your preceptor, offers an opportunity to identify progression of competence in practice and highlight areas for development.

Immediately prior to the intermediate assessment meeting, the candidate nurse is required to complete a self-assessment of competence using the rating scale below which is aligned to Benner's (1984) stages of competence. It is important to be honest in your assessment of your current ability in practice as this work will form the basis of a discussion with your preceptor and provide a structure for ongoing assessment of competence and additional supports (if required).

Competence Assessment Model

Benner (1982) established competence of nurses as the capacity to work with desired results under different conditions of real work. According to Benner (1984), competence is a progressive experience over five stages: Novice, advanced beginner, competent, proficient and specialist. For the purposes of adaptation assessment, candidates are required to demonstrate competence through assessment. Candidates can be assessed as being either novice (N), advanced beginner (AB) or competent (C). Only candidates assessed as being competent in each domain at their final assessment can be recommended for recognition of their nursing qualifications.

Note: The Preceptor will determine the level of competence at all stages of the assessment process.

Adapted from Benner's (1982) Stages of Clinical Competence Model	
Novice (N)	Novice: The candidate nurse has limited experience of the situations in which he/she is expected to perform. Requires additional guidance and support.
Advanced Beginner (AB)	The Candidate nurse demonstrates acceptable performance based on previous experience gained in real clinical/practice situations.
Competent (C)	The candidate nurse has gained experience and therefore can plan actions with a view to achieving efficiency and long-term goals. She/he has the ability to manage the complexity of clinical/practice situations.

To note: If the Candidate Nurse is not progressing at the time of the intermediate meeting, additional support should be implemented. Initiate a PIP if required.

Domain 1: Professional values and conduct of the nurse

Knowledge and appreciation of the virtues of caring, compassion, integrity, honesty, respect and empathy as a basis for upholding the professional values of nursing and identity as a nurse.

Please note: The candidate is required to complete the self-assessment portion immediately prior to the Intermediate assessment (week 3/4).

The candidate must be present for all assessments and recording of their progress in the Competency Assessment Tool.

1.1 Practises Safely

1.1 (a)	Adheres to best practice in the delivery of safe, ethical, reliable and competent nursing care across the life continuum			
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C	
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C	
Final assessment (completed by Preceptor) Competency achieved	Yes		No	
Preceptor's Signature				
CE	Demonstrates the ability to provide safe nursing care which is consistent and within their scope of practice			
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C	
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C	
Final assessment Competency achieved	Yes		No	
Assessor's Signature				

CE		Utilises and critically evaluates the knowledge of ethical principles and their implications to nursing care as described in the Code of Professional Conduct and Ethics		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
CE		Adheres to best practice, policies and procedures when providing nursing care		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

1.1 (b) Adheres to principles of hand hygiene, infection prevention and control as per governance policy				
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C	
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C	
Final assessment Competency achieved	Yes		No	
Assessor's Signature				
1.1 (c) Behaves with integrity, honesty and practices within Irish and European legislation to uphold the professional values of nursing				
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C	
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C	
Final assessment Competency achieved	Yes		No	
Assessor's Signature				

CE	Demonstrates the ability to apply the Code of Professional Conduct and Ethics to nursing practice		
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
Final assessment Competency achieved	Yes	No	
Assessor's Signature			
CE	Demonstrates the ability to apply the core values of nursing such as compassion, care, and commitment and associated behaviours to inform their decision making		
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
Final assessment Competency achieved	Yes	No	
Assessor's Signature			

1.1 (d) Practices within their scope of practice with due regard for regulatory and statutory requirements				
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C	
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C	
Final assessment Competency achieved	Yes		No	
Assessor's Signature				
CE Identifies own abilities, knowledge and level of nursing skills using the Scope of Nursing and Midwifery Practice Framework				
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C	
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C	
Final assessment Competency achieved	Yes		No	
Assessor's Signature				

1.2 Practices compassionately				
Demonstrates the ability through reflective practice and discussion				
1.2 (a)	Provides nursing care that is caring, kind, sensitive, holistic, impartial, and non-judgmental			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
1.2 (b)	Respects the diversity, dignity, integrity, uniqueness, and autonomy of the person			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

1.2 (c) Facilitates, promotes, supports and optimises the health, wellbeing, comfort, and quality of life of the person				
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

1.3 Practices professionally, responsibly, and accountably				
1.3 (a) Ability to identify personal responsibility, level of authority and lines of accountability within own scope of practice				
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

1.3 (b) Takes personal and professional accountability for own decisions, actions and for the completion of delegated tasks				
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C	
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C	
Final assessment Competency achieved	Yes		No	
Assessor's Signature				
1.3 (c) Shows personal and professional responsibility through organising and documenting nursing interventions safely and in accordance with policies, procedures, and guidelines				
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C	
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C	
Final assessment Competency achieved	Yes		No	
Assessor's Signature				

1.3 (d)	Accepts responsibility for own limitations and for the enhancement of clinical competence by undertaking continuing professional development		
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
Final assessment Competency achieved	Yes		No
Assessor's Signature			

Domain 2: Nursing practice and clinical decision-making

Knowledge and understanding of the principles of delivering safe and effective nursing care through the adoption of a systematic and problem-solving approach to developing and delivering a person-centred plan of care based on an explicit partnership with the person and their primary carer.

