

Children's and General Nurse (Integrated)



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

Competency Assessment
Document (CAD) for the
Undergraduate Nursing
Student

Year One

(Pilot Document, 2017)

WELCOME TO YOUR COMPETENCY ASSESSMENT DOCUMENT

This guide has been developed to help the Undergraduate Nursing Student and their Preceptor/Associate Preceptor complete the Competency Assessment Document. Please read and become familiar with these pages. It is recommended that they are read in conjunction with the Higher Education Institute (HEI) regulations and guidelines for assessment and practice placement. Questions arising from the content contained in this document should be discussed with your Academic Link Lecturer, Clinical Placement Coordinator (CPC) and Preceptor/associate preceptor.

Clinical practice represents 50% of the undergraduate nursing programme and the development of skills, knowledge, professional behaviour and attitudes represents a key component in the undergraduate nursing students' attainment of competence to practice as a registered nurse. In keeping with the requirements of the Nursing and Midwifery Board of Ireland (NMBI), the competency assessment document acts as the record of on-going achievements that is NMBI's requirement for registration. It is also an essential component for the successful progression through the undergraduate nursing programme.

The preceptor/associate preceptor 's assessment of your practice is fundamental to maintaining professional standards in nursing and to meet NMBI requirements, so it is advised that the undergraduate nursing student and preceptor/associate preceptor read these pages carefully as guide to completing the competency assessment document.

Full Student Name (as per Candidate Register):			
Student ID number:			
Email address:			
Phone number:			
NMBI Candidate Number:			
HEI Link Lecturer:		HEI:	
Email address:			
Phone number:			

This document remains the property of the HEI and its care is the responsibility of the undergraduate nursing student named above. It must be presented on request to academic staff of the HEI and Preceptor/Associate Preceptor and Clinical Nurse Manager's (CNM) in practice placements.

RECORD OF ON-GOING CONTINUING ACHIEVEMENT

This competence assessment document constitutes my record of competence development in practice placement settings for **YEAR ONE** of the programme.

I consent to allow this data about me to be shared between successive preceptor/associate preceptor s and with the relevant HEI's in the process of assessing my development of clinical competence.

I understand that this is a requirement HEI and its associated healthcare provider(s) for progression through the programme of study in Children's and General Nursing and in compliance with the Nurse Registration Programmes Standards and Requirements (NMBI, 2016).

Student signature		Date	
HEI Link Lecturer:		Date	
CPC		Date	

PROTECTING THE PUBLIC THROUGH PROFESSIONAL STANDARDS

Accepting Appropriate Responsibility

There may be situations when your Preceptor/Associate Preceptor, or another Registered Nurse may not directly accompany you. As your skills, experience and confidence develop, you will become increasingly able to deal with these situations. However, you must only participate in clinical interventions within your scope of practice as an undergraduate nursing student for which you have been fully prepared or in which you are properly supervised, and which are in keeping with the health service provider policy. Guidance on the levels and type of supervision is defined as by the Board as “the provision of oversight, direction, guidance or support by a nurse or midwife to students. Supervision may be direct or indirect” (NMBI, 2015: 2)¹. “Direct supervision means that the supervising nurse or midwife is actually present and works with the student undertaking a delegated role or activity. Indirect supervision implies that the nurse or midwife does not directly observe the student undertaking a delegated role or activity. Both direct and indirect supervision can include oversight, direction, guidance and support and evaluation” (NMBI, 2015: 14).

During Years 1 to 3, the level of direct and indirect supervision varies according to the year of the programme, confidence, experience and level of skills and proficiency as judged by the Preceptor/Associate Preceptor or Registered Nurse. In some cases, the student will shadow the Preceptor/Associate Preceptor or Registered Nurse during nursing interventions; in other circumstances the Registered Nurse may undertake nursing interventions at indirect supervision and report back on and document the process and outcomes.

This means that you must practice only within the limitations of your knowledge, skills and professional boundaries. If you have any doubts, clarify these with your Preceptor/Associate Preceptor, Registered Nurse or CPC before undertaking any clinical intervention.

All entries you make in nursing or clinical documentation must maintain the privacy and confidentiality of service users.

¹ Nursing & Midwifery Board of Ireland, *Scope of Nursing and Midwifery Practice Framework*. 2015 Blackrock Co. Dublin

I have read and understood the above statements			
Student Signature:		Date:	
Preceptor/Associate Preceptor Signature:		Date:	
CPC Signature:		Date:	

Clinical Placement Details for YEAR ONE of the Programme

Section 1: Children's Nursing

PRACTICE EXPERIENCE 1

Name of Practice Placement	
Name of Practice Placement (General, Specialist)	
Name of Health Service Provider	
Phone number of Placement	
Name of Clinical Nurse Manager	
Name of Preceptor	
Name of Associate Preceptor	
Name of Clinical Placement Coordinator	
Name of Academic Link Lecturer	

PRACTICE EXPERIENCE 2

Number of weeks in Placement	
Name of Practice Placement (General, Specialist)	
Name of Health Service Provider	
Phone number of Placement	
Name of Clinical Nurse Manager	
Name of Preceptor	
Name of Associate Preceptor	
Name of Clinical Placement Coordinator	
Name of Academic Link Lecturer	

Clinical Placement Details for YEAR ONE of the Programme

PRACTICE EXPERIENCE 3 (IF APPLICABLE)

Number of weeks in Placement	
Name of Practice Placement (General, Specialist)	
Name of Health Service Provider	
Phone number of Placement	
Name of Clinical Nurse Manager	
Name of Preceptor	
Name of Associate Preceptor	
Name of Clinical Placement Coordinator	
Name of Academic Link Lecturer	

Section 2: General Nursing

PRACTICE EXPERIENCE 1

Name of Practice Placement	
Name of Practice Placement (General, Specialist)	
Name of Health Service Provider	
Phone number of Placement	
Name of Clinical Nurse Manager	
Name of Preceptor	
Name of Associate Preceptor	
Name of Clinical Placement Coordinator	
Name of Academic Link Lecturer	

PRACTICE EXPERIENCE 2

Number of weeks in Placement	
Name of Practice Placement (General, Specialist)	
Name of Health Service Provider	
Phone number of Placement	
Name of Clinical Nurse Manager	
Name of Preceptor	
Name of Associate Preceptor	
Name of Clinical Placement Coordinator	
Name of Academic Link Lecturer	

PRACTICE EXPERIENCE 3 (IF APPLICABLE)

Number of weeks in Placement	
Name of Practice Placement (General, Specialist)	
Name of Health Service Provider	
Phone number of Placement	
Name of Clinical Nurse Manager	
Name of Preceptor	
Name of Associate Preceptor	
Name of Clinical Placement Coordinator	
Name of Academic Link Lecturer	

GUIDANCE FOR THE UNDERGRADUATE NURSING STUDENT

Remember, this is your assessment document and you must accept responsibility for its accurate completion and bring it with you in each placement.

Prior to the start of your first practice experience, review your learning needs; it may be helpful to review any earlier experience you may have had of practice settings and to make a list of the clinical placements for achievement that you have in mind.

The following are suggestions to enhance your learning in the practice setting:

- Prior to the placement, check the location and travel implications and find out from your allocations officer, allocations liaison officer and/or HEI link what type of practice experience and learning opportunities you are likely to undertake;
- Contact the practice setting to identify your hours of attendance and the day/date of your first day of placement;
- Aim to arrive a little earlier on your first day to ensure that you arrive in good time to familiarise yourself with the entrance and place of reporting;
- Undertake an orientation to the practice setting on the first day with your Preceptor or Associate Preceptor;
- Actively participate in your preliminary, mid-placement and final interviews with your Preceptor or Associate Preceptor;
- At your preliminary meeting in the placement site, identify and affirm your learning needs with your Preceptor/Associate Preceptor, and agree a plan of action to make the most of the learning opportunities available in the placement site;
- Take advantage of every opportunity to work with your Preceptor/Associate Preceptor and to engage with all the learning opportunities available;
- Maintain your competence assessment document securely throughout placements and throughout the programme;
- Provide your Preceptor/Associate Preceptor and CPC with evidence and examples from your practice as to how you are working to achieve competencies and skills;
- Make your competence assessment document available to your Preceptor/Associate Preceptors, CPC's and academic link lecturer on request;

- Discuss with your preceptor/associate preceptor , CPC and academic link lecturer how your learning is going during the placement;
- Work collaboratively with your CPC, preceptor/associate preceptor and other clinical staff to ensure that the assessment of your competence is completed by the date specified;
- Submit the competence assessment document to the designated School/Department office by the date specified;
- Ensure that all sections are fully completed before you submit competence assessment document with the requisite signatures;
- Undertake an anonymous online or off-line evaluation of each practice experience.

Competence in practice

As an undergraduate nursing student, competence to practise as a nurse is acquired gradually and successively across your programme of study as you gain knowledge, skills and professional acumen and apply these in practice placements. Achievement of competence for entry to the NMBI professional register is assessed continuously throughout each stage of your programme and you will be deemed competent when you have met all theory and practice requirements of your programme.

Progression

For each year/stage of the programme, there is a Competence Assessment Document to be completed during the one or more practice placement experiences you undertake. Within each Document you will find a number of indicators related to the six domains of practice that must be achieved to progress clinically and to achieve the practice elements of your studies for that year. In order to provide your Preceptor/Associate Preceptor with the evidence of your achievement of clinical competence, you will need in some cases to demonstrate skills, undertake activities, discuss, answer questions, prepare written notes or undertake reflection on situations you have encountered. Certain proficiencies may be met through simulation either in a practice setting or in a clinical skills laboratory as part of your theoretical studies.

In the majority of settings you will be able to develop your knowledge, skills and competence through interactions with patients, service users, nursing colleagues and members of the multidisciplinary team. It is necessary to both acquire and maintain competence hence your Preceptor/Associate Preceptor will be reviewing with you at initial, mid-point and final interviews your learning needs as well as your proficiency in nursing. This will encompass the

development of professional values, your interpersonal communication, team working, self-management, decision-making, professional scholarship and leadership potential.

Assessment process – Initial Interview

In most practice placement in of four weeks duration or longer, you will undertake usually within the first two days of commencing an initial interview with your Preceptor/Associate Preceptor. At this interview you will both review your learning needs, discuss learning opportunities available to you in that setting and identify how these can be related to achievement of the indicators and competences in your Clinical Assessment Document.

Mid-Point Interview

The mid-point interview provides you and your Preceptor/Associate Preceptor with an opportunity to review your achievement to date and for her/him to provide you with feedback on what areas of your practice need further development and to identify priorities and opportunities for their achievement. Feedback on your learning with both your Preceptor/Associate Preceptor and clinical placement coordinator should be completed in a supportive manner to provide you with adequate time to reflect on your achievements to date and to adapt your schedule of activities and demonstration of professional knowledge and values in the practice setting. It is important that at this mid-point interview, a note of your learning needs and progress is completed and agreed with you by your Preceptor/Associate Preceptor. The competence statements and indicators have been designed to be applicable to all practice settings. Please discuss with your Preceptor/Associate Preceptor and CPC should you encounter difficulties in gaining experience necessary to achieve the competences agreed with your Preceptor/Associate Preceptor at the initial interview for a particular practice placement.

Whilst you will be supervised and assessed primarily by your Preceptor, you may be allocated an Associate Preceptor and will be also working alongside other registered nurses and members of the multidisciplinary team during your placements. Only a Registered Nurse who has completed a Preceptorship programme may sign off your practice competence achievement. However, your Preceptor/Associate Preceptor will discuss your progress with you and with other registered nurses who have worked alongside you and have observed your interactions and interventions in formulating her/his decision. Your Preceptor/Associate Preceptor may sign certain sections of your Document after witnessing you undertaking certain

practice activities on an on-going basis; other competences may be completed at the mid-point or final interview stages of your practice placement.

Final Interview

The final interview allows for a review of your learning overall and to consider your needs and requirements to progress to the next stage/year of your programme of study. This should be accompanied by a written comment by you and by your Preceptor/Associate Preceptor on the overall process and result of the competence assessment to guide your future learning needs.

Should you not achieve a pass in one or more domains or in an individual requirement within your document, you would normally fail. It is important that clear feedback is given and recorded as to how to enhance your learning and to identify the precise areas for improvement in your practice. Your result should be discussed with your Academic link lecturer and CPC as soon as possible after the final interview to determine a Competency Development Action Plan to assist your learning. Additional supports may be provided by the HEI and associated health service provider in the particular practice setting to assist you to meet the outcomes specified in the competency development action plan.

