Essential Skills Clusters (ESCs) for Pre-registration Nursing Programmes
Skills required for Entry to the Register

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 the register**	**Evidence of Achievement**
1 Provide care based on the highest standards, knowledge and competence.		i. Demonstrates clinical confidence through sound knowledge, skills and understanding relevant to Branch. ii. Is self aware and self confident, knows own limitations and is able to take appropriate action iii. Acts as a role model in promoting a professional image iv. Acts as a role model in developing trusting relationships, within professional boundaries v. Recognises and acts to overcome barriers in developing effective relationships with patients/clients vi. Initiates, maintains and closes professional relationships with patients/clients and carers vii. Uses professional support structures to develop self awareness, challenge own prejudices and enable professional relationships, so that care is delivered without compromise Standard: 7, A1, 2, 3, 4, 5, 6, C4, K1, P3 Code: 1.2, 1.3, 2.3, 6.1	
Verified by:		**Student signature:**	**Mentor signature:**

Care, Compassion and Communication			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**Evidence of Achievement**
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.		i. Is sensitive to patient/client needs, choice and capability and appropriately incorporates this into planned care ii. Supports access to independent advocacy iii. Recognises situations and acts appropriately when patient/client choice may compromise safety iv. Uses strategies to manage situations where the patients'/clients' wishes conflict with planned care v. Acts to ensure that patients/clients who are unable to meet their activities of living have these addressed in a sensitive and dignified manner and a record is kept in relation how these needs are met, e.g. bathing, elimination, care of the skin, nails, hair, eyes, teeth and mouth vi. Works confidently, collaboratively and in partnership with patients/clients, their families and other carers to ensure that needs are met in care planning and delivery, including strategies for self care and peer support vii. Helps the patient/client to identify and use their strengths to achieve their goals and aspirations. Standard: C3, D1, E1, G1, 2, 3, Code: 2.1, 3.1, 3.2, 4.4	
Verified by:		**Student signature:**	**Mentor signature:**

Care, Compassion and Communication			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**Evidence of Achievement**
3 Treat them with dignity and respect them as individuals.		i. Acts professionally to ensure that personal judgements, prejudices, values, attitudes and beliefs do not compromise the care provided ii. Is proactive in promoting and maintaining dignity iii. Challenges situations/others when patient/client dignity may be compromised iv. Uses appropriate strategies to encourage and promote patient/client choice Standard: C4, E3, J1 Code: 1.4, 2.1, 2.2	
Verified by:		**Student signature:**	**Mentor signature:**

Care, Compassion and Communication			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**Evidence of Achievement**
4 Care for them in an environment and manner that is culturally competent and free from discrimination, harassment and exploitation.		i. Delivers care that is culturally competent and free from discrimination, harassment and exploitation. ii. Upholds patients'/clients' legal rights and speaks out when these are at risk of being compromised iii. Takes into account differing cultural traditions, beliefs, UK legal frameworks and professional ethics when planning care iv. Is proactive in promoting care environments that are culturally sensitive and free from discrimination, harassment and exploitation. v. Manages challenging situations effectively Standard: B1, 4, C1, 2, 3, 4, K2, 3, 4 Code: 2.1, 2.2, 3.2, 8.1	
Verified by:		**Student signature:**	**Mentor signature:**

Care, Compassion and Communication			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**Evidence of Achievement**
5 Provide care that is delivered in a warm, sensitive and compassionate way.		i. Anticipates how the patient/client might feel in a given situation and responds with kindness and empathy to provide physical and emotional comfort ii. Makes appropriate use of touch iii. Listens to, watches for, and responds to verbal and non verbal cues iv. Delivers care that recognises need and provides both practical and emotional support v. Has insight into own values and how these may impact on patient/client interactions vi. Recognises circumstances that trigger personal negative responses and takes action to prevent this compromising of care. vii. Recognises and responds to emotional discomfort / distress in self and others viii. Through reflection and evaluation demonstrates commitment to personal and professional development Standard: A2, B5, C3, 4, D1, E2, H4, P2, 3 Code: 2.3, 2.5, 6.1	
Verified by:		**Student signature:**	**Mentor signature:**

