



LEARNING OPPORTUNITIES MENTAL HEALTH FIELD
Degree Exit Curriculum

Placement Area –

Domain 1: Professional Values

Generic Standard for Competence

All nurses must act first and foremost to care for and safeguard the public. They must practise autonomously and be responsible and accountable for safe, compassionate, person-centred, evidence-based nursing that respects and maintains dignity and human rights. They must show professionalism and integrity and work within recognised professional, ethical and legal frameworks. They must work in partnership with other health and social care professionals and agencies, service users, their carers and families in all settings, including the community, ensuring that decisions about care are shared.

Mental health nurses must work with people of all ages using values-based mental health frameworks. They must use different methods of engaging people, and work in a way that promotes positive relationships focused on social inclusion, human rights and recovery, that is, a person's ability to live a self-directed life, with or without symptoms, that they believe is meaningful and satisfying.

Field Specific	Competency	Suggested Activity / Opportunity
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	<p>1. All nurses must practise with confidence according to ‘The code: Standards of conduct, performance and ethics for nurses and midwives’ (NMC 2008), and within other recognised ethical and legal frameworks. They must be able to recognise and address ethical challenges relating to people’s choices and decision-making about their care, and act within the law to help them and their families and carers find acceptable solutions.</p>	<p>Demonstrate professional conduct at all times Show awareness of and apply the NMC Code of conduct in practice Attend practice in a timely manner, as per duty rota, report absence as per procedure Reflection on practice with mentor Discussion around scenarios regarding ethical, professional issues Interaction with service users, their carers and families promoting informed choice Use of the internet to research information Access to the wider team of Health Professionals and other agencies</p>
<p>Field Specific</p>	<p>Competency</p>	<p>Suggested Activity / Opportunity</p>
<p>Mental Health</p>	<p>1.1 Mental health nurses must understand and apply current legislation to all service users, paying special attention to the protection of vulnerable people, including those with complex needs arising from ageing, cognitive impairment, long-term conditions and those approaching the end of life.</p>	<p>Opportunity to interact with service users from a diverse background Is polite, kind, courteous, trustworthy and empathetic to service users and their carers and colleagues at all times Maintains the dignity and privacy of service users at all times Discussions regarding current legislation including the Mental Health Act, Safeguarding and Consent with relevant practitioners Opportunity to participate in MH Tribunals Opportunity to identify areas for concern and implement care planning accordingly Use of the internet to research information Exhibits safety in their clinical practice at all times</p>

	<p>2 All nurses must practise in a holistic, non-judgmental, caring and sensitive manner that avoids assumptions, supports social inclusion; recognises and respects individual choice; and acknowledges diversity. Where necessary, they must challenge inequality, discrimination and exclusion from access to care.</p>	<p>Opportunity to interact with service users, their carers and families supporting them as individuals, seeking consent for care when undertaking nursing activities and acting professionally at all times</p> <p>Reflection on practice with mentor</p> <p>Opportunity to act as advocate to service user</p> <p>Attend Service User Groups</p> <p>Participate in identifying needs and implementing care</p>
Mental Health	<p>2.1 Mental health nurses must practise in a way that addresses the potential power imbalances between professionals and people experiencing mental health problems, including situations when compulsory measures are used, by helping people exercise their rights, upholding safeguards and ensuring minimal restrictions on their lives. They must have an in depth understanding of mental health legislation and how it relates to care and treatment of people with mental health problems.</p>	<p>Opportunity to act as advocate to service users, carers and their families, displaying professional behaviour at all times obtaining consent when undertaking nursing activities and providing timely responses to requests</p> <p>Discussion with mentor on issues affecting introduction to MH services</p> <p>Access to professionals with in depth knowledge of MH Act</p> <p>Opportunity to identify, implement and evaluate care with regard to upholding safeguarding whilst maintaining informed choice</p>
Field Specific	Competency	Suggested Activity / Opportunity
	<p>3 All nurses must support and promote the health, wellbeing, rights and dignity of people, groups, communities and populations. These include people whose lives are affected by ill health, disability, ageing, death and dying. Nurses must understand how these activities influence public health.</p>	<p>Identifying Public Health issues with relevant Healthcare Professionals and service users, carers and families</p> <p>Planning, implementing and evaluating aspects of health promotion with service users etc., maintaining their dignity at all times</p> <p>Opportunity to access other relevant areas/teams which offer Insight into Public Health</p>