2.1 Assesses the person's nursing and health needs				
2.1 (a)	Applies an appropriate framework in a systematic manner when taking a comprehensive nursing history			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
2.1 (b)	Ability to analyse information collected through the nursing assessment process			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

2.1 (c)		Recognises and interprets signs of normal and changing healthcare needs and escalates to members of the multidisciplinary team when necessary		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
2.1 (d)		Recognises signs of a life-limiting condition and assists the person and family to access a specialist palliative care team		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

2.2 Plans and prioritises person-centred nursing care

2.2 (a)	Develops a clear and concise person-centred plan that incorporates the person's experience of altered health and expectation for recovery			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
2.2 (b)	Plans nursing interventions with specific indicators for achievement of goals, applying best available evidence based on principles of quality and safety			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

2.2 (c)		Prioritises the person's immediate and longer-term nursing and healthcare needs through setting goals based on acuity		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
2.2 (d)		Communicates plan of care and rationale for interventions clearly to the person, primary carer and other health professionals		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

2.3 Delivers person-centred nursing and clinical interventions, including health activities				
2.3 (a)	Obtains informed consent from person or nominee prior to delivering nursing interventions			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
2.3 (b)	Delivers nursing care safely through a range of nursing interventions			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

2.3 (c)		Informs and empowers the person in health promotion and screening, recovery, resilience, self-management, well-being and social inclusion.		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
2.3 (d)		Assists the person in maintaining their dignity, rights, independence, and comfort		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

2.3 (e)		Applies principles of health and safety including moving and handling, infection prevention and control and emergency procedures		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
2.3 (f)		Empowers the person to maintain needs related to their activities of living		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

2.3 (g)		Supports a safe and comfortable environment		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
2.3 (h)		Ability to support and manage a person with a life-limiting condition and their family		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

2.3 (i)		Adheres to legislation and professional practice guidelines for the safe and effective administration of medicines and other therapeutic interventions		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
2.3 (j)		Utilises medical devices, technologies, and clinical equipment safely		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

2.3 (k)		Adheres to best principles in risk assessment, risk management and takes relevant actions to manage risks safely		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
2.3 (l)		Utilises information management technology safely to record personal data for clinical decision making		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

2.4 Evaluates nursing care and undertakes a comprehensive re-assessment				
2.4 (a)	Collates a range of clinical observations, feedback from the person and other sources of information to adjust the plan of nursing care through ongoing evaluation of its effectiveness			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes	No	
	Assessor's Signature			
2.4 (b)	Gathers additional data to evaluate planned priorities, goals, time frames and interventions against actual outcomes, changes to the person's condition, responses, or situational needs			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes	No	
	Assessor's Signature			

2.4 (c)		Monitors and evaluates nursing interventions against evidence of best practice		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

2.5		Utilises clinical judgement		
2.5 (a)		Makes sound clinical judgements to adapt interventions to changing health needs		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

2.5 (b)		Recognises and responds to early warning signs of critical changes in a person's health status		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
2.5 (c)		Initiates life preserving measures in response to critical changes in a person's health status or in emergency situations		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

Domain 3: Knowledge and cognitive

Knowledge and understanding of the health continuum, life and behavioural sciences and their applied principles that underpin a competent knowledge base for nursing and healthcare practice.

3.1 Practices from a competent knowledge base				
3.1 (a)	Applies current and relevant aspects of concepts and theory of nursing to care planning, nursing interventions and health settings			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
3.1 (b)	Applies current and relevant aspects of professional standards to the practice of nursing			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

3.1 (c)	Applies current and relevant knowledge of the structure and function of the human body from the health and life sciences in nursing practice situations		
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
Final assessment Competency achieved	Yes	No	
Assessor's Signature			
3.1 (d)	Recognises common physical, developmental, emotional and behavioural signs, vulnerabilities, and co-morbidities within the relevant division of nursing		
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
Final assessment Competency achieved	Yes	No	
Assessor's Signature			

3.1 (e)		Applies current and relevant knowledge from the social and behavioural sciences in nursing practice situations and settings		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
3.1 (f)		Applies reasoning and relevant knowledge from the ethical theory to moral dilemmas in day to day nursing practice		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

3.1 (g)		Applies principles of quality and safety to audit and evaluate nursing and health care practice		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
3.1 (h)		Applies current and relevant aspects of national and international policies that influence nursing practice and health care delivery		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

