



**NI Career & Development Model
for Nursing & Midwifery**

Staff Assessment and Development Tool

Level of Practice 6 – Senior Staff Nurse

Getting Started

The Staff Assessment and Development Tool is designed to help you reflect on your current job role and identify areas where further training, education, and development could enhance or advance your skills.

Upon completion, you will have a list of specific knowledge, skills, and behaviours (KSBs) you wish to develop, along with evidence statements to support your competence. If you have additional KSBs, university modules, or competency statements to include, there is a blank section for this purpose.

To access the assessment tool, please visit the Career Pathways/Role Frameworks section on the Careers Website and select the tool relevant to your level of practice. [Learning & Development Framework | Nursing and Midwifery Careers NI](#)

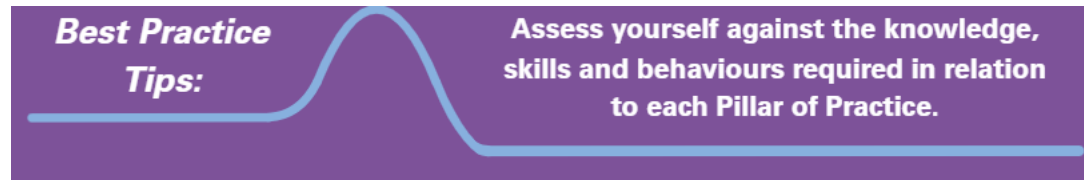
Sign Off

This tool is designed to support you in your appraisal and Personal Development Review (PDR) process, while also providing evidence of your ongoing continued professional development (CPD). There is a Sign Off template at the end of the tool to enable this, if relevant.

Self-assessment of Knowledge, Skills and Behaviour (KSB) Statements

In relation to your role, select your Level of Practice and the Pillars of Practice to review

You can complete this exercise for all 4 pillars at once or individually, there is no set order for this.



For each, rate yourself using the following scale:

1. You need a lot of development
2. You need some development
3. You feel you are well developed

You should assess yourself against ALL the knowledge, skills and behaviour (KSB) statements relevant to your role/level of practice for each of the four pillars.

As you assess yourself, consider how you might demonstrate proficiency and provide evidence. Your thoughtful evaluation will help guide your development plan. There is an Action Planning and Priority Rating Tool that you may find helpful to support you.

Evidence

If you have rated yourself as having a development need in this area, make a brief action note on “how” you would anticipate meeting this development need and any evidence you may already have. This might be detailing what you are going to do, what actions you might need to take, how you are going to do this and when. You may find [the action planning and priority rating included in the assessment tool](#) helpful with this.

You need to provide evidence for ratings **1 & 2** only.

The evidence should be clear and concise and relevant to the KSB demonstrating proficiency in the area of practice. It should contain detail of the relevant learning and how this is applied in your practice. Evidence can be sourced from many areas of your practice like a reflection, training undertaken, supervised practice, reflective discussion/clinical supervision activity, feedback from colleagues and/or service users, reports.

For more information visit the Continuous Professional Development section of the Careers Website: [Learning & Development Framework | Nursing and Midwifery Careers NI](#)



STAFF ASSESSMENT AND DEVELOPMENT TOOL - LEVEL 6

Please review the knowledge, skills and behaviour statement and rate yourself using the rating scale below. Give careful thought to your assessment and how you might demonstrate proficiency of the knowledge, skills, and behaviours



1.	I need a lot of development
2.	I need some development
3.	I feel I am well developed

Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
Generic	1	2	3		
6C1 – Practise autonomously and as part of a team, assuming accountability and responsibility for the promotion and delivery of safe, effective, compassionate and quality person-centred care					
6C2 - Demonstrate accountability and responsibility to lead the delivery of safe, effective and person-centred care as part of the multi-disciplinary team					

Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
Generic	1	2	3		
6C3 - Use skills of critical analysis, evaluation and effective management to make justifiable timely clinical decisions, utilising a range of appropriate information and resources					
6C4 - Holistically assess, plan, implement or direct complex care/interventions and evaluate effectiveness					
6C5 - Apply and continue to develop specialist clinical knowledge, skills and behaviours appropriate to specific area of practice					
6C6 - Utilise advanced communication skills and strategies to communicate across relevant interdisciplinary teams/multiagency when dealing with complex issues					
6C7 - Select and use technology and information systems to both inform and support practice					

Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
Generic	1	2	3		
6C8 - Use technology and information systems to collect, analyse and share complex information effectively and concisely for a range of situations and contexts to ensure safety and continuity of care					
6C9 - Promote and influence others to incorporate non-judgemental, values-based care into practice demonstrating equality, equity, diversity and inclusion					
6C10 - Identify and implement the principles of population health, health promotion and factors that may influence a range of health inequalities and patterns of health, through use of appropriate resources including health literacy					
6C11 - Act as an advocate for people and empower them to share in decision-making about their care					
6C12 - Apply and ensure adherence to relevant guidance, policies and legislation that govern legal and ethical aspects of service provision and embed into practice					

Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
Generic	1	2	3		
6C13 - Lead and support the implementation of local policies, guidelines and protocols, ensuring they reflect national policy, legislation and current evidence					
6C14 - Monitor and maintain health, safety and security of self and others, by adhering to health and safety legislation and policies					
6C15 - Escalate and/or respond to concerns and/or incidents in accordance with local reporting policies and procedures and professional standards					
6C16 - Ensure completion of person-centred risk assessments and implementation of plans of care, for example: Care Bundles, Mental Capacity Act etc					
6C17 - Implement and promote safeguarding policies and procedures					

You may wish to add additional KSBs from other profession specific or role specific frameworks relevant to your role. Below is a blank template for you to cut and paste these into:

Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
Role or profession specific competencies/KSBs	1	2	3		

Please review the knowledge, skills and behaviour statement and rate yourself using the RAG rating scale. Give careful thought to your assessment and how you might demonstrate proficiency of the knowledge, skills, and behaviours.



