

PROFESSIONAL
STANDARDS
NURSING

Return to Nursing Practice Programme

Domains of Competence Assessment Tool



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

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Candidate Nurse Details <i>(Block capitals only)</i>	
Participants Name	
NMBI Pin Number	
Education Body	
Programme Lead	
Date Theoretical hours commenced	
Total Theoretical hours	
Associated HealthCare Provider (AHCP)	
Clinical Placement Location	
Preceptor	
Associate Preceptor	
Date Clinical Placement Commenced	
Date Clinical Placement Completed	
Total Clinical Placement hours	

Domains of Competence Assessment

Competence is the attainment and application of knowledge, intellectual capacity, practice skills, integrity and professional and ethical values required for safe, accountable, compassionate, and effective practice as a registered nurse or registered midwife.

The six Domains of Competence represent the level the nurse must obtain on completion of the programme to become an active member of the Register of Nurses. The aim is to ensure that the nurse acquires the skills of critical analysis, problem-solving, decision-making, reflective skills, and abilities essential to the art and science of nursing.

The Domains of Competence represent a broad enabling framework to facilitate the assessment of the nurses' clinical practice. Each domain consists of performance criteria and their relevant indicators. Nurses are deemed to be either competent in an area or not. Where competence has not been achieved, the nurse will be given opportunities to develop competence through a support plan. A team and partnership approach will be applied when assessing the nurse as the preceptor/mentor will consult with colleagues in determining the nurse's competence.



Domain 1. Professional values and conduct of the nurse competencies

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

Please sign your initials in the relevant boxes below

Key 1.1 = Performance Criteria **1.1 (a)** = Indicators and associated Critical Elements

1.1	Practises safely	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
1.1 (a)	Adheres to best practice in the delivery of safe, ethical, reliable and competent nursing care across the life continuum:						
	<ul style="list-style-type: none"> Demonstrates the ability to provide safe nursing care, which is consistent and within their scope of practice. 						
	<ul style="list-style-type: none"> Utilises and critically evaluates the knowledge of ethical principles and their implications to nursing care as described in the Code of Professional Conduct and Ethics. 						
	<ul style="list-style-type: none"> Adheres to best practice, policies and procedures when providing nursing care. 						
1.1 (b)	Adheres to principles of hand hygiene, infection prevention and control as per governance policy.						

Continued

1.1	Practises safely	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
1.1 (c)	Behaves with integrity, honesty and practices within Irish and European legislation to uphold the professional values of nursing						
	<ul style="list-style-type: none"> Demonstrates the ability to apply the Code of Professional Conduct and Ethics to nursing practice 						
	<ul style="list-style-type: none"> Demonstrates the ability to apply the core values of nursing such as compassion, care, and commitment and associated behaviours to inform their decision making 						
1.1 (d)	Practices within their scope of practice with due regard for regulatory and statutory requirements						
	Identifies own abilities, knowledge and level of nursing skills using the Scope of Nursing and Midwifery Practice Framework						

1.2	Practise compassionately Demonstrates the ability through reflective practice and discussion	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
1.2 (a)	Provides nursing care that is caring, kind, sensitive, holistic, impartial, and non-judgmental						
1.2 (b)	Respects the diversity, dignity, integrity, uniqueness, and autonomy of the person						
1.2 (c)	Facilitates, promotes, supports and optimises the health, wellbeing, comfort, and quality of life of the person						

1.3	Practises professionally, responsibly, and accountably	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
1.3 (a)	Ability to identify personal responsibility, level of authority and lines of accountability within own scope of practice						
1.3 (b)	Takes personal and professional accountability for own decisions, actions and for the completion of delegated tasks						

Continued

1.3	Practises professionally, responsibly, and accountably	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
1.3 (c)	Shows personal responsibility through organising and documenting nursing interventions safely and in accordance with policies, procedures, and guidelines						
1.3 (d)	Accepts responsibility for own limitations and for the enhancement of clinical competence by undertaking continuing professional development						

Learners' reflection on learning for **Domain 1**:

Preceptors Comment:

Domain 2: Nursing practice and clinical decision-making competencies

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

2.1	Assesses the person's nursing and health needs	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
2.2 (a)	Applies an appropriate framework in a systematic manner when taking a comprehensive nursing history						
2.1 (b)	Ability to analyse information collected through the nursing assessment process						
2.1 (c)	Recognises and interprets signs of normal and changing healthcare needs and escalates to members of the multidisciplinary team when necessary						
2.1 (d)	Recognises signs of a life-limiting condition and assists the person and family to access a specialist palliative care team						

2.2	Plans and prioritises person-centred nursing care	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
2.2 (a)	Develops a clear and concise person-centred plan that incorporates the person's experience of altered health and expectation for recovery						
2.2 (b)	Plans nursing interventions with specific indicators for achievement of goals, applying best available evidence based on principles of quality and safety						
2.2 (c)	Prioritises the person's immediate and longer-term nursing and healthcare needs through setting goals based on acuity						
2.2 (d)	Communicates plan of care and rationale for interventions clearly to the person, primary carer and other health professionals						