Undergraduate nursing students who have failed in a particular aspect of their competence assessment of practice are normally allowed a further attempt to achieve their requirements through a period of additional practice experience. Should this further period of experience be insufficient to achieve and overall pass in the clinical practice element of your programme, undergraduate nursing students are required to meet formally with their Academic Link Lecturer to discuss the potential implications of the result for progression or graduation as a nurse.

Section 1

Children's Nursing

NMBI Competency Assessment Document – YEAR ONE: Registrant Signature Sheet

REGISTRANT SIGNATURE SHEET

All health care professionals signing student documentation should insert their details below, as indicated.

Name of Preceptor/Associate Preceptor (PRINT NAME)	Signature	Contact phone number	Practice Placement Area

Completing this grid is a requirement for any professional who is signing your competency assessment Document or making an entry.

NMBI Competency Assessment Document – YEAR ONE: Self Evaluation

PRACTICE EXPERIENCE 1: SELF-EVALUATION OF LEARNING NEEDS AND EXPECTATIONS

To be completed by the undergraduate nursing student prior to placement incorporating theory and clinical skills learning to date.

The life and previous experience of practice that I bring with me to this placement is...

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

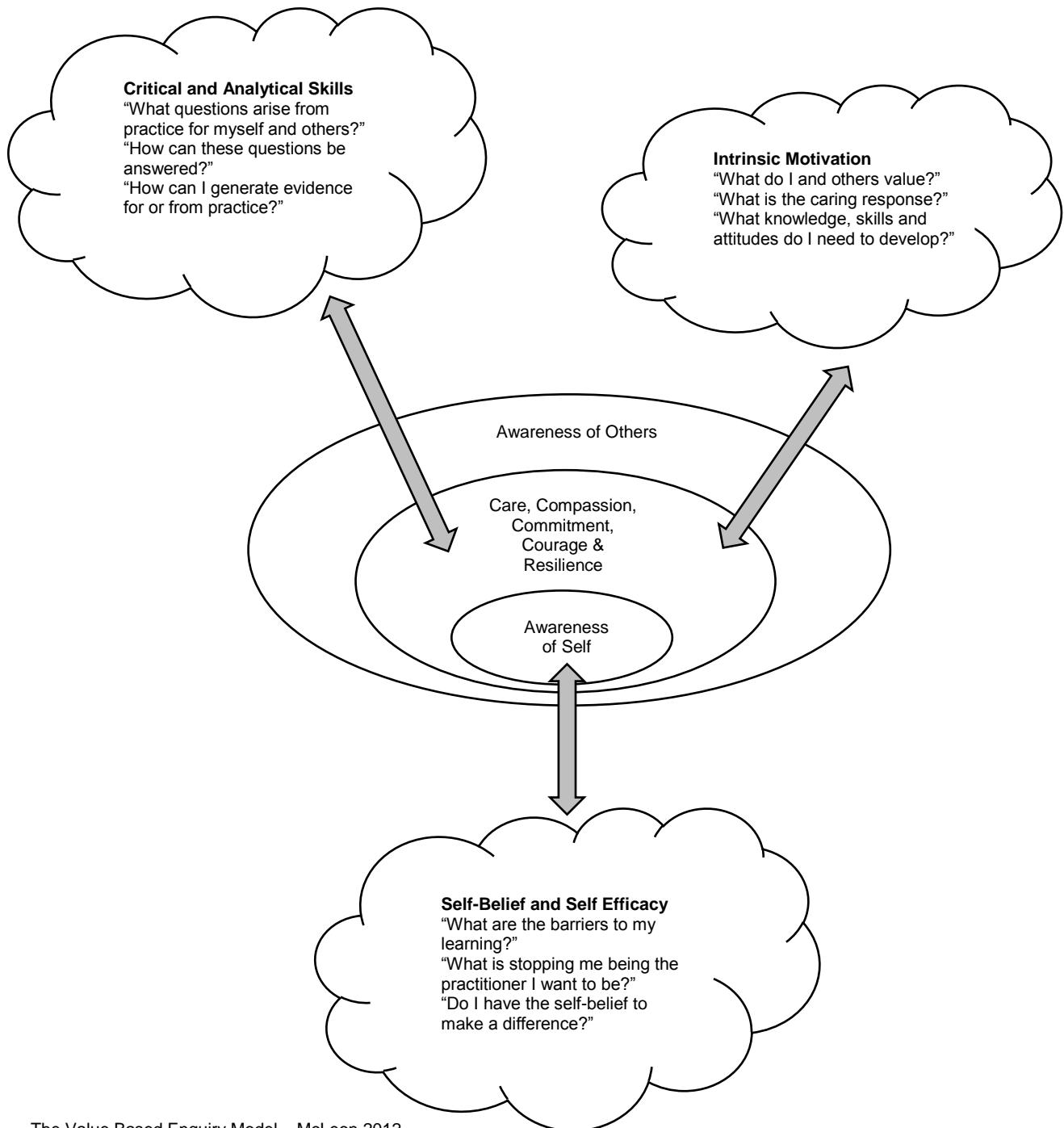
Any concerns that I have about this placement are...

The relevant theoretical learning that I bring to this placement...

NMBI Competency Assessment Document – YEAR ONE: Self Evaluation

PRACTICE EXPERIENCE 1: SELF-EVALUATION OF LEARNING NEEDS AND EXPECTATIONS

A Guide to help you with your Self-Evaluation



The Value Based Enquiry Model – McLeon 2012

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

PRACTICE EXPERIENCE 1: PRELIMINARY INTERVIEW

Date:		Name:		Signature:	
Welcome to Practice Placement Area					
Orientation to Practice Placement					
Name of Preceptor					
Name of Associate Preceptor					
Name of Clinical Placement Coordinator					
Name of Clinical Nurse Manager					
Name of Academic Link Lecturer for Placement					
Learning needs identified by Student					
Learning plan agreed with Preceptor/Associate Preceptor for placement					
Student signature					
Preceptor/Associate Preceptor signature					
Proposed date for mid placement review					
Proposed date for final interview					

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 1: PROFESSIONAL VALUES AND CONDUCT OF THE NURSE

Criteria related to practising safety, compassionately and professionally under supervision of a Registered Nurse

1.1.1 Demonstrates safe, person-centred care		✓ or ✗
a.	Clarifies with supervisor instructions that s/he does not understand	
b.	Applies principles of safe moving and handling	
c.	Adheres to principles of safe hand washing	
d.	Promotes a safe and therapeutic environment for children, young people and their families, staff and visitors	
e.	Recognises and responds to situations of risk to protect children and young people	
f.	Demonstrates how to act in an emergency and to administer essential life-saving intervention	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		
FAIL		

1.1.2 Demonstrates compassion in providing nurse care		✓ or ✗
a.	Shows respect, kindness, compassion towards children, young people and their families	
b.	Acts in a professional manner that is attentive, empathetic and non-discriminatory towards children, young people, their families respecting diversity in culture, faith and social background	
c.	Supports children, young people and their families with sensitivity during periods of emotional distress or when undergoing diagnostic, nursing or medical procedures	
d.	Seeks help and guidance when a child or young person's needs are not being met	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		
FAIL		

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 1: PROFESSIONAL VALUES AND CONDUCT OF THE NURSE

Criteria related to practising safety, compassionately and professionally under supervision of a Registered Nurse

1.1.3 Demonstrates responsible and professional practice		✓ or ✗	
a.	Adheres to and works within the Scope of Nursing and Midwifery Practice Framework as it applies to the nursing student		
b.	Practises honestly and with integrity in accordance to the Code of Professional Practice and Ethics for Registered Nurses and Registered Midwives as it applies to the nursing student		
c.	Adheres to local policies, procedures and guidelines		
d.	Adheres to reporting policy in respect of any untoward incidents or near misses		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 2: NURSING PRACTICE AND CLINICAL DECISION MAKING

Criteria related to delivering effective, person-centred nursing care under supervision of a Registered Nurse

1.2.1 Assesses the person's nursing and health needs			✓ or ✗
a.	Monitors and records the changes in sensory, physical, emotional, behavioural or developmental status or responses of a child or young person in the clinical setting		
b.	Gathers information systematically in a child-centred manner		
c.	Documents and reports observations accurately		
d.	Participates in risk assessment with a child or young person		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.2 Plans and prioritises person-centred nursing care			✓ or ✗
a.	Assists in the gathering and recording of clinical information using an appropriate child and family- centred framework		
b.	Assists a Registered Nurse to plan an aspect of nursing care		
c.	Reviews with Preceptor/Associate Preceptor the structure of goals for a plan of care		
d.	Identifies with Preceptor/Associate Preceptor actual and potential goals		
e.	Identifies with Preceptor/Associate Preceptor interventions to meet a child or young person's developmental, nursing or health goal		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.3 Undertakes nursing interventions <i>(continued on next page)</i>			✓ or ✗
a.	Ensures consent of the child, young person and family member prior to undertaking nursing interventions		
b.	Builds relationships with children, young people and their families to meet their developmental and health needs Demonstrates respect for the welfare, human rights and individuality of the child and young person Builds on a child or young person's personal preferences, capabilities and abilities Promotes the child or young person's autonomy and self-management of health care to the maximum degree		

	Provides a supportive presence for the child and young person and family members in their response to and experience of altered health Affords protection to the child and young person throughout their health care experience in any setting	
c.	Promotes the child and young person's health, recovery and optimal functioning	
d.	Participates in a group or social activity with children, young people and their families	
e.	Assists children, young people and their families to maintain their dignity in all nursing and health care interventions	
f.	Records nursing interventions, observations and feedback from the child, young person or family members and inter-professional colleagues accurately and concisely	
g.	Uses clinical equipment safely, showing awareness of limitations and associated hazards in usage and disposal	
h.	Assists the Registered Nurse in the safe administration and management of medicines	
i.	Safely and accurately carries out medication calculations and management	
j.	Carries out instructions in a responsible and timely manner in accordance with local policies, procedures and guidelines	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		
FAIL		
		Date completed

1.2.4 Evaluates person-centred nursing care		✓ or ✗
a.	Gathers and records information in accordance with a child or young person's nursing care plan	
b.	Assists the Registered Nurse to review a child or young person's plan of nursing care in light of observations, feedback from the person and health care team	
c.	Assists the Registered Nurse to review and revise as necessary the planned outcomes or interventions of a child or young person's plan of nursing care	
d.	Assists the Registered Nurse to carry out an evaluation of a child or young person's nursing and health care needs	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		
FAIL		
		Date completed

1.2.5 Utilises clinical judgment		✓ or ✗
a.	Recognises and reports if a child or young person appears to be at risk	
b.	Demonstrates how to act in an emergency and to administer essential life-saving intervention	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		
FAIL		
		Date completed

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 3: NURSING KNOWLEDGE AND COGNITIVE COMPETENCE

Criteria related to application of knowledge and understanding of the health continuum and of principles from health and life sciences underpinning practice

1.3.1 Practises from a competent knowledge base			✓ or ✗
a.	Applies knowledge of the philosophical underpinnings to child and family centred nursing to care of the child and young person		
b.	Applies knowledge from the social and life sciences to the nursing care of a child or young person in the practice setting		
c.	Safely and accurately carries out medication calculations and management recognising the particular risks to children and young people		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.3.2 Uses critical thinking and reflection to inform practice			✓ or ✗
a.	Sources information relevant to a nursing intervention in the practice setting		
b.	Applies knowledge of local policies, procedures and guidelines to an aspect of nursing intervention encountered in the practice setting		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 4: COMMUNICATION AND INTERPERSONAL COMPETENCE

Criteria related to effective communication and empathic interpersonal skills

1.4.1 Communicates in a child-centred manner			✓ or ✗
a.	Demonstrates ability to listen, seek clarification and observe non-verbal cues		
b.	Demonstrates respect for children, young people and their families' rights and choices		
c.	Engages in a collaborative manner with the child, young person and family member in all aspects of nursing intervention		
d.	Utilises age-appropriate nonverbal and verbal strategies to facilitate effective communication with the child and young person		
e.	Acts as an advocate for the child, young person and family whilst accessing health care		
f.	Demonstrates awareness of power imbalances between children, young people and their families and health care professionals		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.4.2 Communicates accurately with the health care team			✓ or ✗
a.	Communicates clearly with other health care team members		
b.	Demonstrates safe and effective communication skills, in oral, written and electronic modes		
c.	Accurately reports, records and documents clinical observations		
d.	Ensures that confidential information is maintained securely according to local health care policy		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 5: NURSING MANAGEMENT AND TEAM COMPETENCE