3.1 (i)	Demonstrates and applies knowledge of legislation relevant in nursing practice situations and settings			
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C	
	Insert signature in the relevant box			
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C	
	Level of competency assessed			
Final assessment Competency achieved	Yes		No	
	Competency achieved			
Assessor's Signature	Assessor's Signature			
3.1 (j)	Applies knowledge and understanding of current and relevant aspects of principles of health information technology and nursing informatics in nursing practice			
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C	
	Insert signature in the relevant box			
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C	
	Level of competency assessed			
Final assessment Competency achieved	Yes		No	
	Competency achieved			
Assessor's Signature	Assessor's Signature			

3.1 (k)	Appraises and applies as relevant, aspects of the nursing research process to enhance the evidence base of nursing practice interventions			
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C	
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C	
Final assessment Competency achieved	Yes		No	
Assessor's Signature				

3.2	Uses critical thinking and reflection to inform practice			
3.2 (a)	Develops analytical skills for problem-solving, critical thinking, reasoning, evaluation, synthesis for application to nursing practice situations and interventions			
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C	
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C	
Final assessment Competency achieved	Yes		No	
Assessor's Signature				

3.2 (b)		Develops personally and professionally through reflection to enhance resilience and own nursing practice		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

Domain 4: Communication and inter-personal

Knowledge, appreciation and development of empathetic communication skills and techniques for effective relationships with people and other professionals in health care settings

4.1 Communicates in a person-centred manner				
4.1 (a)	Communicates in an effective, compassionate, age-appropriate, respectful, culturally sensitive, and non-discriminatory manner with the person and their primary carer			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
4.1 (b)	Provides emotional support to the person receiving nursing care and health procedures or interventions, while respecting professional boundaries			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

4.1 (c)	Empowers the person and primary carer to follow appropriate policies to express concerns about their experience of nursing and health procedures or interventions			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
4.1 (d)	Utilises communication techniques and technologies to empower a person with sensory, physical, emotional, behavioral, or cultural communication difficulties to express their needs			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

4.1 (e)		Communicates with a person in a manner that respects cultural diversity in health beliefs and practices, health literacy, communication, language, translation or interpreting needs		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

4.2		Communicates effectively with the healthcare team		
4.2 (a)		Accurately, concisely and clearly reports, records, documents, and refers to the healthcare team observations and information received in the nursing care giving process		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

4.2 (b)		Communicates clearly and coherently, verbally and in writing with other health and social care professionals		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
4.2 (c)		Negotiates with other healthcare professionals to ensure that the rights, beliefs and wishes of the person are not compromised		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

4.2 (d)		Respects the privacy of the person and confidentiality of information in the health setting		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
4.2 (e)		Uses professional nursing language terms when reporting, documenting, and communicating to nursing and health care teams		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

4.2 (f)	Shares information with others in accordance with legal and professional requirements in the interest of protection of the public			
Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C	
Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C	
Final assessment Competency achieved	Yes		No	
	Assessor's Signature			

Domain 5: Management and team

Using management and team competences in working for the person's wellbeing, recovery, independence, and safety through recognition of the collaborative partnership between the person, family, and multidisciplinary health care team.

5.1 Practise collaboratively				
5.1 (a)	Works towards the person's wellbeing, recovery, independence, and safety through a collaborative partnership between the person, family and multidisciplinary health and social care team			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
5.1 (b)	Collaborates effectively with other healthcare disciplines and members of the nursing team in decision making and for continuity of care			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

5.2 Manages team, others, and self safely				
5.2 (a)	Assesses risk to a person's safety, security, and well-being and health status through promotion of a safe environment for each person including self			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
5.2 (b)	Uses information gained from a risk assessment, devise a safety plan for person encountered in the practice setting			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

5.2 (c)		Assesses priorities, manage time, caseload, and resources safely and effectively		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
5.2 (d)		Participates in audit and quality improvement initiatives and processes within the health service setting		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

5.2 (e)		Contributes to the learning experiences of other colleagues through provision of support, supervision, and facilitation of learning		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
5.2 (f)		Demonstrates personal organisation and efficiency of own workload in undertaking the person's care		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

Domain 6: Leadership and professional scholarship

Developing professional scholarship through self-directed learning skills, critical questioning, reasoning skills and decision-making skills in nursing as the foundation for lifelong professional education, maintaining competency and career development

6.1 Demonstrates leadership potential				
6.1 (a)	Leads and co-ordinates a team, delegating, supervising, and monitoring nursing care provision			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
6.1 (b)	Exhibits awareness of self and of the impact of personal values and feelings in relation to attitude development, professional conduct, response, and reaction to events and to the development of coping mechanisms, personal wellbeing, and resilience			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