Mental Health	3.1 Mental health nurses must promote mental health and wellbeing, while challenging the inequalities and discrimination that may arise from or contribute to mental health problems.	<p>Opportunity to access other non-field specific areas to promote understanding of MH issues</p> <p>Opportunity to work alongside marginalised and socially excluded groups, promoting self-care where appropriate</p> <p>Discussion with mentor about beliefs and values</p> <p>Involvement in User Groups, Mental Health Days etc</p>
	4 All nurses must work in partnership with service users, carers, families, groups, communities and organisations. They must manage risk, and promote health and wellbeing while aiming to empower choices that promote self-care and safety.	<p>Opportunity to establish therapeutic relationship with service users, their carers and families</p> <p>Opportunity to identify, implement and evaluate care with regard to managing risk, promoting health and well-being whilst encouraging independence and maintaining dignity</p>
Field Specific	Competency	Suggested Activity / Opportunity
Mental Health	4.1 Mental health nurses must work with people in a way that values, respects and explores the meaning of their individual lived experiences of mental health problems, to provide person-centred and recovery-focused practice.	<p>Opportunity to interact with service users, carers and families to hear individual life stories</p> <p>Plan, provide and evaluate person centred recovery in liaison with service users, carers and families</p> <p>Discussion with healthcare professionals regarding person centred care and recovery focused practice with positive outcomes</p>

	<p>5 All nurses must fully understand the nurse's various roles, responsibilities and functions, and adapt their practice to meet the changing needs of people, groups, communities and populations.</p>	<p>Opportunity to identify, implement, evaluate individual care needs Act as advocate for service user displaying professional behaviour at all times</p> <p>Practice a wide range of clinical skills including :- assessment, interviewing, reflecting and communicating, exhibiting politeness, kindness, courtesy and empathy at all times</p> <p>Access to research via Internet, journals, insight visit to Research Nurses?</p>
	<p>6 All nurses must understand the roles and responsibilities of other health and social care professionals, and seek to work with them collaboratively for the benefit of all who need care.</p>	<p>Opportunity to access other field and non-field specific areas/teams Opportunity to experience multi-professional working Opportunity to experience inter-professional learning Assessing care needs and referring appropriately</p>
<p>Field Specific</p>	<p>Competency</p>	<p>Suggested Activity / Opportunity</p>
	<p>7 All nurses must be responsible and accountable for keeping their knowledge and skills up to date through continuing professional development. They must aim to improve their performance and enhance the safety and quality of care through evaluation, supervision and appraisal.</p>	<p>Reflection on practice Exhibiting safety in their clinical practice at all times Evaluation of care given and service user care needs Participation in conferences, team training programmes etc Undertake research activity as appropriate to placement</p>

	<p>8 All nurses must practise independently, recognising the limits of their competence and knowledge. They must reflect on these limits and seek advice from, or refer to, other professionals where necessary.</p>	<p>Assessment and referral criteria Initial interview focussing on role of the student, expectations etc. Participate in care delivery with appropriate supervision, within their own limitations at all times</p>
<p>Mental Health</p>	<p>8.1 Mental health nurses must have and value an awareness of their own mental health and wellbeing. They must also engage in reflection and supervision to explore the emotional impact on self of working in mental health; how personal values, beliefs and emotions impact on practice, and how their own practice aligns with mental health legislation, policy and values-based frameworks.</p>	<p>Reflection on own practice Clinical supervision Regular de-briefing sessions Participation in patient centred care delivery</p>
	<p>9 All nurses must appreciate the value of evidence in practice, be able to understand and appraise research, apply relevant theory and research findings to their work, and identify areas for further investigation.</p>	<p>Use of internet for research Exposure to range of experienced healthcare professionals Direct relating of research based evidence to practice</p>

Domain 2: Communication and Interpersonal Skills

Generic Standard for Competence

All nurses must use excellent communication and interpersonal skills. Their communications must always be safe, effective, compassionate and respectful. They must communicate effectively using a wide range of strategies and interventions including the effective use of communication technologies. Where people have a disability, nurses must be able to work with service users and others to obtain the information needed to make reasonable adjustments that promote optimum health and enable equal access to services.