Criteria related to application of management and team working competence

1.5.1 Practises in a collaborative manner			✓ or ✗
a.	Interacts with members of the health care and multi professional team in a manner that values their roles and responsibilities		
b.	Develops a professional relationship by working in partnership with members of the multidisciplinary health care team		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.5.2 Manages team, others and self safely			✓ or ✗
a.	Promotes a safe and therapeutic environment for nursing care		
b.	Recognises, reports and responds appropriately to a change or deterioration in a child or young person's sensory, physical or emotional state or behaviour		
c.	Recognises risks and hazards whilst undertaking therapeutic or clinical interventions and escalates these to Registered Nurse as necessary		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

**DOMAIN 6: LEADERSHIP POTENTIAL AND PROFESSIONAL SCHOLARSHIP
 COMPETENCES**

Criteria related to effective leadership potential and self-awareness under the supervision of a Registered Nurse

1.6.1 Develop leadership potential			✓ or ✗
a.	Demonstrate the constructive use of feedback supervision and appraisal on the development of self-awareness and competence as a nurse		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.6.2 Develop professional scholarship			✓ or ✗
a.	Communicate an example of self-directed learning used to enhance professional performance in practice		
b.	Communicate with the multidisciplinary team regarding to the plan of nursing care intervention		
c.	Identify the use of relevant opportunities for learning in the practice setting		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

PRACTICE EXPERIENCE 1: MID PLACEMENT REVIEW

Student’s review of progress during placement to date			
Preceptor/Associate Preceptor’s review of student’s progress during placement to date			
Preceptor/Associate Preceptor’s summary of student progress during placement to date			
Please state any actions needed to enhance or maintain student’s competency development action plan (if applicable)			
Student signature		Date:	
Preceptor/Associate Preceptor signature		Date:	
CPC signature*		Date:	
Academic Link Lecturer signature**		Date:	

* CPC signatory required within in one week of interview being conducted

** Academic link Lecturer signature required in the event of a Competency Development Action Plan being implemented

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

PRACTICE EXPERIENCE 1: FINAL PLACEMENT INTERVIEW

Student’s review of progress during placement	
Preceptor/Associate Preceptor’s review of student’s progress during placement	
Preceptor/Associate Preceptor’s summary of student progress during placement	
Please state any actions needed to enhance or maintain student’s competence <i>(if applicable)</i>	
Student signature	
Preceptor/Associate Preceptor signature	
CPC signature*	
Academic Link Lecturer signature**	
Placement Result (✓ or ✖)	Preceptor/Associate Preceptor Signature Date completed
PASS	
FAIL	

* CPC signatory required within in one week of interview being conducted

** Academic link Lecturer signature required in the event of a Competency Development Action Plan being implemented

**NMBI Competency Assessment Document – YEAR ONE: Competency Development
Action Plan**

**PRACTICE EXPERIENCE 1: COMPETENCY DEVELOPMENT ACTION PLAN (IF
REQUIRED)**

Date	
Name of Preceptor	
Name of Associate Preceptor	
Name of Clinical Placement Coordinator	
Name of Clinical Nurse Manager	
Name of Academic Link Lecturer for Placement	
Learning plan agreed between Student and Preceptor/Associate Preceptor for Placement: <i>Specify goals, activities proposed and date(s) for review</i>	

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Student signature		Date:	
Preceptor/Associate Preceptor signature		Date:	
CPC signature		Date:	
Academic Link Lecturer signature		Date:	
Proposed date for mid placement review			
Proposed date for final interview			

NMBI Competency Assessment Document – YEAR ONE: Self Evaluation

Practice Experience 2: Self-evaluation of learning needs and expectations

To be completed by the undergraduate nursing student prior to placement incorporating theory and clinical skills learning to date.

The life and previous experience of practice that I bring with me to this placement is...

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

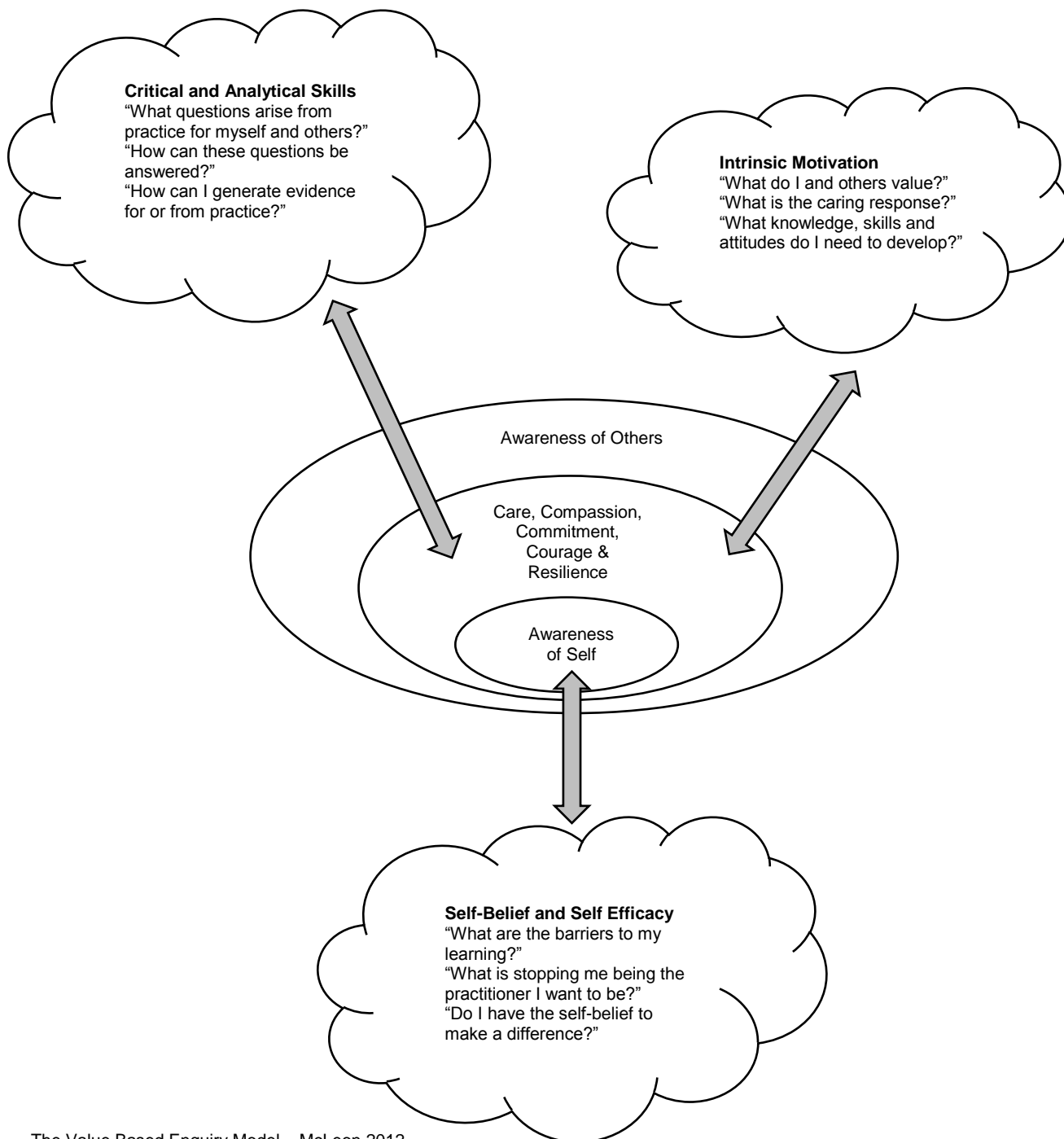
Any concerns that I have about this placement are...

The relevant theoretical learning that I bring to this placement...

NMBI Competency Assessment Document – YEAR ONE: Self Evaluation

PRACTICE EXPERIENCE 2: SELF-EVALUATION OF LEARNING NEEDS AND EXPECTATIONS

A Guide to help you with your Self-Evaluation



The Value Based Enquiry Model – McLeon 2012
Values for Nurses and Midwives in Ireland – NMBI 2016

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

Practice Experience 2: Preliminary Interview

Date:		Name:		Signature:	
Welcome to Practice Placement Area					
Orientation to Practice Placement					
Name of Preceptor					
Name of Associate Preceptor					
Name of Clinical Placement Coordinator					
Name of Clinical Nurse Manager					
Name of Academic Link Lecturer for Placement					
Learning needs identified by Student					
Learning plan agreed with Preceptor/Associate Preceptor for placement					
Student signature					
Preceptor/Associate Preceptor signature					
Proposed date for mid placement review					
Proposed date for final interview					

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 1: PROFESSIONAL VALUES AND CONDUCT OF THE NURSE

Criteria related to practising safety, compassionately and professionally under supervision of a Registered Nurse

1.1.1 Demonstrates safe, person-centred care			✓ or ✗
a.	Clarifies with supervisor instructions that s/he does not understand		
b.	Applies principles of safe moving and handling		
c.	Adheres to principles of safe hand washing		
d.	Promotes a safe and therapeutic environment for children, young people and their families, staff and visitors		
e.	Recognises and responds to situations of risk to protect children and young people		
f.	Demonstrates how to act in an emergency and to administer essential life-saving intervention		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.1.2 Demonstrates compassion in providing nurse care			✓ or ✗
a.	Shows respect, kindness, compassion towards children, young people and their families		
b.	Acts in a professional manner that is attentive, empathetic and non-discriminatory towards children, young people, their families respecting diversity in culture, faith and social background		
c.	Supports children, young people and their families with sensitivity during periods of emotional distress or when undergoing diagnostic, nursing or medical procedures		
d.	Seeks help and guidance when a child or young person's needs are not being met		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 1: PROFESSIONAL VALUES AND CONDUCT OF THE NURSE

Criteria related to practising safety, compassionately and professionally under supervision of a Registered Nurse

1.1.3 Demonstrates responsible and professional practice		✓ or ✗	
a.	Adheres to and works within the Scope of Nursing and Midwifery Practice Framework as it applies to the nursing student		
b.	Practises honestly and with integrity in accordance to the Code of Professional Practice and Ethics for Registered Nurses and Registered Midwives as it applies to the nursing student		
c.	Adheres to local policies, procedures and guidelines		
d.	Adheres to reporting policy in respect of any untoward incidents or near misses		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 2: NURSING PRACTICE AND CLINICAL DECISION MAKING

Criteria related to delivering effective, person-centred nursing care under supervision of a Registered Nurse

1.2.1 Assesses the person's nursing and health needs			✓ or ✕
a.	Monitors and records the changes in sensory, physical, emotional, behavioural or developmental status or responses of a child or young person in the clinical setting		
b.	Gathers information systematically in a child-centred manner		
c.	Documents and reports observations accurately		
d.	Participates in risk assessment with a child or young person		
Assessment Decision (✓ or ✕)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.2 Plans and prioritises person-centred nursing care			✓ or ✕
a.	Assists in the gathering and recording of clinical information using an appropriate child and family- centred framework		
b.	Assists a Registered Nurse to plan an aspect of nursing care		
c.	Reviews with Preceptor/Associate Preceptor the structure of goals for a plan of care		
d.	Identifies with Preceptor/Associate Preceptor actual and potential goals		
e.	Identifies with Preceptor/Associate Preceptor interventions to meet a child or young person's developmental, nursing or health goal		
Assessment Decision (✓ or ✕)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.3 Undertakes nursing interventions <i>(continued on next page)</i>			✓ or ✕
a.	Ensures consent of the child, young person and family member prior to undertaking nursing interventions		
b.	Builds relationships with children, young people and their families to meet their developmental and health needs Demonstrates respect for the welfare, human rights and individuality of the child and young person Builds on a child or young person's personal preferences, capabilities and abilities Promotes the child or young person's autonomy and self-management of health care to the maximum degree		

	Provides a supportive presence for the child and young person and family members in their response to and experience of altered health Affords protection to the child and young person throughout their health care experience in any setting	
c.	Promotes the child and young person's health, recovery and optimal functioning	
d.	Participates in a group or social activity with children, young people and their families	
e.	Assists children, young people and their families to maintain their dignity in all nursing and health care interventions	
f.	Records nursing interventions, observations and feedback from the child, young person or family members and interprofessional colleagues accurately and concisely	
g.	Uses clinical equipment safely, showing awareness of limitations and associated hazards in usage and disposal	
h.	Assists the Registered Nurse in the safe administration and management of medicines	
i.	Safely and accurately carries out medication calculations and management	
j.	Carries out instructions in a responsible and timely manner in accordance with local policies, procedures and guidelines	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		
FAIL		
		Date completed

