

Psychiatric Nurse



**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:			
Phone number:			
NMBI Candidate Number:			
HEI Link Lecturer:		HEI:	
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 Psychiatric Nursing and in compliance with the Nurse Registration Programmes Standards and Requirements (NMBI, 2016).

Student Signature:		Date:	
Preceptor/Associate Preceptor Signature:		Date:	
CPC Signature:		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

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	

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.

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...

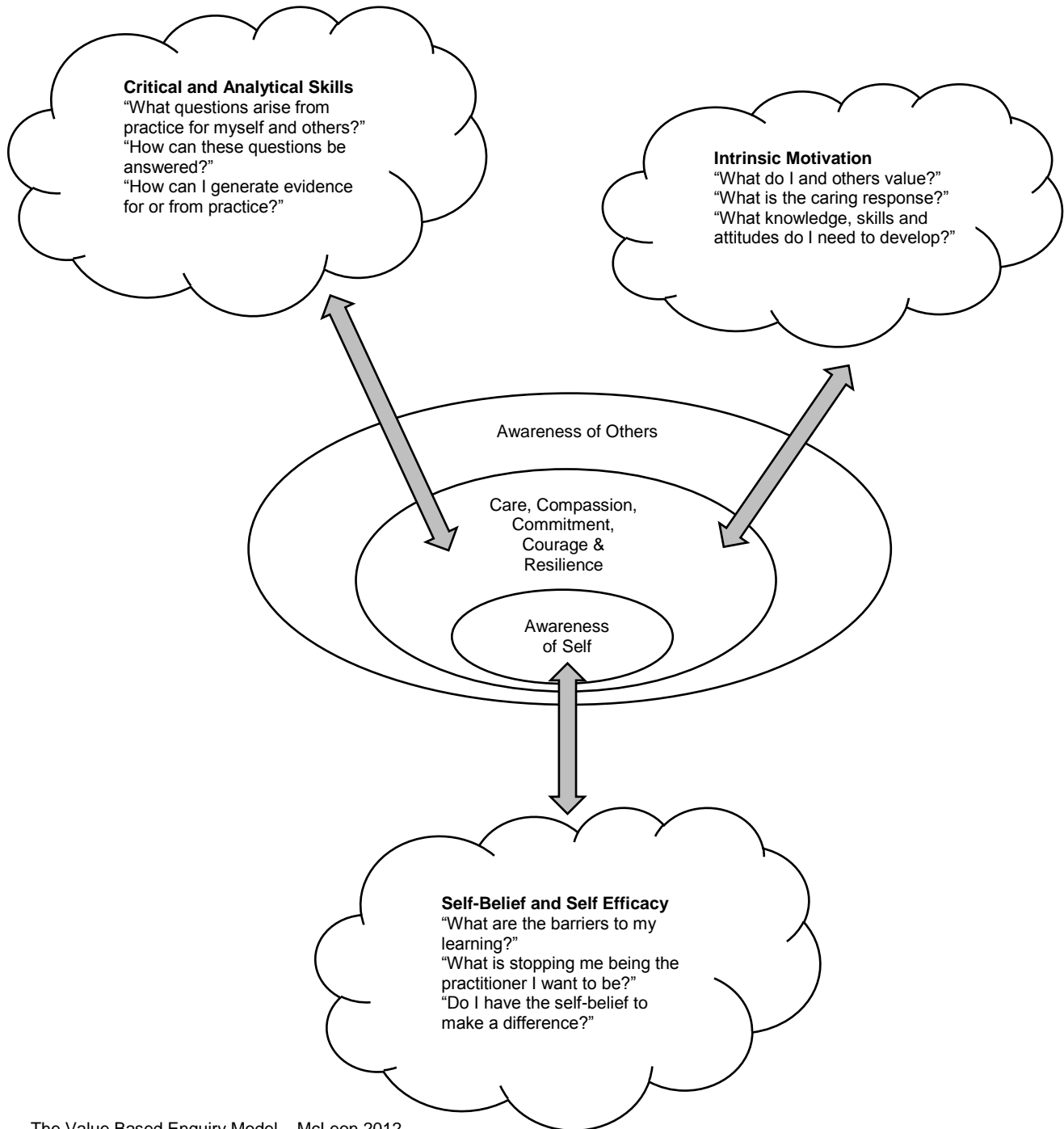
Any concerns that I have about this placement are...