6.1 (c)		Enhances personal performance of professional role through constructive use of feedback, supervision, and appraisal		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
6.1 (d)		Reflects on and applies insights derived from aspects of daily nursing practice and critical incidents to enhance self-awareness and personal competence		
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

6.2 Demonstrates professional scholarship				
6.2 (a)	Demonstrates professional scholarship through self-directed learning skills, critical questioning, reasoning and decision-making skills in nursing as the foundation for lifelong professional education, maintaining competency and career development			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			
6.2 (b)	Recognises and responds to situations that require to be referred to experienced colleagues, senior managers, and other health care professionals			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

6.2 (c)	Learns from experience to adapt nursing interventions and to update competence in response to dynamically altering health environments			
	Self-assessment (Candidate Nurse signature) Insert signature in the relevant box	N	AB	C
	Intermediate assessment (completed by Assessor) Level of competency assessed	N	AB	C
	Final assessment Competency achieved	Yes		No
	Assessor's Signature			

Please note: At each meeting and prior to final submission of the Competence Assessment Tool, please ensure all of the relevant fields are dated, completed and that all required signatures are obtained.

If competence has not been achieved, please complete the attached recording sheet for 'Evidence of competencies not achieved')



Appendix 1

Glossary

A full glossary of all terms used here and in other NMBI publications can be viewed at www.nmbi.ie/Standards-Guidance/Glossary.

Applicant

Applicant refers to a nurse or midwife who applies to NMBI to join the Register of Nurses and Midwives. All nurses and midwives must be on NMBI's Register to work in Ireland.

Adaptation and assessment

A period of supervised practice placement which often includes further education and training. The supervised practice is the responsibility of a registered nurse. This period of supervised practice is assessed.

Assessment

A process to check the level of skill, knowledge, understanding or attitudes a person has to complete a specified goal. Assessment measures how a candidate nurse demonstrates achievement of competence to care for patients.

Candidate Nurse

An internationally educated nurse (IEN) whose name is on NMBI's Candidate Register. Nurses are on this Register while they are completing their adaptation and assessment to have their qualification recognised by NMBI.

Competence

A nurse's ability to understand and demonstrate knowledge, practice skills, and professional and ethical values. This is important for safe, accountable, compassionate and effective practice as a registered nurse or registered midwife.

Critical Elements

A set of single, distinct and visible actions that show a nurse can perform to a required level of practice. They represent principles that are essential to show a nurse can practice competently. They allow a nurse to achieve the learning outcomes from a clinical perspective.

Domains of Competence

A framework used to assess a candidate nurse's clinical practice. Competencies are used to show that a nurse has the knowledge, understanding, skills and abilities to work in contemporary practice. All competencies are assessed on an ongoing basis during the period of adaptation.

Education Assessment

A review of an applicant's nursing credentials and qualifications such as transcripts, course content and other material that shows their education programme is comparable to nursing education in Ireland. An education assessment includes nursing education, entry to practice and post qualification experience. As part of the assessment, NMBI ensures that unqualified people do not practice nursing.

Education Assessor

A person who reviews and verifies if the nursing programmes of nurses who have qualified from outside of Ireland. They check that applicants meet NMBI's academic and clinical standards and requirements. They also check that an applicant meets the EU Directive 36/2005/36 for General Nursing.

Induction

A formal introduction between a nurse and their an employer. An employer will outline a nurse's role and responsibilities, and the mission and values of the wider organisation. An effective Induction process will ensure that the nurse is supported to achieve their expected performance levels.

Learning log

The learning log is a diary or journal that shows what a candidate has learned. It outlines the specified domains of competence required by NMBI.

Learning Outcomes

Learning outcomes set out the knowledge, understanding, ability and skills that a learner needs to achieve by the end of the programme.

Orientation (incorporating an Adaptation and Assessment Programme)

A process used to provide initial training and information including assessment of competence relative to job responsibilities and the organisation's mission and goals.

Post Qualification Experience (PQE)

A nurse's practice experience after they have completed their professional qualification.

Performance Improvement Plan (PIP)

The goal of a PIP is to improve the competence level of the nurse to deliver quality care to the service user. The plan should cover specific areas of performance deficiencies, to identify skills or training gaps and sets clear expectations for improvement.

Qualification Recognition

A review of a nurse's qualifications including their under-graduate programme, post qualification experience and other relevant education and training.

Registration

This step follows qualification recognition and is the last process before the applicant's name is added to the relevant division of the NMBI Register (from NMBI Applicant's Guide).

Verifier

An independent person who ensures that the assessment process is conducted fairly. If difficulties arise during the period of adaptation, the verifier is responsible for verifying the assessment process. The verifier attends the intermediate and final meeting if requested to do so by the candidate nurse.

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**Bord Altranais agus
Cnámhseachais na hÉireann**
**Nursing and Midwifery
Board of Ireland**