1.2.4 Evaluates person-centred nursing care		✓ or ✗
a.	Gathers and records information in accordance with a child or young person's nursing care plan	
b.	Assists the Registered Nurse to review a child or young person's plan of nursing care in light of observations, feedback from the person and health care team	
c.	Assists the Registered Nurse to review and revise as necessary the planned outcomes or interventions of a child or young person's plan of nursing care	
d.	Assists the Registered Nurse to carry out an evaluation of a child or young person's nursing and health care needs	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		
FAIL		
		Date completed

1.2.5 Utilises clinical judgment		✓ or ✗
a.	Recognises and reports if a child or young person appears to be at risk	
b.	Demonstrates how to act in an emergency and to administer essential life-saving intervention	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		
FAIL		
		Date completed

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 3: NURSING KNOWLEDGE AND COGNITIVE COMPETENCE

Criteria related to application of knowledge and understanding of the health continuum and of principles from health and life sciences underpinning practice

1.3.1 Practises from a competent knowledge base			✓ or ✗
a.	Applies knowledge of the philosophical underpinnings to child and family centred nursing to care of the child and young person		
b.	Applies knowledge from the social and life sciences to the nursing care of a child or young person in the practice setting		
c.	Safely and accurately carries out medication calculations and management recognising the particular risks to children and young people		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.3.2 Uses critical thinking and reflection to inform practice			✓ or ✗
a.	Sources information relevant to a nursing intervention in the practice setting		
b.	Applies knowledge of local policies, procedures and guidelines to an aspect of nursing intervention encountered in the practice setting		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 4: COMMUNICATION AND INTERPERSONAL COMPETENCE

Criteria related to effective communication and empathic interpersonal skills

1.4.1 Communicates in a child-centred manner			✓ or ✗
a.	Demonstrates ability to listen, seek clarification and observe non-verbal cues		
b.	Demonstrates respect for children, young people and their families' rights and choices		
c.	Engages in a collaborative manner with the child, young person and family member in all aspects of nursing intervention		
d.	Utilises age-appropriate nonverbal and verbal strategies to facilitate effective communication with the child and young person		
e.	Acts as an advocate for the child, young person and family whilst accessing health care		
f.	Demonstrates awareness of power imbalances between children, young people and their families and health care professionals		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.4.2 Communicates accurately with the health care team			✓ or ✗
a.	Communicates clearly with other health care team members		
b.	Demonstrates safe and effective communication skills, in oral, written and electronic modes		
c.	Accurately reports, records and documents clinical observations		
d.	Ensures that confidential information is maintained securely according to local health care policy		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 5: NURSING MANAGEMENT AND TEAM COMPETENCE

Criteria related to application of management and team working competence

1.5.1 Practises in a collaborative manner			✓ or ✗
a.	Interacts with members of the health care and multi professional team in a manner that values their roles and responsibilities		
b.	Develops a professional relationship by working in partnership with members of the multidisciplinary health care team		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.5.2 Manages team, others and self safely			✓ or ✗
a.	Promotes a safe and therapeutic environment for nursing care		
b.	Recognises, reports and responds appropriately to a change or deterioration in a child or young person's sensory, physical or emotional state or behaviour		
c.	Recognises risks and hazards whilst undertaking therapeutic or clinical interventions and escalates these to Registered Nurse as necessary		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

**DOMAIN 6: LEADERSHIP POTENTIAL AND PROFESSIONAL SCHOLARSHIP
 COMPETENCES**

Criteria related to effective leadership potential and self-awareness under the supervision of a Registered Nurse

1.6.1 Develop leadership potential			✓ or ✗
a.	Demonstrate the constructive use of feedback supervision and appraisal on the development of self-awareness and competence as a nurse		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.6.2 Develop professional scholarship			✓ or ✗
a.	Communicate an example of self-directed learning used to enhance professional performance in practice		
b.	Communicate with the multidisciplinary team regarding to the plan of nursing care intervention		
c.	Identify the use of relevant opportunities for learning in the practice setting		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

Practice Experience 2: Mid Placement Review

Student’s review of progress during placement to date			
Preceptor/Associate Preceptor’s review of student’s progress during placement to date			
Preceptor/Associate Preceptor’s summary of student progress during placement to date			
Please state any actions needed to enhance or maintain student’s competency development action plan (if applicable)			
Student signature		Date:	
Preceptor/Associate Preceptor signature		Date:	
CPC signature*		Date:	
Academic Link Lecturer signature**		Date:	

* CPC signatory required within in one week of interview being conducted
 ** Academic link Lecturer signature required in the event of a Competency Development Action Plan being implemented

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

Practice Experience 2: Final Placement Interview

Student's review of progress during placement	
Preceptor/Associate Preceptor's review of student's progress during placement	
Preceptor/Associate Preceptor's summary of student progress during placement	
Please state any actions needed to enhance or maintain student's competence <i>(if applicable)</i>	
Student signature	
Preceptor/Associate Preceptor signature	
CPC signature*	
Academic link Lecturer signature**	
Placement Result (✓ or ✗)	Preceptor/Associate Preceptor Signature Date completed
PASS	
FAIL	

* CPC signatory required within in one week of interview being conducted

** Academic link Lecturer signature required in the event of a Competency Development Action Plan being implemented

**NMBI Competency Assessment Document – YEAR ONE: Competency Development
Action Plan**

Practice Experience 2: Competency Development Action Plan (if required)

Date	
Name of Preceptor	
Name of Associate Preceptor	
Name of Clinical Placement Coordinator	
Name of Clinical Nurse Manager	
Name of Academic link Lecturer for Placement	
Learning plan agreed between Student and Preceptor/Associate Preceptor for Placement: <i>Specify goals, activities proposed and date(s) for review</i>	

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Student signature		Date:	
Preceptor/Associate Preceptor signature		Date:	
CPC signature		Date:	
Academic Link Lecturer signature		Date:	
Proposed date for mid placement review			
Proposed date for final interview			

NMBI Competency Assessment Document – YEAR ONE: Self Evaluation

Practice Experience 3: Self-evaluation of learning needs and expectations

To be completed by the undergraduate nursing student prior to placement incorporating theory and clinical skills learning to date.

The life and previous experience of practice that I bring with me to this placement is...

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

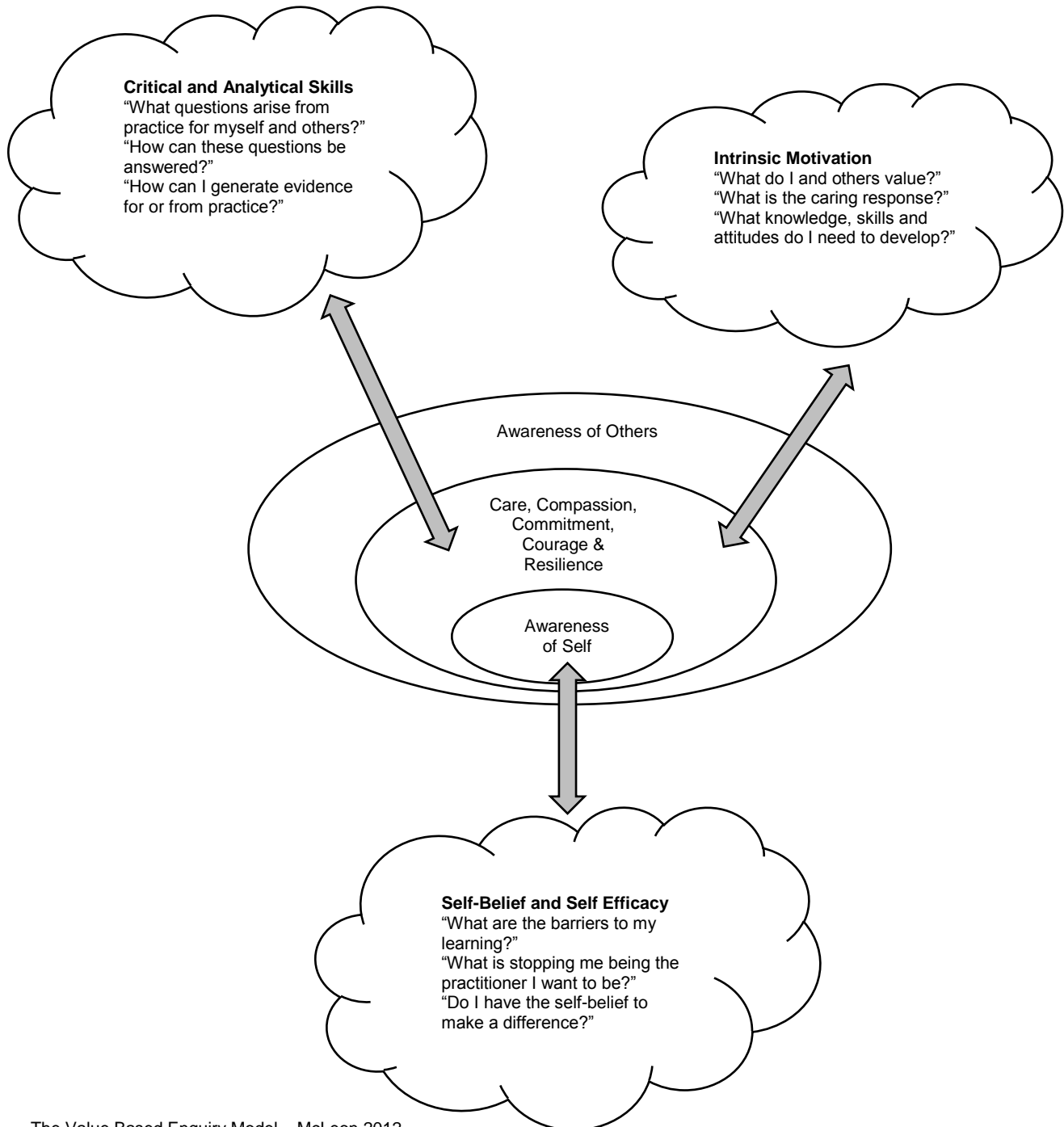
Any concerns that I have about this placement are...

The relevant theoretical learning that I bring to this placement...

NMBI Competency Assessment Document – YEAR ONE: Self Evaluation

PRACTICE EXPERIENCE 3: SELF-EVALUATION OF LEARNING NEEDS AND EXPECTATIONS

A Guide to help you with your Self-Evaluation



The Value Based Enquiry Model – McLeon 2012
Values for Nurses and Midwives in Ireland – NMBI 2016

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

Practice Experience 3: Preliminary Interview

Date:		Name:		Signature:	
Welcome to Practice Placement Area					
Orientation to Practice Placement					
Name of Preceptor					
Name of Associate Preceptor					
Name of Clinical Placement Coordinator					
Name of Clinical Nurse Manager					
Name of Academic Link Lecturer for Placement					
Learning needs identified by Student					
Learning plan agreed with Preceptor/Associate Preceptor for placement					
Student signature					
Preceptor/Associate Preceptor signature					
Proposed date for mid placement review					
Proposed date for final interview					

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 1: PROFESSIONAL VALUES AND CONDUCT OF THE NURSE

Criteria related to practising safety, compassionately and professionally under supervision of a Registered Nurse

1.1.1 Demonstrates safe, person-centred care		✓ or ✗
a.	Clarifies with supervisor instructions that s/he does not understand	
b.	Applies principles of safe moving and handling	
c.	Adheres to principles of safe hand washing	
d.	Promotes a safe and therapeutic environment for children, young people and their families, staff and visitors	
e.	Recognises and responds to situations of risk to protect children and young people	
f.	Demonstrates how to act in an emergency and to administer essential life-saving intervention	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		
FAIL		

1.1.2 Demonstrates compassion in providing nurse care		✓ or ✗
a.	Shows respect, kindness, compassion towards children, young people and their families	
b.	Acts in a professional manner that is attentive, empathetic and non-discriminatory towards children, young people, their families respecting diversity in culture, faith and social background	
c.	Supports children, young people and their families with sensitivity during periods of emotional distress or when undergoing diagnostic, nursing or medical procedures	
d.	Seeks help and guidance when a child or young person's needs are not being met	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		
FAIL		

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 1: PROFESSIONAL VALUES AND CONDUCT OF THE NURSE

Criteria related to practising safely, compassionately and professionally under supervision of a Registered Nurse

1.1.3 Demonstrates responsible and professional practice		✓ or ✗	
a.	Adheres to and works within the Scope of Nursing and Midwifery Practice Framework as it applies to the nursing student		
b.	Practises honestly and with integrity in accordance to the Code of Professional Practice and Ethics for Registered Nurses and Registered Midwives as it applies to the nursing student		
c.	Adheres to local policies, procedures and guidelines		
d.	Adheres to reporting policy in respect of any untoward incidents or near misses		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 2: NURSING PRACTICE AND CLINICAL DECISION MAKING

