

Essential Skills Clusters (ESCs) for Pre-registration Nursing Programmes

Skills required For Entry to the Branch programme

This document should be read in association with NMC Circular 07/2007 that provides supporting information.

The term patient/client is used throughout and includes service users and, where appropriate, significant others (including parents / carers).

Key:

- **Standard** (e.g. 3, 4b, 7d, 8f) relates to respective outcomes and proficiencies within the *Standards of proficiency for pre-registration nursing education* (NMC 2004) See Appendix 1 for codes.
- **Code** (e.g. 1.1, 1.2, 1.3, 7.1) relates to the *Code of professional conduct: standards for conduct, performance and ethics* (NMC 2004).
- **(*) Items requiring numerical assessment (9, 27, 28, 29, 31, 32, 33, 36, 38)**
- **Items requiring specific assessment (25 and 42)**

Summative health related numerical assessments are required to test skills identified (*) within the ESCs that encompass baseline assessment and calculations associated with medicines, nutrition, fluids and other areas requiring the use of numbers relevant to the field of practice:

- **For entry to the branch, programme providers will use the ESCs to inform the nature and content of the assessment, including whether to assess through simulation. They will determine their own pass mark and number of attempts.**
- **For entry to the register, programme providers will use the ESCs to inform the nature and content of numerical assessment in the branch programme where a 100% pass mark is required and all assessment must take place in the practice setting. The number of attempts is to be determined by the education provider.**

Care, Compassion and Communication		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
1 Provide care based on the highest standards, knowledge and competence.	<ul style="list-style-type: none"> i. Demonstrates the underpinning values of the <i>NMC Code of professional conduct: standards for conduct, performance and ethics</i> ii. Works within limitations of the role and recognises own level of competence. iii. Promotes a professional image iv. Shows respect for others v. Is able to engage patients/clients and build caring professional relationships vi. Forms appropriate and constructive professional relationships with families and other carers vii. Uses professional support structures to learn from experience and makes appropriate adjustments <p>Standard: 7, 1a, b, c, d, e, f, 2d, 4a, d, 7d, 16d</p> <p>Code: 1.1, 1.2, 1.3, 7.1</p>	
Verified by:	Student signature:	Mentor signature:

Care, Compassion and Communication		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
<p>2 Engage them as partners in care. Should they be unable to meet their own needs then the nurse will ensure that these are addressed in accordance with the known wishes of the patient/client or in their best interests.</p>	<ul style="list-style-type: none"> i. Actively involves the patient/client in their assessment and care planning ii. Determines patient/client preferences to maximise comfort & dignity iii. Actively encourages patient/client to be involved in, and / or ensures they are supported in own care/self care iv. Supports patient/client to identify their goals v. Assesses patient's/client's level of capability for self care vi. Provides care (or makes provisions) for those who are unable to maintain own personal care (e.g. mouth care, elimination, bathing, care of skin, cleaning teeth, hair washing, cleaning eyes and cleaning and cutting nails) <p>Standard: 7a, b, c, 8f</p> <p>Code: 2.1, 4.1, 4.2</p>	
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Care, Compassion and Communication			
Patients/clients can trust a newly registered nurse to:		For entry to branch	Evidence of Achievement
3 Treat them with dignity and respect them as individuals.		<ul style="list-style-type: none"> i. Takes a person-centred approach to care. ii. Demonstrates respect for diversity and individual patient/client preference, regardless of personal view iii. Applies the concept of dignity iv. Delivers care with dignity making appropriate use of the environment, self, skills and attitude v. Identifies factors that influence and maintain patient/client dignity vi. Acts in a way that demonstrates respect for others promoting and valuing differences <p>Standard: 3, 4b, 7d, 8f, 9</p> <p>Code: 2.2, 2.3, 2.4</p>	
Verified by:		Student signature:	Mentor signature:

Care, Compassion and Communication			
Patients/clients can trust a newly registered nurse to:		For entry to branch	Evidence of Achievement
4 Care for them in an environment and manner that is culturally competent and free from discrimination, harassment and exploitation.		i. Demonstrates an understanding of how culture, religion, spiritual beliefs, gender and sexuality can impact on illness and disability. ii. Respects people's rights iii. Adopts a principled approach to care underpinned by the <i>NMC Code of professional conduct: standards for conduct, performance and ethics</i> . Standard: 1e, 2d, e, 3a, 9 Code: 2.3, 2.4, 2.5, 3.1, 3.2	
Verified by:		Student signature:	Mentor signature:

Care, Compassion and Communication			
Patients/clients can trust a newly registered nurse to:		For entry to branch	Evidence of Achievement
5 Provide care that is delivered in a warm, sensitive and compassionate way.		<ul style="list-style-type: none"> i. Is attentive and acts with kindness and sensitivity ii. Takes into account a patient's/client's physical and emotional responses when carrying out care iii. Delivers care in a manner that is interpreted by the patient/client as warm, sensitive, kind and compassionate iv. Delivers care that addresses both physical and emotional needs and preferences v. Evaluates ways in which own interactions affect relationships to ensure that they do not impact inappropriately on others <p>Standard: 3b, c, 4b, d</p> <p>Code: 1.4, 2.3, 7.1</p>	
Verified by:		Student signature:	Mentor signature:

Care, Compassion and Communication			
Patients/clients can trust a newly registered nurse to:		For entry to branch	Evidence of Achievement
6 Listen, and provide information that is clear, accurate and meaningful at a level at which the patient/client can understand.		<ul style="list-style-type: none"> i. Communicates effectively both orally and in writing, so that the meaning is always clear ii. Uses strategies to enhance communication and remove barriers to effective communication iii. Records information accurately and clearly on the basis of observation and communication iv. Always seeks to confirm understanding v. Responds in a way that confirms what the patient/client is communicating vi. Effectively communicates the patient's/client's stated needs / wishes to other professionals <p>Standard: 4a, c, 6b, 7c, d, 9,10c,</p> <p>Code: 2.1, 4.3, 4.4</p>	
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Care, Compassion and Communication		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
<p>7 Protect and treat as confidential all information relating to themselves and their care.</p>	<p>i. Applies the principles of confidentiality ii. Protects and treats information as confidential except where sharing information is required for the purposes of safeguarding and / or public protection iii. Applies the principles of data protection iv. Distinguishes between information that is relevant to care planning and information that is not</p> <p>Standard: 1e, 2a, b, d</p> <p>Code: 3.1, 3.2, 5.1, 5.3</p>	
Verified by:	Student signature:	Mentor signature:
<p>8 Ensure that their consent will be sought prior to care or treatment being given and that their rights will be respected.</p>	<p>i. Applies principles of consent in relation to restrictions relating to specific client groups and seeks consent for care ii. Ensures that the meaning of consent to treatment and care is understood by the patient/client iii. Seeks consent prior to sharing confidential information outside of the professional care team (subject to agreed safeguarding / protection procedures)</p> <p>Standard: 1e, 2a, b, d</p> <p>Code: 3.1, 3.2, 3.3, 5.1, 5.3</p>	
Verified by:	Student signature:	Mentor signature:

Organisational Aspects of Care			
Patients/clients can trust a newly registered nurse to:		For entry to branch	Evidence of Achievement
9	Make a holistic and systematic assessment of their needs and develop a comprehensive plan of nursing care that is in their best interests and which promotes their health and well-being and minimises the risk of harm.	<ul style="list-style-type: none"> i. Contributes to the assessment of physical, emotional, psychological, social, cultural and spiritual needs, including risk factors by identifying, recording, sharing and responding to clear indicators and signs ii. Accurately undertakes and records a baseline assessment of weight, height, temperature, pulse, respiration and blood pressure (*) iii. Contributes to the planning of safe and effective care by recording and sharing information based on the assessment iv. Where relevant, applies knowledge of age and condition-related anatomy, physiology and development when interacting with patients/clients v. Understands the benefits of a healthy lifestyle and the potential risks involved with various lifestyles or behaviours vi. Recognises indicators of unhealthy lifestyles vii. Contributes to care based on an understanding of how illness and disability impact on patients/clients and carers at different stages viii. Makes constructive and appropriate relationships with patients/clients and their carers ix. Measures and documents vital signs under supervision and responds appropriately to findings outside the normal range (*) x. When faced with sudden deterioration in patients'/clients' physical or psychological condition or emergency situations (e.g. abnormal vital signs, patient/client collapse, cardiac arrest, self harm, extremely challenging behaviour, attempted suicide) responds appropriately by seeking assistance 	