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
Values for Nurses and Midwives in Ireland – NMBI 2016

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
PSYCHIATRIC 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

1.1.1 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 infection control		
d.	Promotes a safe and therapeutic environment for service users, staff and visitors		
e.	Recognises and responds to situations of risk to vulnerable persons		
f.	Identified actions to be taken in emergency situations		
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, empathetic and non-discriminatory towards other people		
c.	Supports services users with sensitivity during periods of mental distress		
d.	Assists service users to maintain their dignity in all nursing and health care interventions		
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

PSYCHIATRIC 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		Date completed
FAIL		

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
PSYCHIATRIC 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 documents a person's mental state, mood and behaviour accurately and systematically		
b.	Gathers information and records and reports observations in a person-centred manner		
c.	Participates in risk assessment with a service user under the supervision of Preceptor/Associate Preceptor/RPN		
d.	Participates in assessment or re-assessment of a person's mental health state		
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 undertaking nursing interventions		
b.	Builds therapeutic alliances with service users to meet their recovery needs: <ul style="list-style-type: none"> • Engages interpersonally in a collaborative manner • Demonstrates respect for diversity, choice and human rights • Builds on a person's personal preferences, strengths and abilities • Promotes social inclusiveness • Supports the person to find hope, meaning and personal growth • Provides a supportive presence for the person • Promotes personal health and resilience 		

	<ul style="list-style-type: none"> Actively supports and promotes a recovery ethos 		
c.	Records nursing interventions, observations and feedback from the person accurately and concisely		
d.	Maintains the person's dignity, rights and independence when undertaking nursing care		
e.	Uses clinical equipment safely, showing awareness of limitations and associated hazards in usage and disposal		
f.	Assists the Preceptor/Associate preceptor in the safe administration and management of medicines		
g.	Carries out instructions in a 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 an evaluation 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 to an Preceptor/Associate Preceptor/RPN 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
PSYCHIATRIC 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 mental health/psychiatric nursing to everyday practice		
b.	Applies knowledge from the health, social and life sciences to the nursing care needs of a person in the practice setting		
c.	Safely and accurately carries out medication calculations		
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
PSYCHIATRIC 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 ability to listen, seek clarification and observe non-verbal cues		
b.	Demonstrates respect for service users' rights and choices		
c.	Engages service user as an active partner in nursing intervention		
d.	Responds empathetically to a service user's personal narrative and experience		
e.	Cultivates hope, self-worth and meaningful dialogue and understanding		
f.	Challenges negative stereotypes, beliefs and stigma		
g.	Demonstrates awareness of power imbalances between service users 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 which are counter signed by preceptor/associate preceptor		
d.	Ensures that confidential information regarding clients 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
PSYCHIATRIC 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.	Recognises and responds appropriately to situations that challenge self or others		
b.	Recognises, reports and responds appropriately to a change or deterioration in a service user's mood, mental 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
PSYCHIATRIC 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 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 <i>(if applicable)</i>			
Student signature		Date:	
Preceptor/Associate Preceptor signature		Date:	
Academic Link Lecturer signature**		Date:	

*** 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			
Academic Link Lecturer signature**			
Placement Result (✓ or ✖)	Preceptor/Associate Preceptor Signature	Date completed	
PASS			
FAIL			

** 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>	

--	--	--	--

Student signature		Date:	
Preceptor/Associate Preceptor 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...