Care, Compassion and Communication			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**Evidence of Achievement**
6 Listen, and provide information that is clear, accurate and meaningful at a level at which the patient/client can understand.		i. Consistently shows ability to communicate safely and effectively with patients/clients providing guidance for juniors ii. Communicates effectively and sensitively in different settings, using a range of methods and styles iii. Provides accurate and comprehensive written and verbal reports based on best available evidence iv. Acts to reduce and challenge barriers to effective communication and understanding v. Is proactive and creative in enhancing communication and understanding vi. Where appropriate uses the skills of active listening, questioning, paraphrasing and reflection to support a therapeutic intervention vii. Uses appropriate and relevant communication skills to deal with difficult and challenging circumstances (e.g. responding to emergencies, unexpected occurrences, saying "no", dealing with complaints, resolving disputes, de-escalating aggression, conveying 'unwelcome news') Standard: C4, D1, E1, 2, F1, 3, G3, H4, J1, K2, M1, N1, 2, Q2, 3 Code: 2.2, 3.2, 4.3, 4.4, 6.1	
Verified by:		**Student signature:**	**Mentor signature:**

Care, Compassion and Communication		
Patients/clients can trust a newly registered nurse to:	**For entry to the register**	**Evidence of Achievement**
7 Protect and treat as confidential all information relating to themselves and their care.	i. Acts professionally and appropriately in situations where there may be limits to confidentiality (e.g. public interest, protection from harm) ii. Recognises the significance of information and who does / does not need to know iii. Acts appropriately in sharing information to enable and enhance care (carers, MDT and across agency boundaries) iv. Works within the legal frameworks for data protection (e.g. access to and storage of records) v. Acts within the law when confidence has to be broken Standard: A4, B1, 2, 3, 4, D2, G1, K2, 3, 4, M1, 2, 3, P4 Code: 1.2, 3.2, 3.3, 5.1, 5.2, 5.3	
Verified by:	**Student signature:**	**Mentor signature:**
8 Ensure that their consent will be sought prior to care or treatment being given and that their rights will be respected.	i. Uses appropriate strategies to enable patients/clients to understand treatments and other interventions in order to give informed consent ii. Works within legal frameworks when seeking consent iii. Assesses the needs and wishes of carers and / or relatives in relation to information and consent iv. Demonstrates respect for patient/client autonomy and their right to withhold consent in relation to treatment within legal frameworks Standard: A1, B1, C2, 3, E2, K2, 3, 4, P4 Code: 3.1, 3.2, 5.3, 5.4	
Verified by:	**Student signature:**	**Mentor signature:**

Organisational Aspects of Care			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**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.	i. Makes a holistic and systematic assessment of physical, emotional, psychological, social, cultural and spiritual needs, including risk, and creates a comprehensive plan of nursing care in partnership with the patient/client, carer, family or friends ii. Takes responsibility for assessment and planning of care delivery iii. Applies evidence to practice iv. Works within the context of a multi-professional team to enhance the care of patients/clients v. Promotes health and well-being through teaching patients/clients and carers about their condition and treatment vi. Uses a range of techniques to discuss treatment options with patients/clients vii. Enables patients/clients to take an active role in making choices concerning their care viii. Discusses sensitive issues and provides appropriate advice and guidance e.g. contraception, substance misuse, impact of lifestyle on health ix. Refers to specialists when required x. Acts appropriately 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) xi. Measures, documents and interprets vital signs and acts appropriately on findings xii. Performs routine diagnostic tests (e.g.	

	urinalysis) relevant to the area of work and acts appropriately on findings xiii. Works within a public health framework to assess needs and plan care for individuals and groups Standard: A3, 4, 6, C3, 4, E1, 2, 3, 4, F2, 3, G3, H1, 2, 5, 6, J1, 2, K1, 2, 3, 4, M1, 2, 3, Q1, 2, 3 Code: 1.2, 1.4, 2.1, 2.4, 3.1, 4.3, 4.4, 6.5, 8.1		
Verified by:	**Student signature:**		**Mentor signature:**

Organisational Aspects of Care			
Patients/clients can trust a newly registered nurse to:	**For entry to the register**		**Evidence of Achievement**
10 Deliver and evaluate care against the comprehensive assessment and care plan.	i. Provides safe and effective care in the context of patients'/clients' age, condition and developmental stage ii. Prioritises the needs of groups of patients/clients and individuals in order to deliver care effectively and efficiently iii. Detects, records and reports deterioration/improvement and takes appropriate action iv. Implements strategies for evaluating the effect of interventions, taking account of the patients'/clients'/carers' interpretation of physical, emotional, and behavioural changes. v. Reviews and makes adjustments to the care plan in response to evaluation, communicating these changes to colleagues Standard: A4, E2, 3, F3, G1, 3, J1, 2, L1, M3 Code: 2.1, 4.3, 6.1		
Verified by:	**Student signature:**		**Mentor signature:**