	<p>from a senior colleague</p> <p>xi. Performs routine, diagnostic tests (e.g. urinalysis) under supervision as part of assessment process (near patient/client testing)</p> <p>xii. Collects and interprets data, under supervision, related to the assessment and planning of care from a variety of sources</p> <p>Standard: 1c, 4d, 6a, c, 7a,c, 8b, c, f, 9, 10c, 11a, b, c</p> <p>Code: 2.1, 2.3, 2.4, 3.1, 3.2, 6.1</p>	
Verified by:	Student signature:	Mentor signature:
Organisational Aspects of Care		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
<p>10 Deliver and evaluate care against the comprehensive assessment and care plan.</p>	<p>i. Works collaboratively with patients/clients and their carers enabling them to take an active role in the delivery and evaluation of their care</p> <p>ii. Works within the limitations of own knowledge and skills to question and provide safe and holistic care for patient/client group</p> <p>iii. Prepares patients/clients for clinical interventions as per local policy</p> <p>iv. Actively seeks to extend knowledge and skills using a variety of methods in order to enhance care delivery</p> <p>v. Detects, records, reports and responds appropriately to signs of deterioration and /or improvement</p> <p>Standard: 7a, c, 10a, 16a, b, c</p> <p>Code: 2.1, 4.3, 6.1, 6.3</p>	
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Organisational Aspects of Care		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
11 Act to safeguard children and adults requiring support and protection.	<ul style="list-style-type: none"> i. Acts within legal frameworks and local policies in relation to the protection of vulnerable adults and children ii. Shares information with colleagues and seeks advice from appropriate sources where there is a concern or uncertainty iii. Documents concerns and information about patients/clients which may be significant iv. Uses support systems to recognise, manage and deal with own emotions <p>Standard: 2e, 8f, 9, 10c, 11a, b, 12a, c</p> <p>Code: 1.5, 5.4, 8.1, 8.2</p>	
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Organisational Aspects of Care		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
12 Respond appropriately to feedback from patients/clients, the public and a wide range of sources as a vehicle for learning and development.	<ul style="list-style-type: none"> i. Responds appropriately to compliments and comments ii. Responds appropriately when patients/clients want to complain, providing assistance and support iii. Uses supervision and other forms of reflective learning to make effective use of feedback iv. Takes feedback from colleagues, managers and other departments seriously and shares the messages and learning with other members of the team <p>Standard: 10b, 11c & 13c</p> <p>Code: 1.2, 3.1, 4.3</p>	
Verified by:	Student signature:	Mentor signature:
13 Promote continuity when their care is to be transferred to another service or person.	<ul style="list-style-type: none"> i. Assists in preparing patients/clients and carers for transfer / transition through effective dialogue and the provision of accurate information ii. Reports issues and patients'/clients' concerns regarding the transfer / transition iii. Assists in the preparation of records and reports to facilitate safe and effective transfer <p>Standard: 7d, 8f, 10b</p> <p>Code: 2.1, 4.3, 4.4, 6.1</p>	
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Organisational Aspects of Care		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
14 Be confident in their own role within the multi-disciplinary / multi-agency team and to inspire confidence in others.	i. Works within the <i>NMC Code of professional conduct: standards for conduct, performance and ethics</i> ii. Supports and assists others appropriately iii. Values others' roles and responsibilities within the team and interacts appropriately iv. Reflects on own practice and discusses issues with other members of the team to enhance learning v. Communicates with colleagues verbally (face-to-face and by telephone) and in writing and electronically in a way that the meaning is clear, and checks that the communication has been fully understood Standard: 1a, e, 4a, c, 6b, 7c, 10c, 13a, c Code: 1.1, 4.1, 4.2, 4.3, 6.1	
Verified by:	Student signature:	Mentor signature:
16 Safely lead, co-ordinate and manage care.	To be achieved in the branch programme	
15 Safely delegate care to others and to respond appropriately when a task is delegated to them.	i. Accepts delegated tasks and elements of care based on knowledge, skill and limitations of role Standard: 1c, 8b, 11a, c Code: 1.3, 1.4, 4.5, 4.6, 6.3	
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Organisational Aspects of Care		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
17 Work safely under pressure.	<ul style="list-style-type: none"> i. Contributes as a team member ii. Demonstrates professional commitment by working flexibly to meet service needs to enable quality care to be delivered iii. Recognises when situations are becoming unsafe and reports appropriately iv. Understands and applies the importance of rest for effective practice v. Uses supervision as a means of developing strategies for managing own stress and for working safely and effectively <p>Standard: 2e, 13c, 16d</p> <p>Code: 1.4, 4.1, 4.2, 4.3</p>	
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Organisational Aspects of Care		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
18 Identify and safely manage risk in relation to the patient/client, the environment, self and others.	<ul style="list-style-type: none"> i. Under supervision, works within clinical governance frameworks and contributes to promote safety and positive risk taking ii. Reports patient/client safety incidents to senior colleagues iii. Under supervision assesses risk within current sphere of knowledge and competence iv. Follows instructions and takes appropriate action to minimise risk v. Under supervision works within legal frameworks for protecting self and others vi. Knows and accepts own responsibilities and takes appropriate action <p>Standard: 2e, 16a, b</p> <p>Code: 1.5, 8.1, 8.2, 8.3</p>	
Verified by:	Student signature:	Mentor signature:
19 Work to resolve conflict and maintain a safe environment.	<ul style="list-style-type: none"> i. Recognises signs of aggression and responds appropriately to keep self and others safe ii. Assists others or obtains assistance when help is required <p>Standard: 4c, e, 8f</p> <p>Code: 1.4, 2.3</p>	
Verified by:	Student signature:	Mentor signature:

Organisational Aspects of Care		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
20 Select and manage medical devices safely.	i. Safely uses and disposes of medical devices under supervision Standard: 1g, 2a, c, d, e, 5c, 8f Code: 1.5, 6.1	
Verified by:	Student signature:	Mentor signature:

Infection Prevention and Control		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
21 Be confident in using health promotion strategies, identifying infection risks and taking effective measures to prevent and control infection in accordance with local and national policy.	<ul style="list-style-type: none"> i. Participates in assessing and planning care appropriate to the patients'/clients' risk of infection ii. Participates in completing care documentation and evaluation of interventions to prevent and control infection iii. Aware of the role of the Infection Control Team and Infection Control Nurse Specialist, and local guidelines for referral iv. Recognises potential signs of infection and reports to relevant senior member of staff v. Discusses the benefits of health promotion in the prevention and control of infection for improving and maintaining the health of the population <p>Standard: 8f, 9, 11a, 13a</p> <p>Code: 2.1, 2.2, 4.3, 4.4, 6.1</p>	
Verified by:	Student signature:	Mentor signature:

Infection Prevention and Control		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
22 Maintain effective Standard Infection Control Precautions for every patient/client.	<ul style="list-style-type: none"> i. Applies knowledge of transmission routes in describing, recognising and reporting situations where there is a need for Standard Infection Control Precautions ii. Demonstrates effective hand hygiene and the appropriate use of Standard Infection Control Precautions when caring for all patients/clients iii. Follows local and national guidelines for Standard Infection Control Precautions iv. Participates in the cleaning of multi-use equipment between each patient/client. v. Uses multi-use patient/client equipment and follows the appropriate cleaning / disinfecting / decontamination protocol vi. Safely uses and disposes of, or decontaminates, items in accordance with local policy and manufacturers' guidance and instructions vii. Adheres to requirements for cleaning, disinfecting, decontaminating of 'shared' nursing equipment (including single patient/client but multi-use equipment) before and after every use as appropriate, according to recognised risk, in accordance with manufacturers' and organisational policies <p>Standard: 2a, d, e, 5c, 8b, c, d</p> <p>Code: 1.4, 4.5, 6.1, 6.5</p>	
Verified by:	Student signature:	Mentor signature:

Infection Prevention and Control		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
23 Provide effective care for patients/clients who have an infectious disease including, where required, the use of standard isolation techniques.	<ul style="list-style-type: none"> i. Safely delivers care under supervision to patients/clients who require to be nursed in isolation or in protective isolation settings ii. Takes appropriate actions should exposure to infection occur, e.g. chicken pox, diarrhoea and vomiting, needle stick injury iii. Applies knowledge of an 'exposure prone procedure' and takes appropriate precautions / actions iv. If has a blood borne virus, consults with occupational health before carrying out exposure prone procedures <p>Standard: 1f, 2d, 4a, c, e, 5a, b, 8a, c, 9, 10c, 12a, b, c, 16a, b, c, d</p> <p>Code: 1.2, 2.3, 7.1</p>	
Verified by:	Student signature:	Mentor signature:
24 Fully comply with hygiene, uniform and dress codes in order to limit, prevent and control infection.	<ul style="list-style-type: none"> i. Adheres to local policy and national guidelines on dress code for prevention and control of infection. (including: footwear, hair, piercings and nails) ii. Maintains a high standard of personal hygiene iii. Wears appropriate clothing for the care delivered <p>Standard: 1f, g, 8c, 9, 12a, b, c, 16a, b, c, d</p> <p>Code: 4.3, 6.1</p>	
Verified by:	Student signature:	Mentor signature:

Infection Prevention and Control		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
25 Safely apply the principles of asepsis when performing invasive procedures and be competent in aseptic technique.	i. Demonstrates understanding of the principles of wound care, healing and asepsis ii. Safely performs basic wound care using clean and aseptic techniques through simulation iii. Assists in providing accurate information to patients/clients on the management of a device, site or wound to prevent and control infection and to promote healing Standard: 4a, 6b, 7c, 10c Code: 2.1, 6.1	
Verified by:	Student signature:	Mentor signature:
26 Act to reduce risk when handling, waste (including sharps), contaminated linen and when dealing with spillages of blood and body fluids.	i. Adheres to the requirements of the Health and Safety at Work Act and infection control policies regarding the safe disposal of all waste, soiled linen, blood and / or other body fluids and disposing of 'sharps' ii. Acts to address potential risks within a timely manner Standard: 2e, 12a, b, c Code: 1.5, 8.1, 8.2	
Verified by:	Student signature:	Mentor signature:

Nutrition and Fluid Management		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
27 Provide assistance with selecting a diet through which they will receive adequate nutritional and fluid intake.	<ul style="list-style-type: none"> i. Under supervision supports patients/clients to make healthy food and fluid choices ii. Accurately monitors dietary and fluid intake and completes relevant documentation (*) iii. Supports patients/clients who need to adhere to specific dietary and fluid regimens iv. Provides assistance as required (e.g. use of beakers, bottles, adapted cutlery, plates, positioning, etc) v. Identifies and reports patients/clients who are unable to or have difficulty in eating or drinking so that they achieve adequate nutrition and fluid intake <p>Standard: 1c, 2e, 5b,c, 6a, 7a,b, 8b,c, f, 9, 10c, 11c, 16a, c,</p> <p>Code: 2.1, 3.1, 3.2, 4.4, 6.1</p>	
Verified by:	Student signature:	Mentor signature:

Nutrition and Fluid Management		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
28 Assess and monitor nutritional status and formulate an effective care plan.	<ul style="list-style-type: none"> i. Takes and records accurate measurements of weight, height / length, body mass index and other appropriate measures of nutritional status(*) ii. Assesses baseline nutritional requirements for healthy person (related to age, mobility, etc) iii. Contributes to formulating a care plan through assessment of dietary preferences, including local availability of foods and cooking facilities iv. Reports to other members of the team when agreed plan is not achieved <p>Standard: 5b, c, d, 7a, b, 8a, b, f, 9, 10a, b, 11a, b,</p> <p>Code: 4.2, 4.5, 6.3,</p>	
Verified by:	Student signature:	Mentor signature:
29 Assess and monitor fluid status and formulate an effective care plan.	<ul style="list-style-type: none"> i. Applies knowledge of fluid requirements needed for health and during illness / recovery so that appropriate fluids can be provided ii. Accurately monitors and records fluid intake and output (*) iii. Recognises and reports reasons for poor fluid intake and output iv. Reports to other members of the team when fluid intake and output falls below requirements <p>Standard: 3a, b, c, 4c, e, 6a, d, 7a, c, d, 9, 10c, d, 11c, 16c,</p> <p>Code: 2.1, 4.3, 4.4,</p>	
Verified by:	Student signature:	Mentor signature:

Nutrition and Fluid Management		
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement
30 Provide an environment conducive to eating and drinking.	In residential care settings: <ul style="list-style-type: none"> i. Follows local procedures in relation to mealtimes (e.g. protected mealtimes, indicators of patients who need additional support) ii. Ensures that patients/clients are ready for the meal (i.e. in appropriate location, position, offered opportunity to wash hands, offered appropriate assistance) iii. Reports to appropriate person if a patient/client is unable to eat at the mealtime (e.g. is away from the unit, unwell, etc.) iv. Follows food hygiene procedures <p>Standard: 2e, 8a, d, f, 9,10a, c, 12b,</p> <p>Code: 1.5, 2.2, 6.1, 6.3, 8.1</p>	
Verified by:	Student signature:	Mentor signature:
31 Ensure that those unable to take food by mouth receive adequate nutrition.	<ul style="list-style-type: none"> i. Recognises, responds appropriately and reports patients who have difficulty eating and / or swallowing ii. Adheres to a plan of care that provides adequate nutrition and hydration when eating or swallowing is difficult <p>Standard: 6a, b, c, d, 7a, b,</p> <p>Code: 1.2, 2.1, 4.2</p>	
Verified by:	Student signature:	Mentor signature:
32 Safely administer fluids when fluids cannot be taken independently.	To be achieved in the branch programme	

Verified by:		Student signature:		Mentor signature:	
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Medicines Management ¹				
Patients/clients can trust a newly registered nurse to:		For entry to branch	Evidence of Achievement	Indicative Content
33 Correctly and safely undertake medicines ² calculations.		i. Is competent in basic medicines calculations (*) Standard: 15a, 16a Code: 6.1		Numeracy skills, drug calculations required to administer medicines safely via appropriate routes in Branch including specific requirements for children and other groups
Verified by:		Student signature:	Mentor signature:	
34 Work within the legal and ethical framework that underpins safe and effective medicines management.		i. Demonstrates understanding of legal / ethical frameworks relating to safe administration of medicines in practice Standard: 2d, 9, 12b, 16a Code: 1.5, 6.1		Law, consent, confidentiality, ethics, accountability. Responsibilities under law, application of medicines legislation to practice, including use of controlled drugs, exemption orders in relation to Patient Group Directions (PGD) ³ . Regulatory requirements: <i>NMC Guidance for the administration of medicines</i> and <i>NMC Code of professional conduct: standards for conduct, performance and ethics</i> , Statutory requirements in relation to Mental Health and Children and Young People and Medicines. National Service Frameworks and other country specific guidance.
Verified by:		Student signature:	Mentor signature:	

¹ Medicines management is 'The clinical cost effective and safe use of medicines to ensure patients get maximum benefit from the medicines they need while at the same time minimising potential harm.'

² A Medicinal product: is: 'Any substance or combination of substances presented for treating or preventing disease in human beings or in animals. Any substance or combination of substances which may be administered to human beings or animals with a view to making a medical diagnosis or to restoring, correcting or modifying physiological functions in human beings or animals is likewise considered a medicinal product'. Council Directive 65/65/EEC

³ The law states that only registered nurses may supply and administer a PGD, this cannot be delegated to any other person, including students.

Medicines Management				
Patients/clients can trust a newly registered nurse to:		For entry to branch	Evidence of Achievement	Indicative Content
35 Work as part of a team to offer a range of treatment options of which medicines may form a part.		i. Demonstrates awareness of a range of commonly recognised approaches to managing symptoms e.g. relaxation, distraction, lifestyle advice ii. Discusses referral options Standard: 8f, 9,16a Code: 6.1		Health promotion, lifestyle advice, over-the-counter medicines, self-administration of medicines and other therapies. Observation and assessment. Effect of medicines and other treatment options, including distraction, positioning, complementary therapies, etc.
Verified by:		Student signature:	Mentor signature:	
36 Ensure safe and effective practice through comprehensive knowledge of medicines, their actions, risks and benefits.		i. Uses knowledge of commonly administered medicines in order to act promptly in cases where side effects and adverse reactions occur Standard: 16a Code: 6.1		Related anatomy and physiology. Drug pathways, how medicines act. Pharmacotherapeutics – what are therapeutic actions of certain medicines. Risks versus benefits of medication. Pharmacokinetics and how doses are determined by dynamics / systems in body. Role and function of bodies that regulate and ensure the safety and effectiveness of medicines. Knowledge on management of 'adverse drug events', adverse drug reactions, prescribing and administration errors and the potential repercussions for patient safety
Verified by:		Student signature:	Mentor signature:	