Criteria related to delivering effective, person-centred nursing care under supervision of a Registered Nurse

1.2.1 Assesses the person's nursing and health needs			✓ or ✗
a.	Monitors and records the changes in sensory, physical, emotional, behavioural or developmental status or responses of a child or young person in the clinical setting		
b.	Gathers information systematically in a child-centred manner		
c.	Documents and reports observations accurately		
d.	Participates in risk assessment with a child or young person		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.2 Plans and prioritises person-centred nursing care			✓ or ✗
a.	Assists in the gathering and recording of clinical information using an appropriate child and family- centred framework		
b.	Assists a Registered Nurse to plan an aspect of nursing care		
c.	Reviews with Preceptor/Associate Preceptor the structure of goals for a plan of care		
d.	Identifies with Preceptor/Associate Preceptor actual and potential goals		
e.	Identifies with Preceptor/Associate Preceptor interventions to meet a child or young person's developmental, nursing or health goal		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.3 Undertakes nursing interventions <i>(continued on next page)</i>			✓ or ✗
a.	Ensures consent of the child, young person and family member prior to undertaking nursing interventions		
b.	Builds relationships with children, young people and their families to meet their developmental and health needs Demonstrates respect for the welfare, human rights and individuality of the child and young person Builds on a child or young person's personal preferences, capabilities and abilities Promotes the child or young person's autonomy and self-management of health care to the maximum degree		

	Provides a supportive presence for the child and young person and family members in their response to and experience of altered health Affords protection to the child and young person throughout their health care experience in any setting	
c.	Promotes the child and young person's health, recovery and optimal functioning	
d.	Participates in a group or social activity with children, young people and their families	
e.	Assists children, young people and their families to maintain their dignity in all nursing and health care interventions	
f.	Records nursing interventions, observations and feedback from the child, young person or family members and interprofessional colleagues accurately and concisely	
g.	Uses clinical equipment safely, showing awareness of limitations and associated hazards in usage and disposal	
h.	Assists the Registered Nurse in the safe administration and management of medicines	
i.	Safely and accurately carries out medication calculations and management	
j.	Carries out instructions in a responsible and timely manner in accordance with local policies, procedures and guidelines	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		Date completed
FAIL		

1.2.4 Evaluates person-centred nursing care		✓ or ✗
a.	Gathers and records information in accordance with a child or young person's nursing care plan	
b.	Assists the Registered Nurse to review a child or young person's plan of nursing care in light of observations, feedback from the person and health care team	
c.	Assists the Registered Nurse to review and revise as necessary the planned outcomes or interventions of a child or young person's plan of nursing care	
d.	Assists the Registered Nurse to carry out an evaluation of a child or young person's nursing and health care needs	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		Date completed
FAIL		

1.2.5 Utilises clinical judgment		✓ or ✗
a.	Recognises and reports if a child or young person appears to be at risk	
b.	Demonstrates how to act in an emergency and to administer essential life-saving intervention	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		Date completed
FAIL		

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 3: NURSING KNOWLEDGE AND COGNITIVE COMPETENCE

Criteria related to application of knowledge and understanding of the health continuum and of principles from health and life sciences underpinning practice

1.3.1 Practises from a competent knowledge base			✓ or ✗
a.	Applies knowledge of the philosophical underpinnings to child and family centred nursing to care of the child and young person		
b.	Applies knowledge from the social and life sciences to the nursing care of a child or young person in the practice setting		
c.	Safely and accurately carries out medication calculations and management recognising the particular risks to children and young people		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.3.2 Uses critical thinking and reflection to inform practice			✓ or ✗
a.	Sources information relevant to a nursing intervention in the practice setting		
b.	Applies knowledge of local policies, procedures and guidelines to an aspect of nursing intervention encountered in the practice setting		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 4: COMMUNICATION AND INTERPERSONAL COMPETENCE

Criteria related to effective communication and empathic interpersonal skills

1.4.1 Communicates in a child-centred manner			✓ or ✗
a.	Demonstrates ability to listen, seek clarification and observe non-verbal cues		
b.	Demonstrates respect for children, young people and their families' rights and choices		
c.	Engages in a collaborative manner with the child, young person and family member in all aspects of nursing intervention		
d.	Utilises age-appropriate nonverbal and verbal strategies to facilitate effective communication with the child and young person		
e.	Acts as an advocate for the child, young person and family whilst accessing health care		
f.	Demonstrates awareness of power imbalances between children, young people and their families and health care professionals		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.4.2 Communicates accurately with the health care team			✓ or ✗
a.	Communicates clearly with other health care team members		
b.	Demonstrates safe and effective communication skills, in oral, written and electronic modes		
c.	Accurately reports, records and documents clinical observations		
d.	Ensures that confidential information is maintained securely according to local health care policy		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

DOMAIN 5: NURSING MANAGEMENT AND TEAM COMPETENCE

Criteria related to application of management and team working competence

1.5.1 Practises in a collaborative manner			✓ or ✗
a.	Interacts with members of the health care and multi professional team in a manner that values their roles and responsibilities		
b.	Develops a professional relationship by working in partnership with members of the multidisciplinary health care team		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.5.2 Manages team, others and self safely			✓ or ✗
a.	Promotes a safe and therapeutic environment for nursing care		
b.	Recognises, reports and responds appropriately to a change or deterioration in a child or young person's sensory, physical or emotional state or behaviour		
c.	Recognises risks and hazards whilst undertaking therapeutic or clinical interventions and escalates these to Registered Nurse as necessary		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
CHILDREN'S NURSING

**DOMAIN 6: LEADERSHIP POTENTIAL AND PROFESSIONAL SCHOLARSHIP
 COMPETENCES**

Criteria related to effective leadership potential and self-awareness under the supervision of a Registered Nurse

1.6.1 Develop leadership potential			✓ or ✗
a.	Demonstrate the constructive use of feedback supervision and appraisal on the development of self-awareness and competence as a nurse		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.6.2 Develop professional scholarship			✓ or ✗
a.	Communicate an example of self-directed learning used to enhance professional performance in practice		
b.	Communicate with the multidisciplinary team regarding to the plan of nursing care intervention		
c.	Identify the use of relevant opportunities for learning in the practice setting		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

Practice Experience 3: Mid Placement Review

Student’s review of progress during placement to date	
Preceptor/Associate Preceptor’s review of student’s progress during placement to date	
Preceptor/Associate Preceptor’s summary of student progress during placement to date	
Please state any actions needed to enhance or maintain student’s competency development action plan (if applicable)	
Student signature	
Preceptor/Associate Preceptor signature	
CPC signature*	
Academic Link Lecturer signature**	

* CPC signatory required within in one week of interview being conducted

** Academic link Lecturer signature required in the event of a Competency Development Action Plan being implemented

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

Practice Experience 3: Final Placement Interview

Student's review of progress during placement			
Preceptor/Associate Preceptor's review of student's progress during placement			
Preceptor/Associate Preceptor's summary of student progress during placement			
Please state any actions needed to enhance or maintain student's competence <i>(if applicable)</i>			
Student signature			
Preceptor/Associate Preceptor signature			
CPC signature*			
Academic link Lecturer signature**			
Placement Result (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

* CPC signatory required within in one week of interview being conducted
 ** Academic link Lecturer signature required in the event of a Competency Development Action Plan being implemented

**NMBI Competency Assessment Document – YEAR ONE: Competency Development
Action Plan**

Practice Experience 3: Competency Development Action Plan (if required)

Date	
Name of Preceptor	
Name of Associate Preceptor	
Name of Clinical Placement Coordinator	
Name of Clinical Nurse Manager	
Name of Academic Link Lecturer for Placement	
Learning plan agreed between Student and Preceptor/Associate Preceptor for Placement: <i>Specify goals, activities proposed and date(s) for review</i>	

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Student signature		Date:	
Preceptor/Associate Preceptor signature		Date:	
CPC signature		Date:	
Academic Link Lecturer signature		Date:	
Proposed date for mid placement review			
Proposed date for final interview			

Section 2

General Nursing

NMBI Competency Assessment Document – YEAR ONE: Registrant Signature Sheet

REGISTRANT SIGNATURE SHEET

All health care professionals signing student documentation should insert their details below, as indicated.

Name of Preceptor/Associate Preceptor (PRINT NAME)	Signature	Contact phone number	Practice Placement Area

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

NMBI Competency Assessment Document – YEAR ONE: Self Evaluation

PRACTICE EXPERIENCE 1: SELF-EVALUATION OF LEARNING NEEDS AND EXPECTATIONS

To be completed by the undergraduate nursing student prior to placement incorporating theory and clinical skills learning to date.

The life and previous experience of practice that I bring with me to this placement is...

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

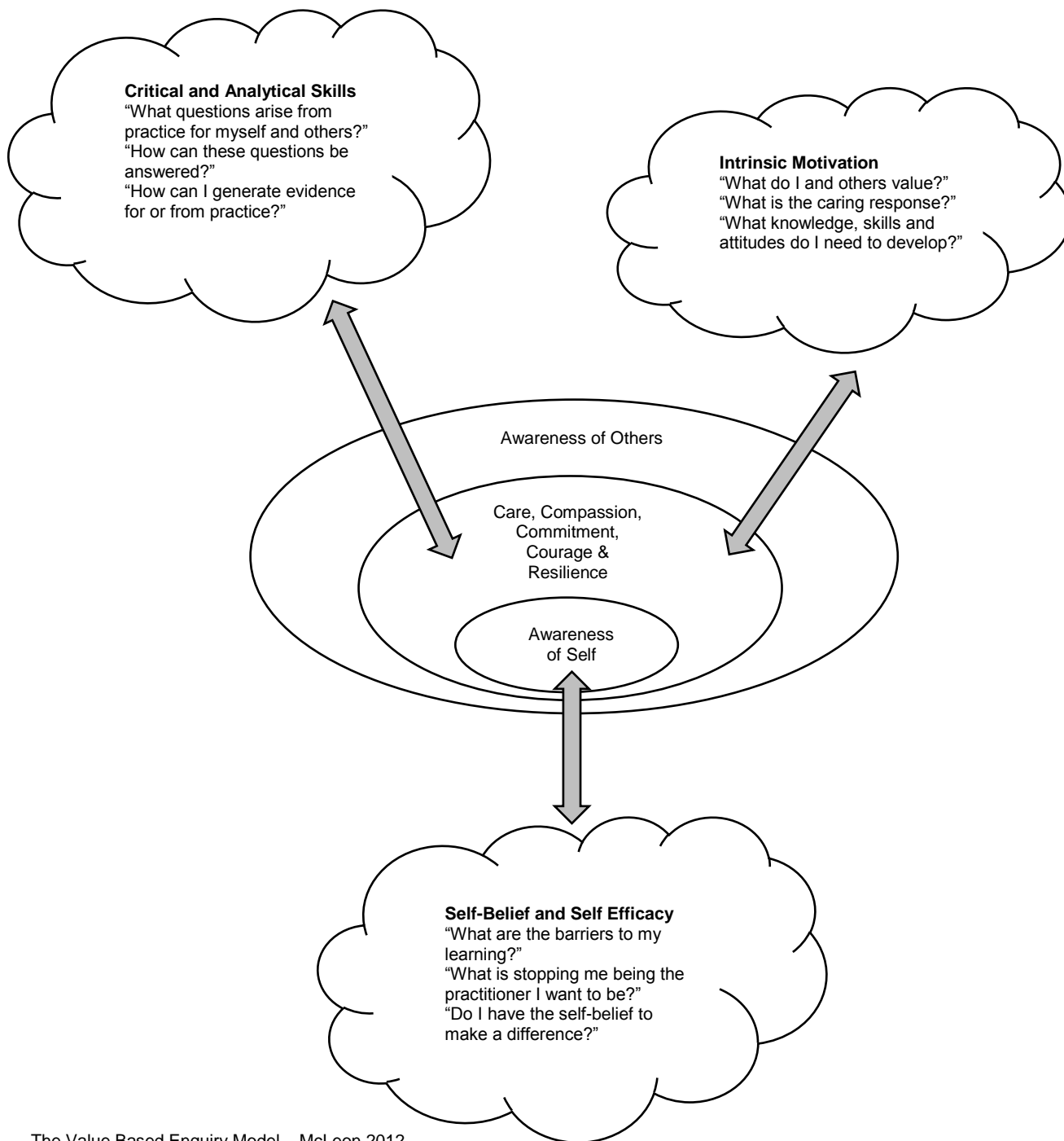
Any concerns that I have about this placement are...

The relevant theoretical learning that I bring to this placement...