Field Standard for Competence

Mental health nurses must practise in a way that focuses on the therapeutic use of self. They must draw on a range of methods of engaging with people of all ages experiencing mental health problems, and those important to them, to develop and maintain therapeutic relationships. They must work alongside people, using a range of interpersonal approaches and skills to help them explore and make sense of their experiences in a way that promotes recovery.

Field Specific?	Competency	Suggested Activity / Opportunity
	<p>1. All nurses must build partnerships and therapeutic relationships through safe, effective and non-discriminatory communication. They must take account of individual differences, capabilities and needs.</p>	<p>Establishing therapeutic relationships with service users, carers and families, displaying politeness, kindness, courtesy and empathy at all times and providing timely responses to requests</p> <p>Establishing working relationships with other healthcare practitioners displaying politeness, kindness, courtesy and empathy at all times and providing timely responses to requests</p> <p>Discussion with team regarding values, individuality, needs etc.</p> <p>Opportunities to work with a diverse range of service users and their families</p>
<p>Mental Health</p>	<p>1.1 Mental health nurses must use skills of relationship-building and communication to engage with and support people distressed by hearing voices, experiencing distressing thoughts or experiencing other perceptual problems.</p>	<p>Opportunity to observe experienced healthcare professionals interacting with service users et al</p> <p>Participate in communications with service users experiencing distressing MH problems</p> <p>Opportunity to utilise theories/models of communication taught in university and reflected in placement area</p>

Field Specific	Competency	Suggested Activity / Opportunity
Mental Health	1.2 Mental health nurses must use skills and knowledge to facilitate therapeutic groups with people experiencing mental health problems and their families and carers.	Opportunity to observe and co facilitate small groups comprising of service users, carers or relatives
	2 All nurses must use a range of communication skills and technologies to support person-centred care and enhance quality and safety. They must ensure people receive all the information they need in a language and manner that allows them to make informed choices and share decision making. They must recognise when language interpretation or other communication support is needed and know how to obtain it.	Participate in assessment and on-going care delivery to service users including confirmation of understanding and meaning of service user communication and obtaining consent when undertaking nursing activities Practice communicating with people from a diverse range of backgrounds providing timely responses to requests
	3 All nurses must use the full range of communication methods, including verbal, non-verbal and written, to acquire, interpret and record their knowledge and understanding of people's needs. They must be aware of their own values and beliefs and the impact this may have on their communication with others. They must take account of the many different ways in which people communicate and how these may be influenced by ill health, disability and other factors, and be able to recognise and respond effectively when a person finds it hard to communicate.	Opportunity to assess the physical and mental state of service users Participation in verbal and written reporting/feedback Participate in evaluation of care and continuing needs Discussion with mentor around own values Possible scenarios around impact of ill health, disability and social factors on communication Role modelling from mentor re appropriate communication strategies

Field Specific	Competency	Suggested Activity / Opportunity
	<p>4 All nurses must recognise when people are anxious or in distress and respond effectively, using therapeutic principles, to promote their wellbeing, manage personal safety and resolve conflict. They must use effective communication strategies and negotiation techniques to achieve best outcomes, respecting the dignity and human rights of all concerned. They must know when to consult a third party and how to make referrals for advocacy, mediation or arbitration.</p>	<p>Assessment and appropriate referral Demonstrate knowledge of and assimilation of 6 C's – care, compassion, communication, courage, competency and commitment Knowledge of other services available –insight visits etc Exposure to wider team and experience Shadowing Specialist Nurses</p>
<p>Mental Health</p>	<p>4.1 Mental health nurses must be sensitive to, and take account of, the impact of abuse and trauma on people's wellbeing and the development of mental health problems. They must use interpersonal skills and make interventions that help people disclose and discuss their experiences as part of their recovery.</p>	<p>Maintain therapeutic relationships with SU. Use of patient records to evidence previous history. Discussion with mentor and wider team around impact of abuse and trauma. Opportunity to practice reflection, counselling skills etc.</p>
	<p>5 All nurses must use therapeutic principles to engage, maintain and, where appropriate, disengage from professional caring relationships, and must always respect professional boundaries.</p>	<p>Opportunity to form, maintain and disengage from therapeutic relationships under appropriate supervision displaying politeness, kindness, courtesy, empathy and professional behaviour at all times Discussion with mentor on observing professional boundaries</p>