Organisational Aspects of Care			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**Evidence of Achievement**
11 Act to safeguard children and adults requiring support and protection.		i. Recognises and responds appropriately when people are vulnerable, at risk, or in need of support and protection ii. Shares information safely with colleagues and across agency boundaries for the protection of individuals/the public iii. Makes effective referrals to safeguard and protect children and adults requiring support and protection iv. Works collaboratively with other agencies to develop, implement and monitor strategies to safeguard and protect vulnerable individuals and groups v. Supports patients/clients in asserting their human rights vi. Challenges practices which do not safeguard those requiring support and protection Standard: A2, 5, B2, 4, C2, E2, K4, L2, 4, 5, M2, O1 Code: 1.5, 3.9, 3.10, 5.4, 8.1	
Verified by:		**Student signature:**	**Mentor signature:**

Organisational Aspects of Care			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**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.		i. Shares complaints, compliments and comments with the team in order to improve care ii. Responds appropriately and effectively to feedback iii. Supports patients/clients who wish to complain iv. As an individual and team member, actively seeks and learns from feedback to enhance care and own professional development v. Works within legal frameworks and local policies to deal with complaints, compliments and concerns Standard: A4, 6, B1, 4, C2, D1, E2, H3, K2, 4, L5, M3, P1, 3, 4 Code: 1.5, 4.3, 6.1	
Verified by:		**Student signature:**	**Mentor signature:**
13 Promote continuity when their care is to be transferred to another service or person.		i. Works with colleagues in other services to ensure safe and effective transition between services ii. Prepares patients/clients and their carers for the transition / transfer between services iii. Works in partnership with the patient/client to develop strategies for smooth transfer / transition and evaluates the outcome Standard: D1, 2, E2, F1, 2, 3, G3, H4, J1, 2, M1, 2, 3 Code: 2.1, 4.3, 5.1	
Verified by:		**Student signature:**	**Mentor signature:**

Organisational Aspects of Care			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**Evidence of Achievement**
14 Be confident in their own role within the multi-disciplinary / multi-agency team and to inspire confidence in others.		i. Appropriately consults and explores solutions and ideas with others to enhance care ii. Appropriately challenges the practice of self and others across the multi-professional team iii. Takes appropriate role within the team iv. Act as an effective role model in decision making, taking action and supporting more junior staff v. Works inter-professionally as a means of achieving optimum outcomes for patients/clients Standard: A4, 5, D4, G3, H6, K4, L2, 5, M1, 2, 3, N1, 2, 3, O4 Code: 4.3, 4.4, 4.5, 8.1	
Verified by:		**Student signature:**	**Mentor signature:**
15 Safely delegate care to others and to respond appropriately when a task is delegated to them.		i. Works within the requirements in the *NMC Code of professional conduct: standards for conduct, performance and ethics* in delegating care and when care is delegated to them ii. Takes responsibility and accountability when delegating care to others iii. Prepares, supports and supervises those to whom care has been delegated iv. Recognises and addresses deficits in knowledge and / or skill in self and takes appropriate action Standard: A1, N1, 2, 3 Code: 1.3, 4.6, 6.4	
Verified by:		**Student signature:**	**Mentor signature:**

Organisational Aspects of Care			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**Evidence of Achievement**
16 Safely lead, co-ordinate and manage care.		i. Inspires confidence and provides clear direction to others ii. Takes decisions and is able to answer for these decisions when required iii. Bases decisions on evidence and uses experience to guide decision-making iv. Acts as a positive role model for junior staff v. Manages time effectively vi. Negotiates with others in relation to balancing competing/conflicting priorities Standard: A4, D1, G1, 3, H1, 2, 6, I1, K1, 2, M2, N3 Code: 1.3, 6.5	
Verified by:		**Student signature:**	**Mentor signature:**
17 Work safely under pressure.		i. Demonstrates good time management ii. Prioritises own workload and manages the competing / conflicting priorities of the caseload, ward or department iii. Appropriately reports concerns regarding staffing / skill-mix iv. Recognises stress in others and provides appropriate support or guidance v. Enables others to identify and manage their stress Standard: A6, B4, D1, G1, 3, I1, K1, 2, 3, 4, L2, 3, 4, 5, M2, N1, 2, 3, Code: 1.3, 6.4, 6.5, 8.1, 8.2	
Verified by:		**Student signature:**	**Mentor signature:**