2.3	Delivers person-centred nursing and clinical interventions, including health activities	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
2.3 (a)	Obtains informed consent from person or nominee prior to delivering nursing interventions						
2.3 (b)	Delivers nursing care safely through a range of nursing interventions						
2.3 (c)	Informs and empowers the person in health promotion and screening, recovery, resilience, self-management, wellbeing, and social inclusion						
2.3 (d)	Assists the person in maintaining their dignity, rights, independence, and comfort						
2.3 (e)	Applies principles of health and safety including moving and handling, infection prevention and control and emergency procedures						
2.3 (f)	Empowers the person to maintain needs related to their activities of living						
2.3 (g)	Supports a safe and comfortable environment						
2.3 (h)	Ability to support and manage a person with a life-limiting condition and their family						

Continued

2.3	Delivers person-centred nursing and clinical interventions, including health activities:	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
2.3 (i)	Adheres to legislation and professional practice guidelines for the safe and effective administration of medicines and other therapeutic interventions						
2.3 (j)	Utilises medical devices, technologies, and clinical equipment safely						
2.3 (k)	Adheres to best principles in risk assessment, risk management and takes relevant actions to manage risks safely						
2.3 (l)	Utilises information management technology safely to record personal data for clinical decision making						

2.4	Evaluates nursing care and undertakes a comprehensive re-assessment:	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
2.4 (a)	Collates a range of clinical observations, feedback from the person and other sources of information to adjust the plan of nursing care through ongoing evaluation of its effectiveness						
2.4 (b)	Gathers additional data to evaluate planned priorities, goals, time frames and interventions against actual outcomes, changes to the person's condition, responses, or situational needs						
2.4 (c)	Monitors and evaluates nursing interventions against evidence of best practice						

2.5	Utilises clinical judgement:	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
2.5 (a)	Makes sound clinical judgements to adapt interventions to changing health needs						
2.5 (b)	Recognises and responds to early warning signs of critical changes in a person's health status						
2.5 (c)	Initiates life preserving measures in response to critical changes in a person's health status or in emergency situations						

Learners' reflection on learning for **Domain 2**:

Preceptors Comment:

Domain 3: Knowledge and cognitive competencies

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

3.1	Practises from a competent knowledge base:	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
3.1 (a)	Applies current and relevant aspects of concepts and theory of nursing to care planning, nursing interventions and health settings						
3.1 (b)	Applies current and relevant aspects of professional standards to the practice of nursing						
3.1 (c)	Applies current and relevant knowledge of the structure and function of the human body from the health and life sciences in nursing practice situations						
3.1 (d)	Recognises common physical, developmental, emotional and behavioural signs, vulnerabilities, and co-morbidities within the relevant division of nursing						
3.1 (e)	Applies current and relevant knowledge from the social and behavioural sciences in nursing practice situations and settings						

Continued

3.1	Practises from a competent knowledge base:	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
3.1 (f)	Applies reasoning and relevant knowledge from the ethical theory to moral dilemmas in day to day nursing practice						
3.1 (g)	Applies principles of quality and safety to audit and evaluate nursing and health care practice						
3.1 (h)	Applies current and relevant aspects of national and international policies that influence nursing practice and health care delivery						
3.1 (i)	Demonstrates and applies knowledge of legislation relevant in nursing practice situations and settings						
3.1 (j)	Applies knowledge and understanding of current and relevant aspects of principles of health information technology and nursing informatics in nursing practice						
3.1 (k)	Appraises and applies as relevant, aspects of the nursing research process to enhance the evidence base of nursing practice interventions						

3.2	Uses critical thinking and reflection to inform practice	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
3.2 (a)	Develops analytical skills for problem-solving, critical thinking, reasoning, evaluation, synthesis for application to nursing practice situations and interventions						
3.2 (b)	Develops personally and professionally through reflection to enhance resilience and own nursing practice						

Learners' reflection on learning for **Domain 3**:

Preceptors Comment:

Domain 4: Communication and inter-personal competencies

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

4.1	Communicates in a person-centred manner	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
4.1 (a)	Communicates in an effective, compassionate, age-appropriate, respectful, culturally sensitive, and non-discriminatory manner with the person and their primary carer						
4.1 (b)	Provides emotional support to the person receiving nursing care and health procedures or interventions, while respecting professional boundaries						
4.1 (c)	Empowers the person and primary carer to follow appropriate policies to express concerns about their experience of nursing and health procedures or interventions						
4.1 (d)	Utilises communication techniques and technologies to empower a person with sensory, physical, emotional, behavioral, or cultural communication difficulties to express their needs						

Continued

4.1	Communicates in a person-centred manner	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
4.1 (e)	Communicates with a person in a manner that respects cultural diversity in health beliefs and practices, health literacy, communication, language, translation or interpreting needs						