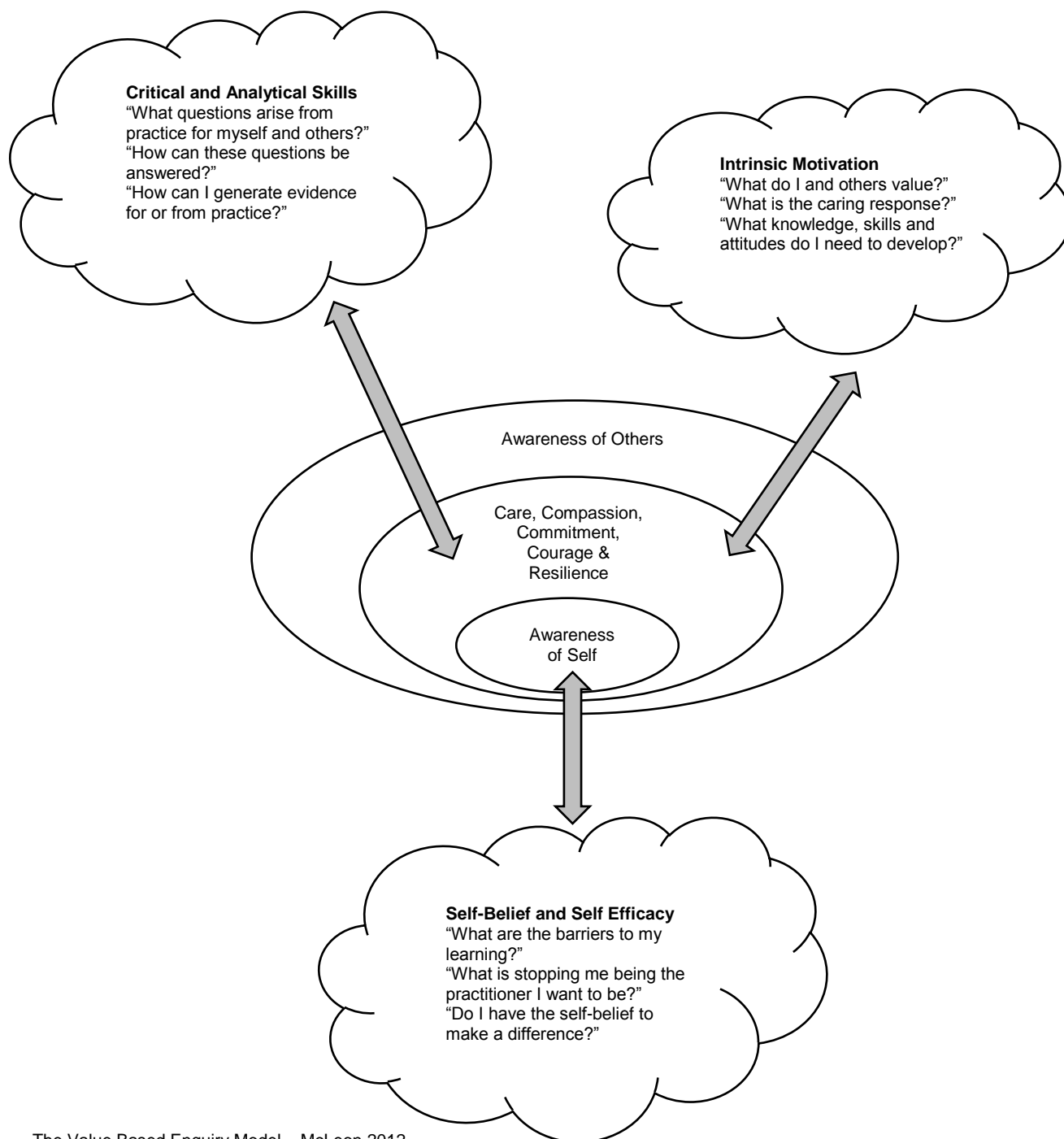
Any concerns that I have about this placement are...

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
PSYCHIATRIC 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

1.1.1 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 infection control		
d.	Promotes a safe and therapeutic environment for service users, staff and visitors		
e.	Recognises and responds to situations of risk to vulnerable persons		
f.	Identified actions to be taken in emergency situations		
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, empathetic and non-discriminatory towards other people		
c.	Supports services users with sensitivity during periods of mental distress		
d.	Assists service users to maintain their dignity in all nursing and health care interventions		
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
PSYCHIATRIC 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	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
PSYCHIATRIC 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 documents a person's mental state, mood and behaviour accurately and systematically		
b.	Gathers information and records and reports observations in a person-centred manner		
c.	Participates in risk assessment with a service user under the supervision of Preceptor/Associate Preceptor/RPN		
d.	Participates in assessment or re-assessment of a person's mental health state		
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 undertaking nursing interventions		
b.	Builds therapeutic alliances with service users to meet their recovery needs: <ul style="list-style-type: none"> • Engages interpersonally in a collaborative manner • Demonstrates respect for diversity, choice and human rights • Builds on a person's personal preferences, strengths and abilities • Promotes social inclusiveness • Supports the person to find hope, meaning and personal growth • Provides a supportive presence for the person • Promotes personal health and resilience • Actively supports and promotes a recovery ethos 		