Organisational Aspects of Care			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**Evidence of Achievement**
18 Identify and safely manage risk in relation to the patient/client, the environment, self and others.		i. Reflects on and learns from patient safety incidents as individual and team member and contributes to team learning ii. Participates in clinical audit to improve patient/client care iii. Assesses and implements measures to manage, reduce or remove risk that could be detrimental to patients/clients, self and others iv. Assesses, evaluates and interprets risk indicators and balances risks against benefits, taking account of the level of risk the patient/client, or others are prepared to take v. Works within legal frameworks to promote safety and positive risk taking vi. Works within policies to protect self and others vii. Takes steps not to cross professional boundaries and put self or colleagues at risk Standard: A4, 5, B1, 3, 4,D1, 2, E4, F1, 2, 3, H1, 2, 3, 4, 5, 6, K3, 4, L2, 3, 4, 5, M1, 3 Code: 2.2, 2.3, 3.1, 3.2, 8.1, 8.2, 8.3	
Verified by:		**Student signature:**	**Mentor signature:**
19 Work to resolve conflict and maintain a safe environment.		i. Selects and applies appropriate strategies and techniques for defusing, disengaging and managing actual and potential violence and aggression Standard: B4, D1, 2, F2, J2, K2, 3, L2, 5, O4, Q3 Code: 1.4, 2.2, 2.3	
Verified by:		**Student signature:**	**Mentor signature:**

Organisational Aspects of Care			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**Evidence of Achievement**
20 Select and manage medical devices safely.		i. Works within legal frameworks and applies evidence based practice in the safe selection and use of medical devices ii. Safely uses and maintains a range of medical devices appropriate to the area of work, including ensuring regular servicing, maintenance and calibration iii. Keeps appropriate records in relation to the use and maintenance of medical devices and the decontamination processes required as per local and national guidelines iv. Explains the devices to patients/clients and / or carers and checks understanding Standard: E3, L1, 4, 5, P3 Code: 1.5, 2.1, 6.1	
Verified by:		**Student signature:**	**Mentor signature:**

Infection Prevention and Control		
Patients/clients can trust a newly registered nurse to:	**For entry to the register**	**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.	i. Works within *NMC Code of professional conduct: standards for conduct, performance and ethics* to meet responsibilities for prevention and control of infection ii. Plans, delivers and documents care that demonstrates effective risk assessment, infection prevention and control iii. Identifies, recognises and refers to the appropriate clinical expert iv. Explains risks to patients/clients, relatives, carers and colleagues v. Recognises infection risk and reports and acts in situations where there is need for health promotion / protection Standard: A1, 6, E2, 4, F3, H4, L1, 2, 4, 5, O1 Code: 1.2, 2.1, 4.4, 6.3	
Verified by:	**Student signature:**	**Mentor signature:**

Infection Prevention and Control			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**Evidence of Achievement**
22 Maintain effective Standard Infection Control Precautions for every patient/client.		i. Initiates and maintains appropriate measures to prevent and control infection according to route of transmission of micro-organism, in order to protect patients/clients, members of the public and other staff ii. Applies legislation that relates to the management of specific infection risk at a local and national level iii. Adheres to infection prevention and control policies/procedures at all times and ensures colleagues also work according to good practice guidelines iv. Challenges the practice of other care workers who put themselves and / or others at risk of infection Standard: A5, B1, H1, 2, 6, K3, L2, N3, Q2 Code: 6.1, 6.2, 8.1, 8.2	
Verified by:		**Student signature:**	**Mentor signature:**

Infection Prevention and Control			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**Evidence of Achievement**
23 Provide effective care for patients/clients who have an infectious disease including, where required, the use of standard isolation techniques.		i. Recognises and acts upon the need to refer to specialist advisors as appropriate ii. Assesses the needs of the infectious patient/client or cohort and applies appropriate isolation techniques iii. Ensures that patients/clients, relatives, carers and colleagues are aware of and adhere to local policies in relation to isolation and infection control procedures iv. Identifies suitable alternatives when isolation facilities are unavailable Standard: A3, 4, B1, E4, G1, 2, 3, H2, J1, L2, 5 Code: 2.1, 2.2, 6.1, 6.3	
Verified by:		**Student signature:**	**Mentor signature:**
24 Fully comply with hygiene, uniform and dress codes in order to limit, prevent and control infection.		i. Acts as a role model to others and ensures colleagues work within local policy Standard: A5, N3, Q2, 3 Code: 1.2	
Verified by:		**Student signature:**	**Mentor signature:**