4.2	Communicates effectively with the healthcare team	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
4.2 (a)	Accurately, concisely and clearly reports, records, documents, and refers to the healthcare team observations and information received in the nursing care giving process						
4.2 (b)	Communicates clearly and coherently, verbally and in writing with other health and social care professionals						
4.2 (c)	Negotiates with other healthcare professionals to ensure that the rights, beliefs and wishes of the person are not compromised						

Continued

4.2	Communicates effectively with the healthcare team	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
4.2 (d)	Respects the privacy of the person and confidentiality of information in the health setting						
4.2 (e)	Uses professional nursing language terms when reporting, documenting, and communicating to nursing and health care teams						
4.2 (f)	Shares information with others in accordance with legal and professional requirements in the interest of protection of the public						

Learners' reflection on learning for **Domain 4**:

Preceptors Comment:

Domain 5: Management and team competencies

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

5.1	Practise collaboratively:	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
5.1 (a)	Works towards the person's wellbeing, recovery, independence, and safety through a collaborative partnership between the person, family and multidisciplinary health and social care team						
5.1 (b)	Collaborates effectively with other healthcare disciplines and members of the nursing team in decision making and for continuity of care						

5.2	Manages team, others, and self safely:	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
5.2 (a)	Assesses risk to a person's safety, security, and well-being and health status through promotion of a safe environment for each person including self						

Continued

5.2	Manages team, others, and self safely:	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
5.2 (b)	Uses information gained from a risk assessment, devise a safety plan for person encountered in the practice setting						
5.2 (c)	Assesses priorities, manage time, caseload, and resources safely and effectively						
5.2 (d)	Participates in audit and quality improvement initiatives and processes within the health service setting						
5.2 (e)	Contributes to the learning experiences of other colleagues through provision of support, supervision, and facilitation of learning						
5.2 (f)	Demonstrates personal organisation and efficiency of own workload in undertaking the person's care						

Learners' reflection on learning for **Domain 5**:

Preceptors Comment:

Domain 6: Leadership and professional scholarship competencies

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

6.1	Demonstrates leadership potential:	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
6.1 (a)	Leads and co-ordinates a team, delegating, supervising, and monitoring nursing care provision						
6.1 (b)	Exhibits awareness of self and of the impact of personal values and feelings in relation to attitude development, professional conduct, response, and reaction to events and to the development of coping mechanisms, personal wellbeing, and resilience						
6.1 (c)	Enhances personal performance of professional role through constructive use of feedback, supervision, and appraisal						
6.1 (d)	Reflects on and applies insights derived from aspects of daily nursing practice and critical incidents to enhance self-awareness and personal competence						

6.2	Demonstrates professional scholarship:	Self Assessment of Competence		Progressing at intermediate meeting Assessor to initial either box below		Competent at final meeting Assessor to initial either box below	
		Yes	No	Yes	No	Yes	No
6.2 (a)	Demonstrates professional scholarship through self-directed learning skills, critical questioning, reasoning and decision-making skills in nursing as the foundation for lifelong professional education, maintaining competency and career development						
6.2 (b)	Recognises and responds to situations that require to be referred to experienced colleagues, senior managers, and other health care professionals						
6.2 (c)	Learns from experience to adapt nursing interventions and to update competence in response to dynamically altering health environments						

Learners' reflection on learning for **Domain 6**:

Preceptors Comment:

Initial Record Meeting Sheet

To be completed by the Return to Practice Nurse in partnership with the Preceptor

This is a record of a plan to achieve competence and to achieve the learning outcomes. The Return to Practice Nurse and the Preceptor formulate a learning contract, as learning needs, objectives, resources, and strategies are identified. The Competence Assessment Tool provides the framework for this

Comments

[illegible]

Signature _____ Date _____
(of candidate nurse)

Signature _____ Date _____
(of candidate nurse)

Signature _____ Date _____
(of Preceptor/Assessor)

Signature _____ Date _____
(of Preceptor/Assessor)

Signature _____ Date _____
(of Verifier – if applicable)

Signature _____ Date _____
(of Verifier – if applicable)

Intermediate Record Meeting Sheet

To be completed by the Preceptor in partnership with the Return to Practice Nurse

Areas for improvement

Supports to facilitate improvement and timeline

Outcome Meeting record

Signature
(of candidate nurse)

Date

Signature
(of Preceptor/Assessor)

Date

Signature
(of Verifier – if applicable)

Date

Final Record Meeting Sheet

To be completed by the Preceptor in the presence of the Return to Practice Nurse

Verifier attends if Return to Practice Nurse deemed not competent or if either Preceptor or Return to Practice Nurse requests his/her presence

Competent ☐

If learning outcomes have been achieved and Return to Practice Nurse deemed competent Preceptor signs below:

Signature
(of Preceptor) _____

Not Competent ☐

If Return to Practice Nurse deemed not competent Preceptor signs below and specifies below Domain/s of Competence not achieved:

Signature
(of Preceptor) _____

Comments

[illegible]

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