NMBI Competency Assessment Document – YEAR ONE: Self Evaluation

PRACTICE EXPERIENCE 1: SELF-EVALUATION OF LEARNING NEEDS AND EXPECTATIONS

A Guide to help you with your Self-Evaluation



The Value Based Enquiry Model – McLeon 2012

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

PRACTICE EXPERIENCE 1: PRELIMINARY INTERVIEW

Date:		Name:		Signature:	
Welcome to Practice Placement Area					
Orientation to Practice Placement					
Name of Preceptor					
Name of Associate Preceptor					
Name of Clinical Placement Coordinator					
Name of Clinical Nurse Manager					
Name of Academic Link Lecturer for Placement					
Learning needs identified by Student					
Learning plan agreed with Preceptor/Associate Preceptor for placement					
Student signature					
Preceptor/Associate Preceptor signature					
Proposed date for mid placement review					
Proposed date for final interview					

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 1: PROFESSIONAL VALUES AND CONDUCT OF THE NURSE

Criteria related to practising safety, compassionately and professionally under supervision of a Registered Nurse

1.1.1 Demonstrates safe, person-centred care		✓ or ✗	
a.	Clarifies with Preceptor/Associate Preceptor/RPN instructions that s/he does not understand		
b.	Applies principles of safe moving and handling		
c.	Adheres to principles of safe hand washing		
d.	Adheres to principles of infection control		
e.	Identified actions to be taken in emergency situations		
f.	Recognises and responds to situations of risk to vulnerable persons		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.1.2 Demonstrates compassion in providing nurse care		✓ or ✗	
a.	Shows respect, kindness, compassion towards service users and their families		
b.	Acts in a professional manner that is attentive, sensitive and non-discriminatory towards other people		
c.	Assists service users to maintain their dignity in all nursing and health care interventions		
d.	Demonstrates respect for diversity and individual preferences		
e.	Seeks help and guidance when a service user's needs are not being met		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 1: PROFESSIONAL VALUES AND CONDUCT OF THE NURSE

Criteria related to practising safety, compassionately and professionally under supervision of a Registered Nurse

1.1.3 Demonstrates responsible and professional practice		✓ or ✗	
a.	Adheres to and works within the Scope of Nursing and Midwifery Practice Framework as it applies to the nursing student		
b.	Practises honestly and with integrity in accordance to the Code of Professional Practice and Ethics for Registered Nurses and Registered Midwives as it applies to the nursing student		
c.	Adheres to local policies, procedures and guidelines		
d.	Adheres to reporting policy in respect of any untoward incidents or near misses		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 2: NURSING PRACTICE AND CLINICAL DECISION MAKING

Criteria related to delivering effective, person-centred nursing care under supervision of a Registered Nurse/Preceptor/Associate Preceptor

1.2.1 Assesses the person's nursing and health needs			✓ or ✗
a.	Monitors and records a person's vital signs accurately and reports observations		
b.	Gathers information and records and reports it in a systematic way		
c.	Seeks information on a person's health status in a person-centred manner		
d.	Takes part in an assessment or re-assessment of a person's nursing and health needs		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.2 Plans and prioritises person-centred nursing care			✓ or ✗
a.	Identifies how information gathered is structured using an appropriate framework		
b.	Assists a Registered Nurse to plan an aspect of nursing care		
c.	Reviews with Preceptor/Associate Preceptor the structure of goals for a plan of care		
d.	Identifies with Preceptor/Associate Preceptor actual and potential goals		
e.	Identifies with Preceptor/Associate Preceptor interventions to meet a nursing or health goal		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.3 Undertakes nursing interventions <i>(continued on next page)</i>			✓ or ✗
a.	Ensures consent of the person prior to giving nursing care		
b.	Maintains the person's dignity, rights and independence when undertaking nursing care		
c.	Uses clinical equipment safely, showing awareness of limitations and associated hazards in usage and disposal		
d.	Assists service users to meet their essential daily needs: <ul style="list-style-type: none"> • Comfort and wellbeing • Personal hygiene • Respiration • Fluid management 		

	<ul style="list-style-type: none"> • Nutrition • Elimination care • Skin integrity • Safety and security • Sleep and rest 	
e.	Records nursing interventions, observations and feedback from the person accurately and concisely	
f.	Assists the Registered Nurse in the safe administration and management of medicines	
g.	Carries out instructions responsible and timely manner in accordance with local policies, procedures and guidelines	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		Date completed
FAIL		

1.2.4 Evaluates person-centred nursing care		✓ or ✗
a.	Gathers and records information in accordance with a person's nursing care plan	
b.	Assists the Registered Nurse to review a person's plan of nursing care in light of observations, feedback from the person and health care team	
c.	Assists the Registered Nurse to review and revise as necessary the planned outcomes or interventions of a person's plan of nursing care	
d.	Assists the Registered Nurse to carry out a re-assessment of a person's nursing and health care needs	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		Date completed
FAIL		

1.2.5 Utilises clinical judgment		✓ or ✗
a.	Recognises and reports if a service user appears to be at risk	
b.	Recognises and reports if a service user's physical or psychological condition is deteriorating	
c.	Demonstrates how to act in an emergency and to administer essential life-saving intervention	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		Date completed
FAIL		

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 3: NURSING KNOWLEDGE AND COGNITIVE COMPETENCE

Criteria related to application of knowledge and understanding of the health continuum and of principles from health and life sciences underpinning practice

1.3.1 Practises from a competent knowledge base			✓ or ✗
a.	Monitors and records the changes in sensory, physical, emotional, behavioural or developmental signs of a person in the practice setting		
b.	Applies knowledge from the health and life sciences to the nursing care needs of a person in the practice setting		
c.	Safely and accurately carries out medication calculations and management		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.3.2 Uses critical thinking and reflection to inform practice			✓ or ✗
a.	Sources information relevant to a nursing intervention in the practice setting		
b.	Applies knowledge of local policies, procedures and guidelines to an aspect of nursing intervention encountered in the practice setting		
c.	Safely and accurately carries out to medication calculations and management		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 4: COMMUNICATION AND INTERPERSONAL COMPETENCE

Criteria related to effective communication and empathic interpersonal skills

1.4.1 Communicates in a person-centred manner			✓ or ✗
a.	Demonstrates the ability to listen, seek clarification and to carry out instructions safely		
b.	Demonstrates respect for service users' rights and choices		
c.	Ensures that confidential information is maintained securely according to local health care policy		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.4.2 Communicates accurately with the health care team			✓ or ✗
a.	Communicates clearly with other health care team members		
b.	Demonstrates safe and effective communication skills, in oral, written and electronic modes		
c.	Accurately reports, records and documents clinical observations		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 5: NURSING MANAGEMENT AND TEAM COMPETENCE

Criteria related to application of management and team working competence

1.5.1 Practises in a collaborative manner			✓ or ✗
a.	Interacts with members of the health care and multi professional team in a manner that values their roles and responsibilities		
b.	Develops a professional relationship by working in partnership with members of the multidisciplinary health care team		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.5.2 Manages team, others and self safely			✓ or ✗
a.	Promotes a safe and therapeutic environment for nursing care		
b.	Recognises and responds appropriately to situations that challenge self or others		
c.	Recognises risks and hazards associated with nursing interventions and escalates these to Registered Nurse as appropriate		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

**DOMAIN 6: LEADERSHIP POTENTIAL AND PROFESSIONAL SCHOLARSHIP
 COMPETENCES**

Criteria related to effective leadership potential and self-awareness under the supervision of a Registered Nurse

1.6.1 Develop leadership potential			✓ or ✗
a.	Demonstrate the constructive use of feedback supervision and appraisal on the development of self-awareness and competence as a nurse		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.6.2 Develop professional scholarship			✓ or ✗
a.	Communicate an example of self-directed learning used to enhance professional performance in practice		
b.	Communicate with the multidisciplinary team regarding to the plan of nursing care intervention		
c.	Identify the use of relevant opportunities for learning in the practice setting		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

PRACTICE EXPERIENCE 1: MID PLACEMENT REVIEW

Student's review of progress during placement to date			
Preceptor/Associate Preceptor's review of student's progress during placement to date			
Preceptor/Associate Preceptor's summary of student progress during placement to date			
Please state any actions needed to enhance or maintain student's competency development action plan (if applicable)			
Student signature		Date:	
Preceptor/Associate Preceptor signature		Date:	
CPC signature*		Date:	
Academic Link Lecturer signature**		Date:	

* CPC signatory required within in one week of interview being conducted

** Academic link Lecturer signature required in the event of a Competency Development Action Plan being implemented

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

PRACTICE EXPERIENCE 1: FINAL PLACEMENT INTERVIEW

Student's review of progress during placement		
Preceptor/Associate Preceptor's review of student's progress during placement		
Preceptor/Associate Preceptor's summary of student progress during placement		
Please state any actions needed to enhance or maintain student's competence <i>(if applicable)</i>		
Student signature		
Preceptor/Associate Preceptor signature		
CPC signature*		
Academic Link Lecturer signature**		
Placement Result (✓ or ✗)	Preceptor/Associate Preceptor Signature	Date completed
PASS		
FAIL		

* CPC signatory required within in one week of interview being conducted

** Academic link Lecturer signature required in the event of a Competency Development Action Plan being implemented

**NMBI Competency Assessment Document – YEAR ONE: Competency Development
Action Plan**

**PRACTICE EXPERIENCE 1: COMPETENCY DEVELOPMENT ACTION PLAN (IF
REQUIRED)**

Date	
Name of Preceptor	
Name of Associate Preceptor	
Name of Clinical Placement Coordinator	
Name of Clinical Nurse Manager	
Name of Academic Link Lecturer for Placement	
Learning plan agreed between Student and Preceptor/Associate Preceptor for Placement: <i>Specify goals, activities proposed and date(s) for review</i>	

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Student signature		Date:	
Preceptor/Associate Preceptor signature		Date:	
CPC signature		Date:	
Academic Link Lecturer signature		Date:	
Proposed date for mid placement review			
Proposed date for final interview			

NMBI Competency Assessment Document – YEAR ONE: Self Evaluation

Practice Experience 2: Self-evaluation of learning needs and expectations

To be completed by the undergraduate nursing student prior to placement incorporating theory and clinical skills learning to date.

The life and previous experience of practice that I bring with me to this placement is...

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

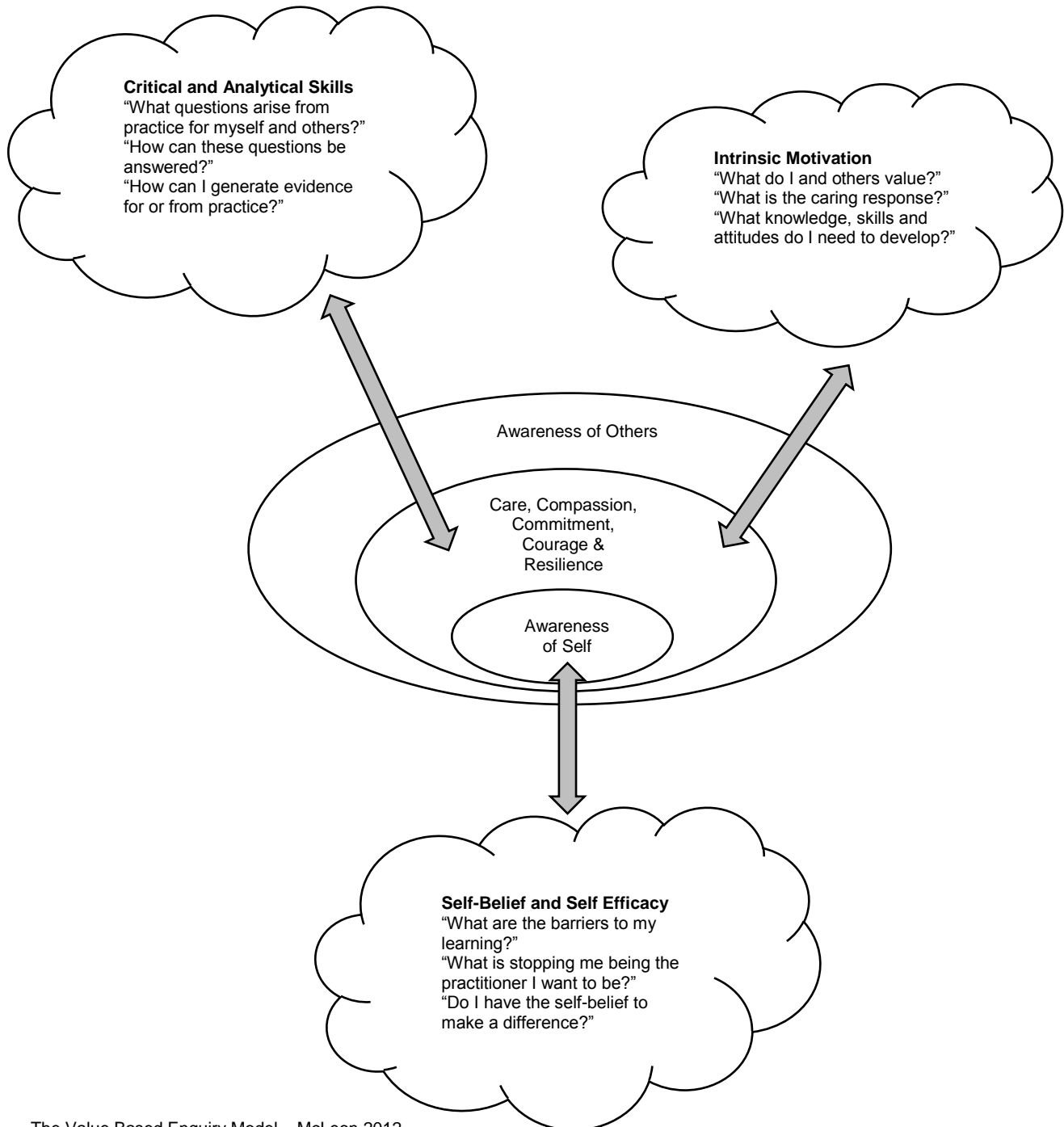
Any concerns that I have about this placement are...