Infection Prevention and Control			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**Evidence of Achievement**
25 Safely apply the principles of asepsis when performing invasive procedures and be competent in aseptic technique.		i. Applies a range of appropriate measures to prevent infection including application of safe and effective aseptic technique relevant to branch ii. Safely performs wound care / dressings, applying non-touch and / or aseptic techniques related to Branch and task being performed. iii. Able to communicate potential risks to junior colleagues and advise patients/clients on management of their device, site or wound to prevent and control infection and to promote healing Standard: H2, 3, 4, 6, K1, 2, N3, O4, P2, 3, Q1, 2, 3 Code: 1.2, 1.4, 2.1, 4.3, 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. Manages hazardous waste and spillages in accordance with local health and safety policies Standard: L1, 2, 3, 5, O3 Code: 6.1, 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 the register**	**Evidence of Achievement**
27 Provide assistance with selecting a diet through which they will receive adequate nutritional and fluid intake.		i. Uses knowledge of dietary and other factors contributing to ill health, obesity, weight loss, poor fluid intake and poor nutrition to inform practice ii. Supports patients/clients to make appropriate choices / changes to eating patterns, taking account of dietary preferences (including religious and cultural requirements) and special diets needed for health reasons iii. Refers to specialist member of the multi-disciplinary team for additional / specialist advice iv. Discusses with patients/clients how diet can improve health and the risks associated with not eating appropriately iv. Provides advice and support to mothers who are breast feeding where relevant to branch v. Provides support and advice to carers when there are feeding difficulties Standard: A6, C1, 2, 3, 4, E1, 2, 3, 4, H5, J1, O2, P3, Q1, 2 Code: 1.4, 2.1, 2.2, 2.4, 3.1, 4.3, 6.1, 6.3	
Verified by:		**Student signature:**	**Mentor signature:**

Nutrition and Fluid Management			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**Evidence of Achievement**
28 Assess and monitor nutritional status and formulate an effective care plan.		i. Makes a comprehensive assessment of patients'/clients' needs in relation to nutrition identifying, documenting and communicating level of risk **(*)** ii. Seeks specialist advice as required in order to formulate an appropriate care plan iii. Provides information to patient/client and carers iv. Monitors and records progress against the plan v. Discusses progress / changes in the patients'/clients' condition with the multi-disciplinary team vi. Reports malnutrition / worsening nutritional status as an adverse event and initiates appropriate action Standard: A3, 4, F1, 2, 3, G2, H3, 4, 5, M2, 3, O2 Code: 2.1, 4.3, 4.4, 6.3, 8.1	
Verified by:		**Student signature:**	**Mentor signature:**
29 Assess and monitor fluid status and formulate an effective care plan.		i. Uses negotiating and other skills to encourage patients/clients who might be reluctant to drink to take adequate fluids ii. Identifies signs of dehydration and acts to correct these **(*)** iii. Works collaboratively with multi-disciplinary team to ensure an adequate fluid intake and output Standard: A3, 4, D1, 2, J1, M2, 3, O2 Code: 4.1, 4.2, 4.3, 4.4, 6.1	
Verified by:		**Student signature:**	**Mentor signature:**

Nutrition and Fluid Management			
Patients/clients can trust a newly registered nurse to:		**For entry to the register**	**Evidence of Achievement**
30 Provide an environment conducive to eating and drinking.		i. Challenges others who do not follow procedures ii. Ensures appropriate assistance and support is available to enable patients/clients to eat iii. Makes provision for replacement meals for those patients/clients unable to eat at the usual time iv. Ensures that appropriate food and fluids are available as required by the patients/clients Standard: A5, B5, I1, K4, M1, N1, 2, 3, O4, P3, Q3 Code: 1.3, 1.4, 4.3, 4.5, 4.6, 6.4, 8.1, 8.2, 8.4	
Verified by:		**Student signature:**	**Mentor signature:**
31 Ensure that those unable to take food by mouth receive adequate nutrition.		i. Takes action to ensure that, where there are problems with eating and swallowing, nutritional status is not compromised ii. Where relevant to Branch, administers enteral feeds safely and maintains equipment in accordance with local policy **(*)** iii. Where relevant to Branch safely inserts, maintains and uses naso-gastric, PEG and other feeding devices Standard: A6, B1, 4, 5, H1, 2, 3, 4, K1, 2, 3, 4, L1, O2. Code: 1.4, 6.1, 6.2, 8.1,	
Verified by:		**Student signature:**	**Mentor signature:**
32 Safely administer fluids when fluids cannot be taken independently.		**Where relevant to branch:** i. Understands and applies the knowledge that intravenous fluids are prescribed and works within local administration of medicines policy ii. Monitors and assesses patients/clients receiving intravenous fluids **(*)** iii. Documents progress against prescription and markers of hydration**(*)** Monitors infusion site for signs of abnormality	