Field Specific	Competency	Suggested Activity / Opportunity
Mental Health	5.1 Mental health nurses must use their personal qualities, experiences and interpersonal skills to develop and maintain therapeutic, recovery-focused relationships with people and therapeutic groups. They must be aware of their own mental health, and know when to share aspects of their own life to inspire hope while maintaining professional boundaries.	Discuss with mentor and wider team around self-disclosure, boundaries etc Opportunity to attend/participate in small groups
	6 All nurses must take every opportunity to encourage health-promoting behaviour through education, role modelling and effective communication.	Opportunity to advise and participate in health promoting behaviours Awareness and assimilation of 'Making Every Contact Count'
Mental Health	6.1 Mental health nurses must foster helpful and enabling relationships with families, carers and other people important to the person experiencing mental health problems. They must use communication skills that enable psychosocial education, problem-solving and other interventions to help people cope and to safeguard those who are vulnerable.	Develop therapeutic relationships with service user et al Shadowing experienced healthcare professionals Access to relevant insight areas/teams Discussion of relapse prevention with service user
	7 All nurses must maintain accurate, clear and complete records, including the use of electronic formats, using appropriate and plain language.	Opportunity to assess, implement and evaluate care Make appropriate entries in records etc Use of alternate media Demonstrate knowledge of Trust policies around IT, etc.

Field Specific	Competency	Suggested Activity / Opportunity
	8 All nurses must respect individual rights to confidentiality and keep information secure and confidential in accordance with the law and relevant ethical and regulatory frameworks, taking account of local protocols. They must also actively share personal information with others when the interests of safety and protection override the need for confidentiality.	Knowledge of when to disclose personal information Gaining consent from service users during care delivery Appropriate referral Participation in multidisciplinary decision making

Domain 3: Nursing Practice and Decision-Making

Generic Standard for Competence

All nurses must practise autonomously, compassionately, skilfully and safely, and must maintain dignity and promote health and wellbeing. They must assess and meet the full range of essential physical and mental health needs of people of all ages who come into their care. Where necessary they must be able to provide safe and effective immediate care to all people prior to accessing or referring to specialist services irrespective of their field of practice. All nurses must also meet more complex and coexisting needs for people in their own nursing field of practice, in any setting including hospital, community and at home. All practice should be informed by the best available evidence and comply with local and national guidelines. Decision-making must be shared with service users, carers and families and informed by critical analysis of a full range of possible interventions, including the use of up-to-date technology. All nurses must also understand how behaviour, culture, socioeconomic and other factors, in the care environment and its location, can affect health, illness, health outcomes and public health priorities and take this into account in planning and delivering care.

Field Standard for Competence

Mental health nurses must draw on a range of evidence-based psychological, psychosocial and other complex therapeutic skills and interventions to provide person-centred support and care across all ages, in a way that supports self-determination and aids recovery. They must also promote improvements in physical and mental health and wellbeing and provide direct care to meet both the essential and complex physical and mental health needs of people with mental health problems.