The relevant theoretical learning that I bring to this placement...

NMBI Competency Assessment Document – YEAR ONE: Self Evaluation

PRACTICE EXPERIENCE 2: SELF-EVALUATION OF LEARNING NEEDS AND EXPECTATIONS

A Guide to help you with your Self-Evaluation



The Value Based Enquiry Model – McLeon 2012
Values for Nurses and Midwives in Ireland – NMBI 2016

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

Practice Experience 2: Preliminary Interview

Date:		Name:		Signature:	
Welcome to Practice Placement Area					
Orientation to Practice Placement					
Name of Preceptor					
Name of Associate Preceptor					
Name of Clinical Placement Coordinator					
Name of Clinical Nurse Manager					
Name of Academic Link Lecturer for Placement					
Learning needs identified by Student					
Learning plan agreed with Preceptor/Associate Preceptor for placement					
Student signature					
Preceptor/Associate Preceptor signature					
Proposed date for mid placement review					
Proposed date for final interview					

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 1: PROFESSIONAL VALUES AND CONDUCT OF THE NURSE

Criteria related to practising safety, compassionately and professionally under supervision of a Registered Nurse

1.1.1 Demonstrates safe, person-centred care			✓ or ✗
a.	Clarifies with supervisor instructions that s/he does not understand		
b.	Applies principles of safe moving and handling		
c.	Adheres to principles of safe hand washing		
d.	Adheres to principles of infection control		
e.	Identified actions to be taken in emergency situations		
f.	Recognises and responds to situations of risk to vulnerable persons		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.1.2 Demonstrates compassion in providing nurse care			✓ or ✗
a.	Shows respect, kindness, compassion towards service users and their families		
b.	Acts in a professional manner that is attentive, sensitive and non-discriminatory towards other people		
c.	Assists service users to maintain their dignity in all nursing and health care interventions		
d.	Demonstrates respect for diversity and individual preferences		
e.	Seeks help and guidance when a service user's needs are not being met		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 1: PROFESSIONAL VALUES AND CONDUCT OF THE NURSE

Criteria related to practising safety, compassionately and professionally under supervision of a Registered Nurse/Preceptor/Associate Preceptor

1.1.3 Demonstrates responsible and professional practice		✓ or ✗	
a.	Adheres to and works within the Scope of Nursing and Midwifery Practice Framework as it applies to the nursing student		
b.	Practises honestly and with integrity in accordance to the Code of Professional Practice and Ethics for Registered Nurses and Registered Midwives as it applies to the nursing student		
c.	Adheres to local policies, procedures and guidelines		
d.	Adheres to reporting policy in respect of any untoward incidents or near misses		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 2: NURSING PRACTICE AND CLINICAL DECISION MAKING

Criteria related to delivering effective, person-centred nursing care under supervision of a Registered Nurse

1.2.1 Assesses the person's nursing and health needs			✓ or ✗
a.	Monitors and records a person's vital signs accurately and reports observations		
b.	Gathers information and records and reports it in a systematic way		
c.	Seeks information on a person's health status in a person-centred manner		
d.	Takes part in an assessment or re-assessment of a person's nursing and health needs		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.2 Plans and prioritises person-centred nursing care			✓ or ✗
a.	Identifies how information gathered is structured using an appropriate framework		
b.	Assists a Registered Nurse to plan an aspect of nursing care		
c.	Reviews with Preceptor/Associate Preceptor the structure of goals for a plan of care		
d.	Identifies with Preceptor/Associate Preceptor actual and potential goals		
e.	Identifies with Preceptor/Associate Preceptor interventions to meet a nursing or health goal		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.3 Undertakes nursing interventions (<i>Continued Page 13</i>)			✓ or ✗
a.	Ensures consent of the person prior to giving nursing care		
b.	Maintains the person's dignity, rights and independence when undertaking nursing care		
c.	Uses clinical equipment safely, showing awareness of limitations and associated hazards in usage and disposal		

d.	Assists service users to meet their essential daily needs: <ul style="list-style-type: none"> • Comfort and wellbeing • Personal hygiene • Respiration • Fluid management • Nutrition • Elimination care • Skin integrity • Safety and security • Sleep and rest 		
e.	Records nursing interventions, observations and feedback from the person accurately and concisely		
f.	Assists the Registered Nurse in the safe administration and management of medicines		
g.	Carries out instructions responsible and timely manner in accordance with local policies, procedures and guidelines		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.4 Evaluates person-centred nursing care		✓ or ✗	
a.	Gathers and records information in accordance with a person's nursing care plan		
b.	Assists the Registered Nurse to review a person's plan of nursing care in light of observations, feedback from the person and health care team		
c.	Assists the Registered Nurse to review and revise as necessary the planned outcomes or interventions of a person's plan of nursing care		
d.	Assists the Registered Nurse to carry out a re-assessment of a person's nursing and health care needs		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.5 Utilises clinical judgment		✓ or ✗	
a.	Recognises and reports if a service user appears to be at risk		
b.	Recognises and reports if a service user's physical or psychological condition is deteriorating		
c.	Demonstrates how to act in an emergency and to administer essential life-saving intervention		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 3: NURSING KNOWLEDGE AND COGNITIVE COMPETENCE

Criteria related to application of knowledge and understanding of the health continuum and of principles from health and life sciences underpinning practice

1.3.1 Practises from a competent knowledge base			✓ or ✗
a.	Monitors and records the changes in sensory, physical, emotional, behavioural or developmental signs of a person in the practice setting		
b.	Applies knowledge from the health and life sciences to the nursing care needs of a person in the practice setting		
c.	Safely and accurately carries out medication calculations and management		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.3.2 Uses critical thinking and reflection to inform practice			✓ or ✗
a.	Sources information relevant to a nursing intervention in the practice setting		
b.	Applies knowledge of local policies, procedures and guidelines to an aspect of nursing intervention encountered in the practice setting		
c.	Safely and accurately carries out to medication calculations and management		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 4: COMMUNICATION AND INTERPERSONAL COMPETENCE

Criteria related to effective communication and empathic interpersonal skills

1.4.1 Communicates in a person-centred manner			✓ or ✗
a.	Demonstrates the ability to listen, seek clarification and to carry out instructions safely		
b.	Demonstrates respect for service users' rights and choices		
c.	Ensures that confidential information is maintained securely according to local health care policy		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.4.2 Communicates accurately with the health care team			✓ or ✗
a.	Communicates clearly with other health care team members		
b.	Demonstrates safe and effective communication skills, in oral, written and electronic modes		
c.	Accurately reports, records and documents clinical observations		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 5: NURSING MANAGEMENT AND TEAM COMPETENCE

Criteria related to application of management and team working competence

1.5.1 Practises in a collaborative manner			✓ or ✗
a.	Interacts with members of the health care and multi professional team in a manner that values their roles and responsibilities		
b.	Develops a professional relationship by working in partnership with members of the multidisciplinary health care team		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.5.2 Manages team, others and self safely			✓ or ✗
a.	Promotes a safe and therapeutic environment for nursing care		
b.	Recognises and responds appropriately to situations that challenge self or others		
c.	Recognises risks and hazards associated with nursing interventions and escalates these to Registered Nurse as appropriate		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

**DOMAIN 6: LEADERSHIP POTENTIAL AND PROFESSIONAL SCHOLARSHIP
 COMPETENCES**

Criteria related to effective leadership potential and self-awareness under the supervision of a Registered Nurse

1.6.1 Develop leadership potential			✓ or ✗
a.	Demonstrate the constructive use of feedback supervision and appraisal on the development of self-awareness and competence as a nurse		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.6.2 Develop professional scholarship			✓ or ✗
a.	Communicate an example of self-directed learning used to enhance professional performance in practice		
b.	Communicate with the multidisciplinary team regarding to the plan of nursing care intervention		
c.	Identify the use of relevant opportunities for learning in the practice setting		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

Practice Experience 2: Mid Placement Review

Student’s review of progress during placement to date			
Preceptor/Associate Preceptor’s review of student’s progress during placement to date			
Preceptor/Associate Preceptor’s summary of student progress during placement to date			
Please state any actions needed to enhance or maintain student’s competency development action plan (if applicable)			
Student signature		Date:	
Preceptor/Associate Preceptor signature		Date:	
CPC signature*		Date:	
Academic Link Lecturer signature**		Date:	

* CPC signatory required within in one week of interview being conducted

** Academic link Lecturer signature required in the event of a Competency Development Action Plan being implemented

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

Practice Experience 2: Final Placement Interview

Student’s review of progress during placement			
Preceptor/Associate Preceptor’s review of student’s progress during placement			
Preceptor/Associate Preceptor’s summary of student progress during placement			
Please state any actions needed to enhance or maintain student’s competence <i>(if applicable)</i>			
Student signature			
Preceptor/Associate Preceptor signature			
CPC signature*			
Academic link Lecturer signature**			
Placement Result (✓ or ✗)	Preceptor/Associate Preceptor Signature	Date completed	
PASS			
FAIL			

* CPC signatory required within in one week of interview being conducted

** Academic link Lecturer signature required in the event of a Competency Development Action Plan being implemented

**NMBI Competency Assessment Document – YEAR ONE: Competency Development
Action Plan**

Practice Experience 2: Competency Development Action Plan (if required)

Date	
Name of Preceptor	
Name of Associate Preceptor	
Name of Clinical Placement Coordinator	
Name of Clinical Nurse Manager	
Name of Academic link Lecturer for Placement	
Learning plan agreed between Student and Preceptor/Associate Preceptor for Placement: <i>Specify goals, activities proposed and date(s) for review</i>	

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Student signature		Date:	
Preceptor/Associate Preceptor signature		Date:	
CPC signature		Date:	
Academic Link Lecturer signature		Date:	
Proposed date for mid placement review			
Proposed date for final interview			

NMBI Competency Assessment Document – YEAR ONE: Self Evaluation

Practice Experience 3: Self-evaluation of learning needs and expectations

To be completed by the undergraduate nursing student prior to placement incorporating theory and clinical skills learning to date.

The life and previous experience of practice that I bring with me to this placement is...