		iv. , reports and documents any such signs Standard: G2, J1, 2, L2, O2 Code: 4.3, 4.3, 6.1, 6.2, 6.5	
Verified by:		Student signature:	Mentor signature:

Medicines Management[1]

Patients/clients can trust a newly registered nurse to:		For entry to the register	Evidence of Achievement		Indicative Content
33 Correctly and safely undertake medicines[2] calculations.		i. Accurately calculates medicines frequently encountered within Branch *(*)* Standard: O2, P4 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. Applies legislation in practice to safe and effective ordering, receiving, storing administering and disposal of medicines and drugs, including controlled drugs in both primary and secondary care settings Standard: A5, 6, B1 Code: 1.5, 6.1, 6.2			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: *NMC Guidance for the administration of medicines* and *NMC Code of professional conduct: standards for conduct, performance and ethics*, 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:**		

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[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 the register	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. Works confidently as part of the team to develop treatment options and choices ii. Questions, critically appraises and uses evidence to support an argument in determining when medicines may or may not be an appropriate choice of treatment Standard: A4, D1, G3, H1, 3, 6, K4, L2, 4, M1, 2, 3 Code: 4.2, 8.1, 8.2			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. Applies knowledge of basic pharmacology, how medicines act and interact in the systems of the body, and their therapeutic action related to Branch practice. ii. Safely manages drug administration and monitors effects. **(*)** iii. Reports adverse incidents and near misses iii. Safely manages anaphylaxis standard: F2, 3, J2, O2, P4 Code: 6.1, 6.4			Related anatomy and physiology. Drug pathways, how medicines act. Pharmaco-therapeutics – what are therapeutic actions of certain medicines. Risks versus benefits of medication. Pharmaco-kinetics 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 the register	Evidence of Achievement		Indicative Content
37 Order, receive, store and dispose of medicines safely in any setting (including controlled drugs).		i. Orders, receives, stores and disposes of medicines safely in relation to Branch (including controlled drugs). Standard: B1, L3, 5 Code: 1.5, 6.1, 6.2			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 *Safer Management of Controlled drugs*
Verified by:		**Student signature:**	**Mentor signature:**		
38 Administer medicines safely in a timely manner, including controlled drugs.		i. Safely and effectively administers medicines via routes and methods commonly used within the Branch and maintain accurate records **(*)** Standard: A1, G2, H4, L1, O2 Code: 4.4, 6.1			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.

		Evidence of Achievement	
		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 the register	Evidence of Achievement	Indicative Content
39 Keep and maintain accurate records within a multi-disciplinary framework and as part of a team.	i. Effectively keep records of medication administered and omitted, including controlled drugs Standard: A1, B1, G2, O2 Code: 4.4		Links to legislation, use of controlled drugs, *NMC Code of professional conduct: standards for conduct, performance and ethics*, 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. Works with patients/clients, parents and carers to provide clear and accurate information ii. Gives clear instruction, explanation before checking understanding relating to use of medicines and treatment options iii. Assesses the patients'/clients' ability to safely self-administer their medicines		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

		Evidence of Achievement		
	iv. Assists patients/clients to make safe and informed choices about their medicines Standard: C3, 4, E1, 2, 3, G2, 3, H3, J1 Code: 4.2, 4.3			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 the register**	**Evidence of Achievement**		**Indicative Content**
41 Use and evaluate up-to-date information on medicines management and work within national and local policies.	i. Works within national and local policies relevant to the Branch Standard: B4, E1, 2, H5 Code: 1.5, 2.1, 5.4			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. **Through simulation and course work** demonstrates knowledge and application of the principles required for safe and effective supply and administration via a patient group direction including an understanding of role and accountability. ii. **Through simulation and course work** demonstrates how to supply and administer			National Prescribing Centre Competency Framework www.npc.co.uk

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

		via a patient group direction. Standard: H4, P4 Code: 6.1		
Verified by:		**Student signature:**	**Mentor signature:**	