Medicines Management				
Patients/clients can trust a newly registered nurse to:		For entry to branch	Evidence of Achievement	Indicative Content
37 Order, receive, store and dispose of medicines safely in any setting (including controlled drugs).		i. Demonstrates ability to safely store medicines under supervision. Standard: 2d, 12b Code: 1.5, 6.1		Managing medicines in in-patient or primary care settings, e.g. schools and homes. Legislation that underpins practice, related to a wide range of medicines including controlled drugs, infusions, oxygen, etc. Suitable conditions for storage, managing out-of-date stock, safe handling medication, managing discrepancies in stock, omissions. www.dh.gsi.gov.uk - See <i>Safer Management of Controlled drugs</i>
Verified by:		Student signature:	Mentor signature:	
38 Administer medicines safely in a timely manner, including controlled drugs.		i. Uses prescription charts correctly and maintains accurate records ii. Utilises and safely dispose of equipment needed to draw up / administer medication (e.g. needles, syringes, gloves) iii. Administers medication safely under direct supervision, including orally and by injection in simulation and / or in practice Standard: 1c, d, 8f, 10d, 12b, 15a Code: 4.4, 6.3		Patient/client involvement, fear and anxiety, importance of non-verbal and verbal communication. Use of prescription charts including how to prepare, read and interpret them and record administration and non-administration. Use of patient/client drug record cards for controlled drugs. Preparing and administering medication in differing environments, hygiene, infection control, compliance aids, safe transport and disposal of medicines and equipment. Safety, checking patient/client identity, last dose, allergies, anaphylaxis, polypharmacy, monitoring of effect and record keeping.

			Where and how to report contra-indications, side effects, adverse reactions. Skills needed to administer safely via various means e.g. oral, topical, by infusion, injection, syringe driver and pumps, e.g. in relation to Branch. Aware of own limitations and when to refer on. Legal requirements, mechanisms for supply, sale and administration of medication, self-administration.
Verified by:	Student signature:	Mentor signature:	
Medicines Management			
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement	Indicative Content
39 Keep and maintain accurate records within a multi-disciplinary framework and as part of a team.	i. Demonstrates awareness of roles and responsibilities within the MDT for medicines management, including how and in what ways information is shared Standard: 5d, 9, 13a, b, c Code: 4.2, 4.3		Links to legislation, use of controlled drugs, <i>NMC Code of professional conduct: standards for conduct, performance and ethics</i> , in relation to confidentiality, consent and record keeping. Use of electronic records.
Verified by:	Student signature:	Mentor signature:	
40 Work in partnership with patient/clients and carers in relation to concordance and managing their medicines.	i. Under supervision involves patient/client and carers in administration / self-administration of medicines. Standard: 4c, 7c, d, 9 Code: 2.1, 2.2		Cultural, religious, linguistic and ethical beliefs, issues and sensitivities around medication. Ethical issues relating to compliance and covert administration of medicines. Self-administration, patient/client assessment explanation and

			monitoring. Concordance Meeting needs of specific groups including self-administration, e.g. the mentally ill, learning disabled, children and elderly.
Verified by:	Student signature:	Mentor signature:	
Medicines Management			
Patients/clients can trust a newly registered nurse to:	For entry to branch	Evidence of Achievement	Indicative Content
41 Use and evaluate up-to-date information on medicines management and work within national and local policies.	i. Accesses commonly used evidence based sources relating to the safe and effective management of medicines Standard: 2d, 9, 12b Code: 1.5, 6.1		Evidence based practice, identification of resources, the 'expert' patient/client. Using sources of information, national and local policies, clinical governance, formularies, e.g. British National Formulary and the Children's British National Formulary.
Verified by:	Student signature:	Mentor signature:	
42 Demonstrate understanding and knowledge to supply and administer via a Patient Group Direction (PGD) ² .	i. Demonstrates knowledge of what a patient group direction is and who can use them. Standard: 9, 16a, b, 13c Code: 6.1		National Prescribing Centre Competency Framework www.npc.co.uk
Verified by:	Student signature:	Mentor signature:	

² The law states that only registered nurses may supply and administer a PGD, this cannot be delegated to any other person, including students.
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