Field Specific	Competency	Suggested Activity / Opportunity
	<p>1. All nurses must use up-to-date knowledge and evidence to assess, plan, deliver and evaluate care, communicate findings, influence change and promote health and best practice. They must make person-centred, evidence-based judgments and decisions, in partnership with others involved in the care process, to ensure high quality care. They must be able to recognise when the complexity of clinical decisions requires specialist knowledge and expertise, and consult or refer accordingly.</p>	<p>Participate in assessing, implementing and evaluating care for service users Undertake 'handover' of information to other members of the care team Discussion with mentor regarding awareness of one's practice, appropriate referral methods and rationale for care Research evidence base around procedures etc</p>

Field Specific	Competency	Suggested Activity / Opportunity
Mental Health	1.1 Mental health nurses must be able to recognise and respond to the needs of all people who come into their care including babies, children and young people, pregnant and postnatal women, people with physical health problems, people with physical disabilities, people with learning disabilities, older people, and people with long term problems such as cognitive impairment.	Opportunities to experience care provision in other fields of practice Opportunities to experience care provision from other healthcare professionals
	2. All nurses must possess a broad knowledge of the structure and functions of the human body, and other relevant knowledge from the life, behavioural and social sciences as applied to health, ill health, disability, ageing and death. They must have an in-depth knowledge of common physical and mental health problems and treatments in their own field of practice, including co-morbidity and physiological and psychological vulnerability.	Participate in holistic assessment Identify, implement and evaluate care based on an individual's care needs Discussion of relationship between biological and social sciences on service users they are working with
	3. All nurses must carry out comprehensive, systematic nursing assessments that take account of relevant physical, social, cultural, psychological, spiritual, genetic and environmental factors, in partnership with service users and others through interaction, observation and measurement.	Participate in on-going assessment Discussion with mentor around models of nursing Opportunity to experience assessment tools of other healthcare professionals

Field Specific	Competency	Suggested Activity / Opportunity
Mental Health	3.1 Mental health nurses must be able to apply their knowledge and skills in a range of evidence-based individual and group psychological and psychosocial interventions, to carry out systematic needs assessments, develop case formulations and negotiate goals.	<p>Display an understanding of their own limitations</p> <p>Participate in formulation of short term planning</p> <p>Participate in individual and group based psychosocial interventions</p>
	4. All nurses must ascertain and respond to the physical, social and psychological needs of people, groups and communities. They must then plan, deliver and evaluate safe, competent, person-centred care in partnership with them, paying special attention to changing health needs during different life stages, including progressive illness and death, loss and bereavement.	<p>Participate in care planning</p> <p>Maintain small caseload</p> <p>Evaluate care with involvement of service user, carer etc.</p> <p>Participate in assessment of physical state</p>
Mental Health	4.1 Mental health nurses must be able to apply their knowledge and skills in a range of evidence-based psychological and psychosocial individual and group interventions to develop and implement care plans and evaluate outcomes, in partnership with service users and others.	<p>Observe and participate in CBT</p> <p>Participate in assessment, implementation and evaluation of care in partnership with service users, their carers and families</p> <p>Opportunity to research, observe and practice a wide range of psychological and psychosocial interventions</p>

Field Specific	Competency	Suggested Activity / Opportunity
	<p>5. All nurses must understand public health principles, priorities and practice in order to recognise and respond to the major causes and social determinants of health, illness and health inequalities. They must use a range of information and data to assess the needs of people, groups, communities and populations, and work to improve health, wellbeing and experiences of healthcare; secure equal access to health screening, health promotion and healthcare; and promote social inclusion.</p>	<p>Participate in implementing care for service users, including health promotion as appropriate</p> <p>Opportunity to assess public health needs of a group of service users and develop effective promotional resource</p> <p>Participate in health screening, health promotion etc with other healthcare professionals</p>

Field Specific	Competency	Suggested Activity / Opportunity
Mental Health	5.1 Mental health nurses must work to promote mental health, help prevent mental health problems in at-risk groups, and enhance the health and wellbeing of people with mental health problems	Participate in MH promotion and prevention Discuss relapse prevention, at risk behaviours etc with service users
	6. All nurses must practise safely by being aware of the correct use, limitations and hazards of common interventions, including nursing activities, treatments, and the use of medical devices and equipment. The nurse must be able to evaluate their use, report any concerns promptly through appropriate channels and modify care where necessary to maintain safety. They must contribute to the collection of local and national data and formulation of policy on risks, hazards and adverse outcomes.	Discussion around hazards and risks in the care setting Participation in incident reporting Display safety in their clinical practice at all times Participation in audits Appropriate participation in Trust Observation policy
Mental Health	6.1 Mental health nurses must help people experiencing mental health problems to make informed choices about pharmacological and physical treatments, by providing education and information on the benefits and unwanted effects, choices and alternatives. They must support people to identify actions that promote health and help to balance benefits and unwanted effects.	Discussion around medication, physical treatments with service users Research into current treatments Participation in care planning with involvement of service user Experience with other healthcare professionals involved in care