1.	I need a lot of development
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Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
Generic	1	2	3		
6E1 - Role model accountability for own professional development and the maintenance of professional competence and NMC revalidation					
6E2 - Engage in, support and facilitate a range of learning activities and reflective supervision to improve care and practice in self and others					
6E3 - Ensure continuous professional development of self/others through appraisal and personal development planning processes					

Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
Generic	1	2	3		
6E4 - Create an effective and supportive environment that ensures learning opportunities for others					
6E5 - Facilitate learning and development by role-modelling, motivating and encouraging others					
6E6 - Apply the evidence-based skills of facilitation, teaching, assessment and development to ensure best practice standards					
6E7 - Supervise and assess pre-registration and post-registration nurses					
6E8 - Supervise and support the development of non-registered healthcare/nursing staff					
6E9 - Support and develop new team members and colleagues					
6E10 - Engage in learning needs analyses, educational audit and evaluation of educational interventions					
6E11 - Identify, address and report underperformance as per organisational policy					
6E12 - Implement lessons learned from audit, adverse incidents and complaints					

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Role or profession specific competencies/KSBs	1	2	3		

Please review the knowledge, skills and behaviour statement and rate yourself using the RAG rating scale. Give careful thought to your assessment and how you might demonstrate proficiency of the knowledge, skills, and behaviours



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Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
Generic	1	2	3		
6L1 - Utilise the Collective Leadership Framework for Nursing and Midwifery to assess, develop and demonstrate leadership capabilities through: - gaining insight into self and own behaviours through reflective practice and acting on feedback - demonstrating compassionate leadership - demonstrating skills in motivating, influencing and negotiation - role modelling professional ethics, values and best practice as per NMC Code					

- valuing and promoting equality and diversity - respectful practice ensuring a culture of inclusion					
6L2 - Engage in activities to promote self-care and enhance the team's health and well-being					
6L3 - Demonstrate accountability for own professional practice and hold others to account as per NMC Code					
6L4 – Work autonomously as an equal partner with a range of other professionals, and in interdisciplinary teams					
6L5 - Appropriately manage and delegate to others in accordance with the regional framework guidelines and organisational governance arrangements					
6L6 - Communicate complex information at an appropriate level to a range of audiences, ensuring accessibility and inclusivity					
6L7 - Actively promote a supportive and just culture, where constructive feedback is received positively and regarded as a learning opportunity					
6L8 - Display creativity and innovation in exploring and implementing possible solutions to problems and evaluating their effectiveness					

6L9 - Respond proactively and support others to take responsibility for ensuring concerns are addressed in a timely manner applying relevant policies and professional guidance					
6L10 - Demonstrate the ability to lead a team utilising the Collective Leadership Framework for Nursing and Midwifery					
6L11 - Ensure the effective and efficient management of resources, having knowledge of budgetary constraints and needs of the service					
6L12 - Demonstrate the ability to use recognised workload assessment and skill mix tools to ensure safe and effective person-centred care					
6L13 - Recognise, monitor, and implement suitable processes to improve safe and effective staffing levels, ensuring the provision of person-centred care, raising concerns and escalating as per organisational policy					
6L14 - Utilise local governance structures, frameworks, strategic drivers and policy to improve care					
6L15 - Provide leadership for quality improvement and service development to enhance people's					

wellbeing and experiences of healthcare					
6L16 - Promote and manage a safe, inclusive and healthful culture that learns from and responds to risk as per organisational governance arrangements					
6L17 - Contribute to workforce development through personal and professional development of individuals and teams aligned to organisational priorities					
6L18 - Demonstrate leadership behaviours when managing people, adhering to organisational human resource policies and processes					

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Role or profession specific competencies/KSBs	1	2	3		

Please review the knowledge, skills and behaviour statement and rate yourself using the RAG rating scale. Give careful thought to your assessment and how you might demonstrate proficiency of the knowledge, skills, and behaviours



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Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
Generic	1	2	3		
6R1 - Demonstrates the ability to search, critically appraise and evaluate evidence to inform person-centred practice					
6R2 - Promote adherence to research governance, including Good Clinical Practice, ethics, data protection and confidentiality					
6R3 - Support and assist in implementation of ideas for service improvement					

6R4 - Enable and contribute to Quality Improvement projects and initiatives, clinical audit and research activity which informs					
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Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
Generic	1	2	3		
6R5 - Disseminate and implement good practice and learning emerging from quality indices, audit, research and quality improvement activity to enhance practice and patient experience					

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Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
Role or profession specific competencies/KSBs	1	2	3		

Action planning and priority rating

You should now take some time to reflect on your learning needs assessment and complete the action planning and priority rating tool to assist you in planning and prioritising your development

It can also be helpful to discuss your learning and development needs with your line manager or practice assessor and update your personal development plan (PDP).

[illegible]

Sign Off

Name	Date of review	Comments
Sign off		
Name	Date	Job title
Name	Date	Job title
Name	Date	Job title