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

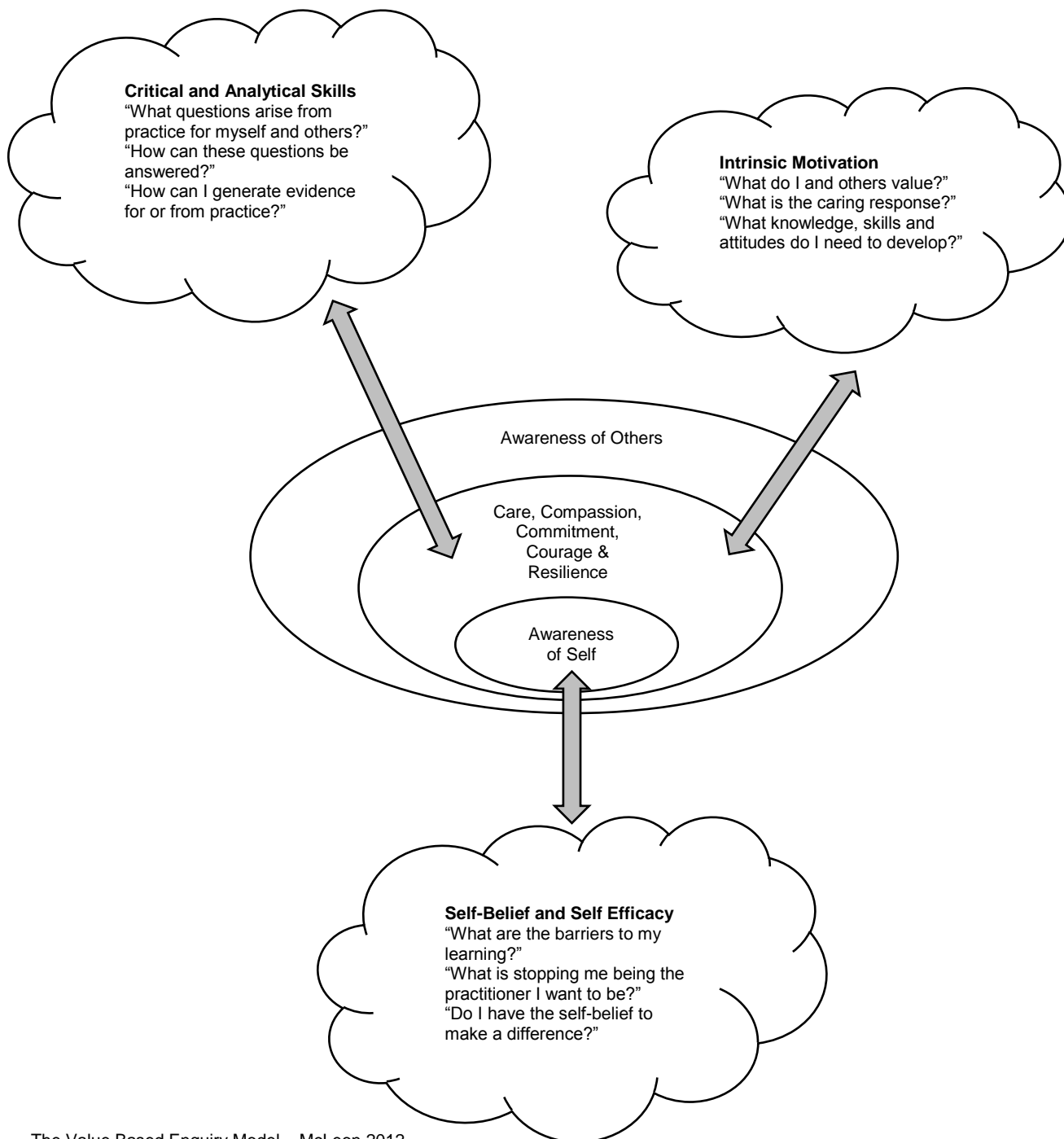
Any concerns that I have about this placement are...

The relevant theoretical learning that I bring to this placement...

NMBI Competency Assessment Document – YEAR ONE: Self Evaluation

PRACTICE EXPERIENCE 3: SELF-EVALUATION OF LEARNING NEEDS AND EXPECTATIONS

A Guide to help you with your Self-Evaluation



The Value Based Enquiry Model – McLeon 2012
Values for Nurses and Midwives in Ireland – NMBI 2016

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

Practice Experience 3: Preliminary Interview

Date:		Name:		Signature:	
Welcome to Practice Placement Area					
Orientation to Practice Placement					
Name of Preceptor					
Name of Associate Preceptor					
Name of Clinical Placement Coordinator					
Name of Clinical Nurse Manager					
Name of Academic Link Lecturer for Placement					
Learning needs identified by Student					
Learning plan agreed with Preceptor/Associate Preceptor for placement					
Student signature					
Preceptor/Associate Preceptor signature					
Proposed date for mid placement review					
Proposed date for final interview					

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 1: PROFESSIONAL VALUES AND CONDUCT OF THE NURSE

Criteria related to practising safety, compassionately and professionally under supervision of a Registered Nurse

1.1.1 Demonstrates safe, person-centred care			✓ or ✗
a.	Clarifies with supervisor instructions that s/he does not understand		
b.	Applies principles of safe moving and handling		
c.	Adheres to principles of safe hand washing		
d.	Adheres to principles of infection control		
e.	Identified actions to be taken in emergency situations		
f.	Recognises and responds to situations of risk to vulnerable persons		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.1.2 Demonstrates compassion in providing nurse care			✓ or ✗
a.	Shows respect, kindness, compassion towards service users and their families		
b.	Acts in a professional manner that is attentive, sensitive and non-discriminatory towards other people		
c.	Assists service users to maintain their dignity in all nursing and health care interventions		
d.	Demonstrates respect for diversity and individual preferences		
e.	Seeks help and guidance when a service user's needs are not being met		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 1: PROFESSIONAL VALUES AND CONDUCT OF THE NURSE

Criteria related to practising safely, compassionately and professionally under supervision of a Registered Nurse/Preceptor/Associate Preceptor

1.1.3 Demonstrates responsible and professional practice		✓ or ✗	
a.	Adheres to and works within the Scope of Nursing and Midwifery Practice Framework as it applies to the nursing student		
b.	Practises honestly and with integrity in accordance to the Code of Professional Practice and Ethics for Registered Nurses and Registered Midwives as it applies to the nursing student		
c.	Adheres to local policies, procedures and guidelines		
d.	Adheres to reporting policy in respect of any untoward incidents or near misses		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 2: NURSING PRACTICE AND CLINICAL DECISION MAKING

Criteria related to delivering effective, person-centred nursing care under supervision of a Registered Nurse

1.2.1 Assesses the person's nursing and health needs			✓ or ✗
a.	Monitors and records a person's vital signs accurately and reports observations		
b.	Gathers information and records and reports it in a systematic way		
c.	Seeks information on a person's health status in a person-centred manner		
d.	Takes part in an assessment or re-assessment of a person's nursing and health needs		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.2 Plans and prioritises person-centred nursing care			✓ or ✗
a.	Identifies how information gathered is structured using an appropriate framework		
b.	Assists a Registered Nurse to plan an aspect of nursing care		
c.	Reviews with Preceptor/Associate Preceptor the structure of goals for a plan of care		
d.	Identifies with Preceptor/Associate Preceptor actual and potential goals		
e.	Identifies with Preceptor/Associate Preceptor interventions to meet a nursing or health goal		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.3 Undertakes nursing interventions (Continued Page 13)			✓ or ✗
a.	Ensures consent of the person prior to giving nursing care		
b.	Maintains the person's dignity, rights and independence when undertaking nursing care		
c.	Uses clinical equipment safely, showing awareness of limitations and associated hazards in usage and disposal		

d.	Assists service users to meet their essential daily needs: <ul style="list-style-type: none"> • Comfort and wellbeing • Personal hygiene • Respiration • Fluid management • Nutrition • Elimination care • Skin integrity • Safety and security • Sleep and rest 		
e.	Records nursing interventions, observations and feedback from the person accurately and concisely		
f.	Assists the Registered Nurse in the safe administration and management of medicines		
g.	Carries out instructions responsible and timely manner in accordance with local policies, procedures and guidelines		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.4 Evaluates person-centred nursing care

✓ or ✗

a.	Gathers and records information in accordance with a person's nursing care plan		
b.	Assists the Registered Nurse to review a person's plan of nursing care in light of observations, feedback from the person and health care team		
c.	Assists the Registered Nurse to review and revise as necessary the planned outcomes or interventions of a person's plan of nursing care		
d.	Assists the Registered Nurse to carry out a re-assessment of a person's nursing and health care needs		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.2.5 Utilises clinical judgment

✓ or ✗

a.	Recognises and reports if a service user appears to be at risk		
b.	Recognises and reports if a service user's physical or psychological condition is deteriorating		
c.	Demonstrates how to act in an emergency and to administer essential life-saving intervention		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 3: NURSING KNOWLEDGE AND COGNITIVE COMPETENCE

Criteria related to application of knowledge and understanding of the health continuum and of principles from health and life sciences underpinning practice

1.3.1 Practises from a competent knowledge base			✓ or ✗
a.	Monitors and records the changes in sensory, physical, emotional, behavioural or developmental signs of a person in the practice setting		
b.	Applies knowledge from the health and life sciences to the nursing care needs of a person in the practice setting		
c.	Safely and accurately carries out medication calculations and management		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.3.2 Uses critical thinking and reflection to inform practice			✓ or ✗
a.	Sources information relevant to a nursing intervention in the practice setting		
b.	Applies knowledge of local policies, procedures and guidelines to an aspect of nursing intervention encountered in the practice setting		
c.	Safely and accurately carries out to medication calculations and management		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 4: COMMUNICATION AND INTERPERSONAL COMPETENCE

Criteria related to effective communication and empathic interpersonal skills

1.4.1 Communicates in a person-centred manner			✓ or ✗
a.	Demonstrates the ability to listen, seek clarification and to carry out instructions safely		
b.	Demonstrates respect for service users' rights and choices		
c.	Ensures that confidential information is maintained securely according to local health care policy		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.4.2 Communicates accurately with the health care team			✓ or ✗
a.	Communicates clearly with other health care team members		
b.	Demonstrates safe and effective communication skills, in oral, written and electronic modes		
c.	Accurately reports, records and documents clinical observations		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

DOMAIN 5: NURSING MANAGEMENT AND TEAM COMPETENCE

Criteria related to application of management and team working competence

1.5.1 Practises in a collaborative manner			✓ or ✗
a.	Interacts with members of the health care and multi professional team in a manner that values their roles and responsibilities		
b.	Develops a professional relationship by working in partnership with members of the multidisciplinary health care team		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.5.2 Manages team, others and self safely			✓ or ✗
a.	Promotes a safe and therapeutic environment for nursing care		
b.	Recognises and responds appropriately to situations that challenge self or others		
c.	Recognises risks and hazards associated with nursing interventions and escalates these to Registered Nurse as appropriate		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
GENERAL NURSING

**DOMAIN 6: LEADERSHIP POTENTIAL AND PROFESSIONAL SCHOLARSHIP
 COMPETENCES**

Criteria related to effective leadership potential and self-awareness under the supervision of a Registered Nurse

1.6.1 Develop leadership potential			✓ or ✗
a.	Demonstrate the constructive use of feedback supervision and appraisal on the development of self-awareness and competence as a nurse		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

1.6.2 Develop professional scholarship			✓ or ✗
a.	Communicate an example of self-directed learning used to enhance professional performance in practice		
b.	Communicate with the multidisciplinary team regarding to the plan of nursing care intervention		
c.	Identify the use of relevant opportunities for learning in the practice setting		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

Practice Experience 3: Mid Placement Review

Student’s review of progress during placement to date			
Preceptor/Associate Preceptor’s review of student’s progress during placement to date			
Preceptor/Associate Preceptor’s summary of student progress during placement to date			
Please state any actions needed to enhance or maintain student’s competency development action plan (if applicable)			
Student signature		Date:	
Preceptor/Associate Preceptor signature		Date:	
CPC signature*		Date:	
Academic Link Lecturer signature**		Date:	

* CPC signatory required within in one week of interview being conducted

** Academic link Lecturer signature required in the event of a Competency Development Action Plan being implemented

NMBI Competency Assessment Document – YEAR ONE: Competency Assessment Interviews

Practice Experience 3: Final Placement Interview

Student's review of progress during placement			
Preceptor/Associate Preceptor's review of student's progress during placement			
Preceptor/Associate Preceptor's summary of student progress during placement			
Please state any actions needed to enhance or maintain student's competence <i>(if applicable)</i>			
Student signature			
Preceptor/Associate Preceptor signature			
CPC signature*			
Academic link Lecturer signature**			
Placement Result (✓ or ✗)	Preceptor/Associate Preceptor Signature	Date completed	
PASS			
FAIL			

* CPC signatory required within in one week of interview being conducted

** Academic link Lecturer signature required in the event of a Competency Development Action Plan being implemented

**NMBI Competency Assessment Document – YEAR ONE: Competency Development
Action Plan**

Practice Experience 3: Competency Development Action Plan (if required)

Date	
Name of Preceptor	
Name of Associate Preceptor	
Name of Clinical Placement Coordinator	
Name of Clinical Nurse Manager	
Name of Academic Link Lecturer for Placement	
Learning plan agreed between Student and Preceptor/Associate Preceptor for Placement: <i>Specify goals, activities proposed and date(s) for review</i>	

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Student signature		Date:	
Preceptor/Associate Preceptor signature		Date:	
CPC signature		Date:	
Academic Link Lecturer signature		Date:	
Proposed date for mid placement review			
Proposed date for final interview			