	7. All nurses must be able to recognise and interpret signs of normal and deteriorating mental and physical health and respond promptly to maintain or improve the health and comfort of the service user, acting to keep them and others safe.	Reflection on critical signs of deteriorating health with mentor Provide knowledge of when and how to escalate concern Demonstrate knowledge of risk and use of therapeutic risk
Field Specific	Competency	Suggested Activity / Opportunity
Mental Health	7.1 Mental health nurses must provide support and therapeutic interventions for people experiencing critical and acute mental health problems. They must recognise the health and social factors that can contribute to crisis and relapse and use skills in early intervention, crisis resolution and relapse management in a way that ensures safety and security and promotes recovery.	Demonstration of crisis management skills from mentor Formulating care plans identifying relapse prevention strategies with service user and carer network Discussion of contributing factors with mentor, service user and carers
Mental Health	7.2 Mental health nurses must work positively and proactively with people who are at risk of suicide or self-harm, and use evidence-based models of suicide prevention, intervention and harm reduction to minimise risk.	Undertake risk assessments Participate in shared management of service users at risk Identifying strategies with service users around harm reduction Experience working with other healthcare professionals around risk

	<p>8. All nurses must provide educational support, facilitation skills and therapeutic nursing interventions to optimise health and wellbeing. They must promote self-care and management whenever possible, helping people to make choices about their healthcare needs, involving families and carers where appropriate, to maximise their ability to care for themselves.</p>	<p>Demonstrate promotion of appropriate self-care with service user Participation in realistic goal setting with service user Participate in evaluation of self-care with service user</p>
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Field Specific	Competency	Suggested Activity / Opportunity
Mental Health	8.1 Mental health nurses must practise in a way that promotes the self-determination and expertise of people with mental health problems, using a range of approaches and tools that aid wellness and recovery and enable self-care and self-management.	Role modelling from mentor demonstrating enabling and identification of service users strengths to determine strategies for self determination Discussion with service user identifying successful strategies Discussion with service user reinforcing successful strategies
	9. All nurses must be able to recognise when a person is at risk and in need of extra support and protection and take reasonable steps to protect them from abuse.	Opportunity to work closely with service users Undertake risk assessments Participation in crisis management Demonstrate knowledge of safeguarding requirements
Mental Health	9.1 Mental health nurses must use recovery-focused approaches to care in situations that are potentially challenging, such as times of acute distress; when compulsory measures are used; and in forensic mental health settings. They must seek to maximise service user involvement and therapeutic engagement, using interventions that balance the need for safety with positive risk-taking.	Opportunity to research and observe use of MHA Engage with service users who are experiencing acute distress Role modelling from mentor and then participation in Recovery approaches Exposure to forensic/ secure settings
	10. All nurses must evaluate their care to improve clinical decision-making, quality and outcomes, using a range of methods, amending the plan of care, where necessary, and communicating changes to others.	Opportunity to participate in evaluating care Reflection on practice with mentor Participation in handover of information Participate in recording outcomes of care

Domain 4: Leadership, Management and Team Working

Generic Standard for Competence

All nurses must be professionally accountable and use clinical governance processes to maintain and improve nursing practice and standards of healthcare. They must be able to respond autonomously and confidently to planned and uncertain situations, managing themselves and others effectively. They must create and maximise opportunities to improve services. They must also demonstrate the potential to develop further management and leadership skills during their period of preceptorship and beyond.

Field Standard for Competence

Mental health nurses must contribute to the leadership, management and design of mental health services. They must work with service users, carers, other professionals and agencies to shape future services, aid recovery and challenge discrimination and inequality.

