

**The NMC Competency
Framework
Adult Nursing**

The NMC Competency Framework

The NMC Standards for pre-registration nursing education (2010) set out the standards for competence and the related competencies that every nursing student must acquire before applying to be registered at first level on the nurses' part of the register. The assessment of practice requirements set out in this document reflects the field specific and generic competencies set out in the NMC Standards for pre-registration nursing education (2010). The full version of the NMC generic and field specific competencies can be accessed via the DVD in the Placement Support Resource Pack which accompanies this assessment of practice document and these can also be viewed via the DPL web site.

The generic standards for competence focus on four domains and are reproduced below as they appear in the NMC Standards.

Domain 1: Professional Values

All nurses must act first and foremost to care for and safeguard the public. They must practise autonomously and be responsible and accountable for safe, compassionate, person-centred, evidence-based nursing that respects and maintains dignity and human rights. They must show professionalism and integrity and work within recognised professional, ethical and legal frameworks. They must work in partnership with other health and social care professionals and agencies, service users, their carers and families in all settings, including the community, ensuring that decisions about care are shared.

Domain 2: Communication and interpersonal skills

All nurses must use excellent communication and interpersonal skills. Their communications must always be safe, effective, compassionate and respectful. They must communicate effectively using a wide range of strategies and interventions including the effective use of communication technologies. Where people have a disability, nurses must be able to work with service users and others to obtain the information needed to make reasonable adjustments that promote optimum health and enable equal access to services.

Domain 3: Nursing practice and decision-making

All nurses must practise autonomously, compassionately, skilfully and safely, and must maintain dignity and promote health and wellbeing. They must assess and meet the full range of essential physical and mental health needs of people of all ages who come into their care. Where necessary they must be able to provide safe and effective immediate care to all people prior to accessing or referring to specialist services irrespective of their field of practice. All nurses must also meet more complex and coexisting needs for people in their own nursing field of practice, in any setting including hospital, community and at home. All practice should be informed by the best available evidence and comply with local and national guidelines. Decision-making must be shared with service users, carers and families and informed by critical analysis of a full range of possible interventions, including the use of up-to-date technology. All nurses must also understand how behaviour, culture, socioeconomic and other factors, in the care environment and its location, can affect health, illness, health outcomes and public health priorities and take this into account in planning and delivering care.

Domain 4: Leadership, management and team working

All nurses must be professionally accountable and use clinical governance processes to maintain and improve nursing practice and standards of healthcare. They must be able to respond autonomously and confidently to planned and uncertain situations, managing themselves and others effectively. They must create and maximise opportunities to improve services. They must also demonstrate the potential to develop further management and leadership skills during their period of preceptorship and beyond.

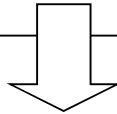
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The NMC Competency Framework

Professional Values

To achieve the required standard of practice the student must:

- Recognise when individuals are at risk and take action to maintain safety
- Practise in accordance with the code: Standards of conduct, performance and ethics for nurses and midwives (NMC 2008)
- Promote informed choice, decision making and consent
- Act in accordance with the roles, responsibilities and functions of a nurse
- Apply current legislation to protect the vulnerable irrespective of difference
- Practice in accordance with recognised ethical and legal frameworks



Mentors should seek feedback from service users and their carers about the student's ability to:

- Maintain privacy and dignity
- Be polite, courteous and respectful

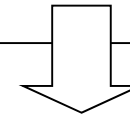
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Communication and Interpersonal Skills

To achieve the required standard of practice the student must:

- Use a wide range of strategies to communicate
- Be aware of own values and beliefs and ensure that these do not impact on behaviour and communication with others
- Recognise when a person is anxious or distressed and respond appropriately
- Maintain accurate, timely, clear and complete records using appropriate, plain language
- Respect individual rights to confidentiality and keep information secure and confidential
- Communicate with colleagues clearly concisely and courteously



Mentors should seek feedback from service users and their carers about the student's ability to:

- Provide explanations
- Listen attentively
- Make them feel welcome

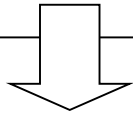
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**Nursing Practice and
Decision Making**

To achieve the required standard of practice the student must:

- Meet the full range of essential physical and mental health needs of people
- Adapt care to meet continuing and changing needs
- Respond immediately and appropriately in emergency situations
- Comply with local and national guidelines
- Participate in selecting appropriate interventions to meet individual needs
- Deliver care in partnership with others
- Recognise and respond to signs of normal and deteriorating health
- Recognise, minimize and report hazards and risks
- Nurse with an awareness of social and health inequalities
- Use relevant knowledge to provide a rationale for practice
- Report concerns about the condition of individuals to a registered practitioner



To achieve the required standard of practice the student must:

- Manage own time
- Use resources to enhance care
- Monitor the quality of own care delivery including evaluating own practice and seeking feedback
- Work in collaboration with other members of the health and social care team

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**Team Working and
Self-Management**

Mentors should seek feedback from service users and their carers about the student's ability to:

- Show kindness and compassion
 - Be gentle

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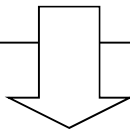
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The NMC Competency Framework

Professional Values

To achieve the required standard of practice the student must:

- Promote anti-discriminatory practices and support social inclusion of all
- Promote the health, well being, rights and dignity of all
- Work in partnership with service users, carers, families, groups, communities and populations to promote self-care and safety
- Work as part of the inter-professional team demonstrating awareness of the role of other agencies and health and social care professionals
- Act as a suitable role model to service users



Mentors should seek feedback from service users and their families and carers about the student's ability to:

- Maintain privacy and dignity
- Be polite, courteous and respectful

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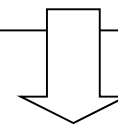
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Communication and Interpersonal Skills

To achieve the required standard of practice the student must:

- Build partnerships and develop therapeutic relationships with service users
- Interpret people's needs, accurately record these and respond appropriately
- Recognise when a person finds it hard to communicate and respond appropriately
- Engage, maintain and when appropriate disengage from professional caring relationships
- Actively share personal information with others if safety and protection override the need for confidentiality
- Use a range of health promotion strategies to assist service users to care for themselves



Mentors should seek feedback from service users and their families and carers about the student's ability to:

- Make them feel welcome
- Provide explanations
- Listen attentively

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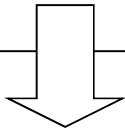
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Nursing Practice and Decision Making

To achieve the required standard of practice the student must:

- Assess and prioritise service user needs
- Function under pressure
- Deliver high quality care to people who have multiple needs
- Participate in negotiating and agreeing care decisions with service users and their families
- Plan person centred care
- Respond to changing health needs during different stages of life and death
- Review service users progress and revise plans of care accordingly
- Provide relevant health information in an understandable format
- Work in partnership with people to facilitate choice and maximise self care/management
- Use a range of technological skills to assess the needs of service users



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Team Working and Self-Management

To achieve the required standard of practice the student must:

- Positively influence team working
- Use relevant knowledge, evidence and skills to support and teach service users and their families
- Identify priorities
- Participate in ensuring continuity of care when service users are transferred to other settings
- Uses reflection to enhance own performance