



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

Staff Assessment and Development Tool Level of Practice 7 – Specialist 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 against the [NMC Standards of Proficiency for SPQ \(2022\)](#) or [NMC Standards of Proficiency for SCPHN \(2022\)](#)

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.

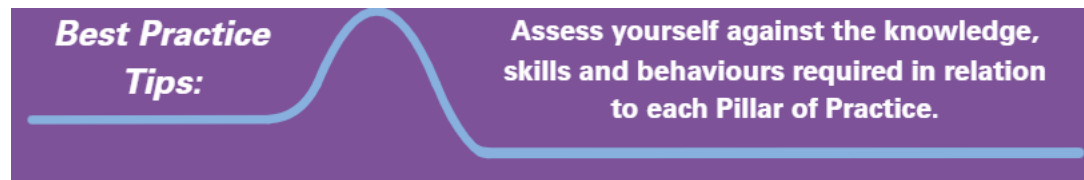
Self-assessment of Knowledge, Skills and Behaviour (KSB) Statements

Select a Platform (SPQ) or Sphere (SCPHN) of Practice to review

You can complete your assessment of the platforms all at once or separately, there is no set order for this.

Self-assessment of Proficiencies within each of the seven platforms

In relation to your role, select 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 7

Please review the **NMC SPQ** proficiencies for your role and rate yourself using the rating scale. Give careful thought to your assessment and how you might demonstrate evidence of the proficiency. Identify which of the four pillars of practice the platform and proficiency are linked to, i.e. Pillar - Clinical Practice (CP); Pillar - Education and Learning (E&L); Pillar - Leadership (L); and Pillar – Research and Development (R&D).



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

NMC Standards of Proficiency for SPQ (2022) Platform	Pillar of Practice	Rating			Evidence to support achievement	How you will achieve this outcome
		1	2	3		
Platform 1: Being an accountable autonomous professional & partner in care	CP					

NMC Standards of Proficiency for SPQ (2022) Platform	Pillar of Practice	Rating			Evidence to support achievement	How you will achieve this outcome
		1	2	3		
Platform 2: Promoting health & wellbeing & preventing ill health	CP					
	E&L					
Platform 3: Assessing people's abilities & needs & planning care	CP					
	E&L					
Platform 4: Providing and evaluating evidence-based care	E&L					
	R&D					
Platform 5: Leading, supporting & managing teams	E&L					
	L					

NMC Standards of Proficiency for SPQ (2022) Platform	Pillar of Practice	Rating			Evidence to support achievement	How you will achieve this outcome
		1	2	3		
Platform 6: Leading improvements in safety & quality of care	E&L					
	L					
	R&D					
Platform 7: Care co-ordination & system leadership	L					

STAFF ASSESSMENT AND DEVELOPMENT TOOL - LEVEL 7

Please review the relevant **NMC SCPHN** proficiencies for your role and rate yourself using the rating scale. Give careful thought to your assessment and how you might demonstrate evidence of the proficiency. Identify which of the four pillars of practice the platform and proficiency are linked to, i.e. Pillar - Clinical Practice (CP); Pillar - Education and Learning (E&L); Pillar - Leadership (L); and Pillar – Research and Development (R&D).



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

NMC Standards of Proficiency for SPQ (2022) Platform	Pillar of Practice	Rating			Evidence to support achievement	How you will achieve this outcome
		1	2	3		
Sphere A: Autonomous SCPHN Practice	CP					

NMC Standards of Proficiency for SPQ (2022) Platform	Pillar of Practice	Rating			Evidence to support achievement	How you will achieve this outcome
		1	2	3		
Sphere B: Transforming SCPHN practice: evidence research evaluation & translation	E&L					
	R&D					
Sphere C: Promoting Human Rights & addressing inequalities: assessment, surveillance & intervention	CP					
	E&L					
Sphere D: Population Health: enabling, supporting & improving health outcomes of people across the life course	CP					
	E&L					

NMC Standards of Proficiency for SPQ (2022) Platform	Pillar of Practice	Rating			Evidence to support achievement	How you will achieve this outcome
		1	2	3		
Sphere E: Advancing Public Health services & promoting healthy places environments & Cultures & Evidence- Based Practice	E&L					
	L					
	R&D					
Sphere F: Leading & collaborating: from investment to action & dissemination	L					

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).

Platform or Sphere & Proficiency	Pillar of Practice	Action of “how” to achieve this KSB	Support required within Practice	Time Frames

Sign Off

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