NMC Outcomes and Performance Criteria - Nursing Stage Three – Adult

Part A - Professional Values

1. Practice with confidence according to The Code: Professional standards of practice and behaviour for nurses and midwives (NMC 2015) and within other recognised ethical and legal frameworks
2. Demonstrate understanding and application of current legislation that applies to all service users paying special attention to the protection of vulnerable people, including those with complex needs arising from ageing, cognitive impairment, long term conditions and to those approaching the end of life
3. Practice in a holistic non-judgemental caring and sensitive manner that avoids assumptions, supports social inclusion; recognises and respects individual choice; and acknowledges diversity. Where necessary, the student must challenge inequality, discrimination and exclusion from access to care
4. Act in a manner that respects individual rights and property when seeking access to caring for patients and clients in their own homes
5. Practice in a manner that recognises the limits of their competence and knowledge. Reflect on these limits and through the supervisory process ensure continuing professional development
6. Work in partnership to promote the health and well being of service users, cares, families, groups, communities and organisations
7. Demonstrate knowledge and understanding of the full range of roles and responsibilities of the nurse and others within the health and social care team to be able to work collaboratively for the benefit of all who need care
8. Identify and discuss the relevant evidence base underpinning practice
9. Demonstrate and critique the application of evidence underpinning practice
Part B - Communication and Interpersonal Skills

1. Utilise a range of effective and appropriate communication and engagement skills in partnership with patients, clients, carers and their families to ensure needs are met
2. Anticipate patient/client feelings in a given situation and respond positively with warmth, sensitivity and respect
3. Identify and take account of individual differences, capabilities and needs in building therapeutic relationships
4. Act to ensure that the rights of individuals and groups are not compromised by personal prejudices, values or beliefs
5. Recognise and act to overcome barriers to developing effective professional relationships with patients, clients, carers and their families
6. Demonstrate the provision of relevant client information in a sensitive manner that facilitates understanding and shared decision making
7. Demonstrate the effective use of the full range of methods of communication to ascertain, interpret and record patient/client/carer or their families’ needs
8. Act as a role model for developing trusting relationships; demonstrate an ability to initiate, maintain and close professional relationships with patients, clients, carers and their families
9. Recognise and respond to emotional discomfort / distress in self and others
10. Communicates effectively in different settings and where circumstances may be difficult and/or challenging
11. Engage in, develop and disengage from therapeutic relationships through the use of appropriate communication and interpersonal skills whilst respecting professional boundaries
12. Create and utilise opportunities to promote the health and well-being of patients, clients and groups through the provision of relevant and current health information and advice to meet their needs
13. Provide support and education in the development and/or maintenance of self care and independent living skills for those with acute and long term conditions
14. Seek specialist/expert advice from other healthcare workers and agencies, including independent advocates or mediators as appropriate
15. Maintain clear and complete records including the use of electronic formats using accurate and unambiguous language
16. Maintain the confidentiality and security of written and verbal information acquired in a professional capacity
17. Manage the issues arising from ethical and legal dilemmas, including limits to confidentiality, and the sharing of information

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Part C - Nursing Practice and Decision Making

1. Demonstrate knowledge and understanding of the structure and function of the human body in relation to the physical and mental health problems and their treatments encountered in practice
2. Demonstrate competence in medical and surgical nursing and be able to respond to adults’ full range of health and dependency needs
3. Select valid and reliable assessment tools for the required purpose
4. Carry out comprehensive, systematic assessment that takes account of the physical, social, cultural, psychological, spiritual, genetic, and environmental factors which influence the health and functional status of individuals, clients and communities through appropriate interaction, observation and measurement
5. Analyse and interpret data accurately to inform nursing care and make person-centred, evidence-based judgements and decisions in partnership with others involved in the care process recognising when the complexity of clinical decisions may include referral to specialist services
6. Formulate and document a comprehensive plan of nursing care, where possible in partnership with patients, clients, their carers and family, within a framework of informed consent
7. Demonstrate the safe application of the skills required to meet the needs of patients and clients within the current sphere of practice
8. Identify and respond to the changing needs of patients, families and carers during different life stages including progressive illness and death, loss and bereavement
9. Safely use appropriate technological and pharmacological interventions and provide information for patients/clients taking their individual needs and preferences into account
10. Contribute to the collection of local and national data and formulation of policy on risks, hazards and adverse outcomes arising from any nursing activities, treatments, and/or use of medical devices and equipment
11. Recognise early signs of illness or deterioration and through accurate assessment commence timely and appropriate management of care
12. Demonstrate knowledge and understanding of the normal processes of pregnancy and childbirth and be able to respond safely and effectively in an emergency to safeguard the health of mother and baby
13. Identify and respond to patients’, clients’ and carers’ continuing health needs to facilitate optimal health and well being
14. Work in partnership with people who have long term conditions that require medical and or surgical nursing, their families and carers, in providing therapeutic nursing interventions, maximise health and well being, facilitate choice, self care and self management
15. Recognise when the individual at any age is at risk and in need of extra support and protection and take reasonable steps to protect them from abuse
16. Evaluate care to improve clinical decision making, quality in outcomes, using a range of methods, documenting and amending the plan of care when necessary, and communicate changes to others.