1.2.3 Undertakes nursing interventions <i>(continued from previous page)</i>			✓ or ✗
c.	Records nursing interventions, observations and feedback from the person accurately and concisely		
d.	Maintains the person's dignity, rights and independence when undertaking nursing care		
e.	Uses clinical equipment safely, showing awareness of limitations and associated hazards in usage and disposal		
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 an evaluation 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 to Preceptor/Associate Preceptor/RPN 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
PSYCHIATRIC 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 mental health/psychiatric nursing to everyday practice		
b.	Applies knowledge from the health, social 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		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
PSYCHIATRIC 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 ability to listen, seek clarification and observe non-verbal cues		
b.	Demonstrates respect for service users' rights and choices		
c.	Engages service user as an active partner in nursing intervention		
d.	Responds empathetically to a service user's personal narrative and experience		
e.	Cultivates hope, self-worth and meaningful dialogue and understanding		
f.	Challenges negative stereotypes, beliefs and stigma		
g.	Demonstrates awareness of power imbalances between service users 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 which are counter signed by Preceptor/Associate Preceptor		
d.	Ensures that confidential information regarding clients 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
PSYCHIATRIC 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.	Recognises and responds appropriately to situations that challenge self or others		
b.	Recognises, reports and responds appropriately to a change or deterioration in a service user's mood, mental 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
PSYCHIATRIC 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 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:	
Academic Link Lecturer signature**		Date:	

*** 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			
Academic link lecturer signature**			
Placement Result (✓ or ✗)	Preceptor/associate preceptor	Signature	Date completed
PASS			
FAIL			

*** 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>	

Large empty rectangular area for notes or signatures.

Student signature		Date:	
Preceptor/Associate Preceptor 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...

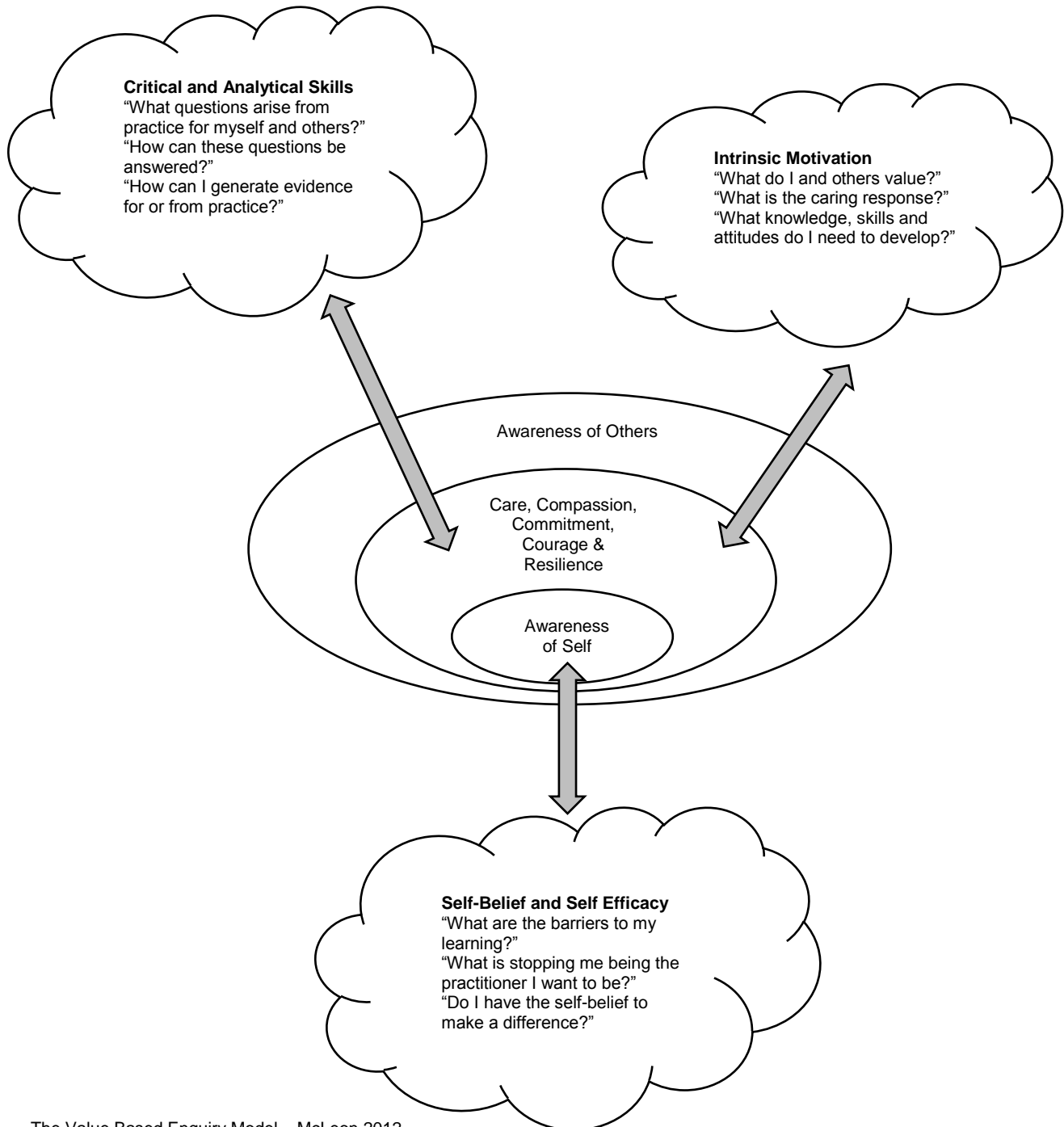
Any concerns that I have about this placement are...

