



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

Staff Assessment and Development Tool

Level of Practice 9 – Consultant Nurse & Consultant Midwife

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. It has been aligned to the Professional Guidance for Consultant Roles (DoH 2017). In addition, the NMC Principles for Advanced Practice (NMC, 2025) have been included as these apply to Advanced Nurse/Midwife Practitioner and Consultant Nurse/Consultant Midwife roles.

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. NB: This Assessment and Development Tool will be updated to include any future NMC Standards of Proficiency for Advanced Practice.

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 9

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
	1	2	3		
1. Exercise a high degree of personal and professional autonomy in making complex clinical decisions drawing on advanced knowledge, skills and behaviours.					
2. Make decisions where precedents do not exist, challenge as necessary and provide advice and support to colleagues where standard protocols do not apply within multidisciplinary teams across organisational, professional and agency boundaries.					

Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
	1	2	3		
3. Lead and influence service and policy development at strategic level while continuing to provide a strong clinical commitment and expert advice to clinical colleagues.					
4. Demonstrate advanced skills for assessment, diagnosis, treatment, management and prescribing within the field of practice and make and receive referrals, where appropriate.					
5. Identify and adopt innovative clinical practice models, eg. implementation and evaluation of new treatments, technologies, and therapeutic techniques.					
6. Lead/collaborate in the design and conduct of quality improvement initiatives.					

7. Actively participate in formalised ongoing supervision with Consultant peers eg. peer review of clinical practice at Consultant level.					
8. As an expert, conduct and contribute to systematic reviews of clinical practice.					
9. Provide a professional opinion on and where relevant lead clinical investigations/reviews.					
10. Lead and support authentic stakeholder engagement, through co-production and co-design, to facilitate improvement in services and patient/service user experience.					

You may wish to add the following **NMC Principles for Advanced Practice** in the context of relevance to your Consultant role.

Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
NMC Principle of Advanced Practice	1	2	3		
1.1 Practise within their individual scope of practice and in line with their level of knowledge, experience, qualifications, training and employment role.					

1.3 Demonstrate professional accountability and capability in making complex evidence-informed decisions, managing varying degrees of risk, unpredictability and uncertainty while exercising professional judgement. This includes using initiative, demonstrating significant autonomy and being accountable for their actions.					
1.5 Demonstrate use of evidence informed expert knowledge to practise reflectively, identifying areas for self-improvement and improved outcomes for a diverse range of individuals, teams and people.					
1.11 Utilise their expertise and experience to minimise environmental impacts, enhance economic growth and embed sustainable approaches to service planning, delivery and implementation.					

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
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		
1. Contribute to the education, training and development of colleagues and others especially supporting experienced colleagues to develop advanced competencies.					
2. Support others in achieving their potential by acting as coaches, mentors and role models.					

Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
Generic	1	2	3		
3. Advocate and contribute to the development of an organisational culture that supports continuous learning and development, evidence-based and person centred practice and succession planning.					
4. Lead and contribute to a range of Quality Improvement, audit and evaluation strategies which inform education and learning.					
5. Work with key stakeholders, including Higher Education Institutes and other education providers, to develop and promote a range of learning opportunities.					
6. Self-development towards academic activity, leadership skills, service improvement methodology, leading/participating in multidisciplinary teams and peer supervision, publication and learning opportunities.					

You may wish to add the NMC Principles for Advanced Practice in the context of relevance to your Consultant role.

Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
NMC Principle of Advanced Practice	1	2	3		
1.6 Role model reflective and reflexive practice and advocate for access to individualised support and clinical supervision to ensure continuous learning, improvement and professional development across the four pillars.					
1.7 Role model professional practice, advocating for and contributing to inter-professional learning and working to provide leadership and effective support and supervision to a broad range of colleagues and learners.					
1.10 Evidence continued capability, reflective and reflexive practice, ongoing learning and professional development at an advanced level, relevant to their scope of practice					

through local appraisal processes and through professional revalidation requirements.					
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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		

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		
1. Demonstrate professional leadership to support and inspire colleagues to improve standards, quality and professional practice.					
2. Have a significant role in Quality Improvement, providing expert input and influencing/challenging other professions, the wider organisation and across organisational boundaries to help deliver better services.					

3. Provide leadership to national/ international, as well as local, developments in their recognised area of expertise.					
4. Have the ability to challenge, motivate and inspire others, including other staff groups and organisations, to deliver the highest quality of care within their area of practice and beyond.					
5. Challenge organisational and professional barriers that limit or inhibit effective service delivery.					
6. Process complex, sensitive or contentious information in contributing to the development of strategic planning at local and national levels.					
7. Provide leadership to national/ international, as well as local, developments in their recognised area of expertise.					
8. Contribute to strategic planning to drive service change within and across health care organisations and across organisational boundaries and systems, where appropriate.					

9. Assume leadership roles, which promote broader advancement of clinical practice eg. membership of editorial boards, leadership of position papers and development of advanced nursing practice standards.					
10. Have the ability to challenge, motivate and inspire others, including other staff groups and organisations, to deliver the highest quality of care within their area of practice and beyond.					
11. Challenge organisational and professional barriers that limit or inhibit effective service delivery.					
12. development of strategic planning at local and national levels.					
13. development of strategic planning at local and national levels.					
14. Contribute to strategic planning to drive service change within and across health care organisations and across organisational boundaries and systems, where appropriate.					

You may wish to add the NMC Principles for Advanced Practice in the context of relevance to your Consultant role

Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
NMC Principle of Advanced Practice	1	2	3		
1.2 Demonstrate expertise, confidence, critical thinking, and evidence appraisal and synthesis within their individual scope of practice to lead and influence education, research and practice.					
1.4 Demonstrate self-awareness with compassionate and inspirational leadership within inter-professional teams to influence practice for effective, holistic, person-centred care.					
1.9 Support, influence and lead projects in the environments they work in to shape a reflective learning culture where safety, quality, continuous improvement and sustainability are prioritised, including promoting allyship and advocacy for all, speaking up and raising concerns where required.					

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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		

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
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		
Provide direction for professional practice and service improvement within NI, nationally and/or internationally. Mentor colleagues and advise on personal development.					
2. Promote evidence-based, person-centred practice, setting of standards monitoring, management of risk and evaluation of care and services.					

3. Develop and advance professional practice to benefit patients/clients/carers and communities by creating, monitoring and evaluating practice protocols.					
4. Lead or collaborate in the application of research in practice, and develop research proposals with academic colleagues, business cases and funding applications, in addition to setting research objectives in line with the strategic direction of the organisation.					
5. Develop a research culture within the area of practice, act as a role model, establishing appropriate policies, support clinical research activity and contribute to publications and dissemination of work. Liaise and collaborate as appropriate with the Lead Research Nurse/Midwife in the HSC Trust.					
6. Maintain a publication record in relevant professional, peer reviewed journals and present at local, national and international conferences.					

7. Contribute to evaluations of service developments, which may lead to service redesign and the introduction of new models of care that are evidence-based and person-centred.					
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You may wish to add the NMC Principles for Advanced Practice in the context of relevance to your Consultant role.

Knowledge, skills, behaviours	Rating			Evidence to support achievement	How you will achieve this outcome
NMC Principle of Advanced Practice	1	2	3		
1.8 Use their expert, advanced level knowledge and experience to challenge themselves and others to promote and embed professional curiosity and the principles of equality, equity, diversity and inclusion in their area of practice, seeking and acting upon feedback received from peers, colleagues and the public.					

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		

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).

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Sign Off

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