17. Systematically evaluate care to improve clinical decision making, quality in outcomes, using a range of methods, documenting and amending the plan of care when necessary, and communicate changes to others.
Part D - Leadership, Management and Team Working

1. Act in a manner congruent with professional accountability and recognise the role of clinical governance in monitoring and promoting safe standards of health care
2. Under supervision demonstrate ability to organise, prioritise and manage care in conjunction with the MDT and other specialists
3. Demonstrate the ability to transfer skills and knowledge to a variety of circumstances and settings
4. Whilst maintaining own accountability and responsibility, delegate to support staff acknowledging their roles and competence
5. Must be able to respond autonomously and confidently to planned and uncertain situations, managing themselves and others effectively
6. Recognise and create opportunities to improve services
7. Demonstrate ability to organise, prioritise and manage care in conjunction with the MDT and other specialists
8. Be able to lead and direct care in situations where immediate or urgent care is required
9. Recognise their potential leadership role in managing major incidents which could include public health emergencies
10. Demonstrate the ability to transfer skills and knowledge to a variety of circumstances and settings which includes facilitating nursing students and others to develop their competence
11. Identify one’s own professional development needs by engaging in activities such as reflection in, and on, practice taking action to meet any identified knowledge and skills deficit likely to affect the delivery of care within the current sphere of practice
12. Develop a personal development plan which takes into account personal, professional and organisational needs
13. Demonstrate a commitment to the need for continuing professional development and personal supervision activities in order to enhance knowledge, skills, values and attitudes needed for safe and effective nursing practice
Part E - Medicines Management

The student will work within the legal and ethical frameworks that underpin safe and effective medicines management. The student will:

1. Demonstrate knowledge and understanding of the legal and ethical frameworks relating to safe administration of medicines in practice
2. Demonstrate knowledge and understanding of the legal and ethical frameworks for prescribing
3. Apply the legal and ethical framework that underpins medicines management in primary and secondary care settings
4. Demonstrate understanding of all methods of prescribing and supplying of medications

The student will work as part of a team to offer holistic care and a range of treatment options of which medicines may form a part. The student will:

5. Discuss a range of recognised approaches to symptom management and referral options
6. Identify and support potential treatment options, taking into account patient/client preferences, where medicines may or may not be an appropriate choice of treatment
7. Apply comprehensive knowledge of medicines, their actions, risks and benefits
8. Safely manage drug administration, monitor effects, report side effects, adverse incidents and safely manage anaphylaxis
9. Order, receive, store and dispose of medicines safely including controlled drugs
10. Under supervision demonstrate ability to store medicines safely
11. Accurately calculate medicines frequently encountered within field of practice
12. Safely and effectively administer medicines via commonly used routes and methods
13. Working within legal requirements, demonstrate ability to teach others to prepare and administer medicines via commonly used routes

The student will maintain accurate records of medicine management using appropriate information technology in a range of settings including at home. The student will:

14. Demonstrate knowledge of the roles and responsibilities of members of the MDT in relation to medicines management
15. Under supervision involve patients/clients and carers in administration and self-administration of medicines
16. Identify commonly used evidence based sources relating to the safe and effective management of medicine
17. Demonstrate knowledge of what a patient Group Direction is and who can use them
18. Effectively keep records of medication administered and omitted, including controlled drugs ensuring others do the same
19. Work with patients/clients, parents and carers to provide clear and accurate information
20. Give clear instruction, explanation before checking understanding relating to use of medicines and treatment options
21. Assess the patients'/clients' ability to safely self-administer their medication
22. Assist patients/clients to make safe and informed choices about their medicines
23. Work within National and Local Policies ensuring others do the same
24. Through simulation demonstrate understanding and knowledge of how to safely and effectively supply and administer via a Patient Group Directive