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
PSYCHIATRIC 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

1.1.1 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 infection control	
d.	Promotes a safe and therapeutic environment for service users, staff and visitors	
e.	Recognises and responds to situations of risk to vulnerable persons	
f.	Identified actions to be taken in emergency situations	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		Date completed
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, empathetic and non-discriminatory towards other people	
c.	Supports services users with sensitivity during periods of mental distress	
d.	Assists service users to maintain their dignity in all nursing and health care interventions	
e.	Seeks help and guidance when a service user's needs are not being met	
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature
PASS		Date completed
FAIL		

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
PSYCHIATRIC 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
PSYCHIATRIC 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 documents a person's mental state, mood and behaviour accurately and systematically		
b.	Gathers information and records and reports observations in a person-centred manner		
c.	Participates in risk assessment with a service user under the supervision of Preceptor/Associate Preceptor/RPN		
d.	Participates in assessment or re-assessment of a person's mental health state		
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 undertaking nursing interventions		
b.	Builds therapeutic alliances with service users to meet their recovery needs: <ul style="list-style-type: none"> • Engages interpersonally in a collaborative manner • Demonstrates respect for diversity, choice and human rights • Builds on a person's personal preferences, strengths and abilities • Promotes social inclusiveness • Supports the person to find hope, meaning and personal growth • Provides a supportive presence for the person • Promotes personal health and resilience 		

	<ul style="list-style-type: none"> Actively supports and promotes a recovery ethos 		
c.	Records nursing interventions, observations and feedback from the person accurately and concisely		
d.	Maintains the person's dignity, rights and independence when undertaking nursing care		
e.	Uses clinical equipment safely, showing awareness of limitations and associated hazards in usage and disposal		
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 an evaluation 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 to a Preceptor/ Associate Preceptor/RPN 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
PSYCHIATRIC 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 mental health/psychiatric nursing to everyday practice		
b.	Applies knowledge from the health, social 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		
Assessment Decision (✓ or ✗)		Preceptor/Associate Preceptor Signature	Date completed
PASS			
FAIL			

NMBI Competency Assessment Document – YEAR ONE: Progression Criteria
PSYCHIATRIC 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 ability to listen, seek clarification and observe non-verbal cues		
b.	Demonstrates respect for service users' rights and choices		
c.	Engages service user as an active partner in nursing intervention		
d.	Responds empathetically to a service user's personal narrative and experience		
e.	Cultivates hope, self-worth and meaningful dialogue and understanding		
f.	Challenges negative stereotypes, beliefs and stigma		
g.	Demonstrates awareness of power imbalances between service users 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 which are counter signed by Preceptor/Associate Preceptor		
d.	Ensures that confidential information regarding clients 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
PSYCHIATRIC 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.	Recognises and responds appropriately to situations that challenge self or others		
b.	Recognises, reports and responds appropriately to a change or deterioration in a service user's mood, mental 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
PSYCHIATRIC 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 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:	
Academic Link Lecturer signature**		Date:	

*** 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	
Academic link lecturer signature**	
Placement Result (✓ or ✗)	Preceptor/associate preceptor Signature Date completed
PASS	
FAIL	

*** 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>	

--	--	--	--

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