Field Specific	Competency	Suggested Activity / Opportunity
	1. All nurses must act as change agents and provide leadership through quality improvement and service development to enhance people's wellbeing and experiences of healthcare.	Opportunities to attend practice learning team meetings to promote quality and service improvement Access to research-based quality and service improvement forums Access to evidence based research information Discussion of change process with mentor Discussion of regulation, CQC, contemporary issues etc. Identify possible areas for service development Identify areas of good practice/innovation Discussion with mentor around challenging poor practice/ NMC code of conduct Role modelling from mentor/ team Participation in Audit Attendance at Trust road-shows

Field Specific	Competency	Suggested Activity / Opportunity
	<p>2. All nurses must systematically evaluate care and ensure that they and others use the findings to help improve people's experience and care outcomes and to shape future services.</p>	<p>Opportunities to maintain small caseload, practice prioritising and evaluating care, action planning</p> <p>Awareness of and participation in involvement of carers, relatives etc. in planning care</p> <p>Participate in assessment of physical healthcare needs</p> <p>Use a variety of assessment tools</p> <p>Awareness of patient satisfaction questionnaires/surveys</p> <p>Reflection on own practice with mentor</p> <p>Handing over evaluation of care and findings from own involvement with service user to rest of care team</p> <p>Participation in MDT forums</p>
	<p>3. All nurses must be able to identify priorities and manage time and resources effectively to ensure the quality of care is maintained or enhanced.</p>	<p>Participation in shift planning, handover, team/ward management</p> <p>Discussion around prioritising and managing time</p> <p>Practice in caseload management</p> <p>Knowledge of Smart processes e.g. productive ward, protected mealtimes etc.</p> <p>Develop menu of interactions/experiences available in placement area</p> <p>Discussion with mentor on engagement, motivational interviewing, concordance etc.</p> <p>Discussion on priorities of service and impact on patient care</p>
Field Specific	Competency	Suggested Activity / Opportunity

	<p>4. All nurses must be self-aware and recognise how their own values, principles and assumptions may affect their practice. They must maintain their own personal and professional development, learning from experience, through supervision, feedback, reflection and evaluation.</p>	<p>Opportunities to engage in all these strategies with mentor displaying empathy and acting professionally at all times</p> <p>Opportunity for clinical supervision accepting constructive feedback</p> <p>Discussion on NMC requirements once qualified</p> <p>Demonstrate ownership of own learning – portfolio, interview and action planning</p> <p>Practice communicating with service users, carers and relatives</p> <p>Involvement in research projects, Trust incentives, Study days, Conferences etc.</p> <p>Participation in debriefing sessions</p>
<p>Mental Health</p>	<p>4.1 Mental health nurses must actively promote and participate in clinical supervision and reflection, within a values-based mental health framework, to explore how their values, beliefs and emotions affect their leadership, management and practice.</p>	<p>Opportunity for clinical supervision</p> <p>Discussion on moral, ethical and cultural issues</p> <p>Discussion on consent, mental capacity etc.</p> <p>Participate in peer supervision, team meetings</p> <p>Practice feeding back information to rest of care team</p> <p>Reflection on own practice with mentor</p> <p>Participate in providing care to service users from a diverse range of backgrounds</p>

Field Specific	Competency	Suggested Activity / Opportunity
	<p>5. All nurses must facilitate nursing students and others to develop their competence, using a range of professional and personal development skills.</p>	<p>Awareness of own learning requirements Awareness of own limitations Engagement in practice learning process Participate in teaching sessions Where appropriate, plan shifts to ensure 40% time with a mentor Participation in 'Buddying' system Role modelling from mentor/team Participate in self-assessment Participation in inter-professional learning events</p>
<p>Mental Health</p>	<p>5.1 Mental health nurses must help raise awareness of mental health, and provide advice and support in best practice in mental health care and treatment to members of the multi-professional team and others working in health, social care and other services and settings.</p>	<p>Opportunities to work with other healthcare professionals Access to internet, research, journals etc. Opportunities to discuss recent advances in psychiatry etc Participation in MDT etc. Involvement in discussions with carers, relatives around supporting themselves and service users Signposting to relevant agencies Participation in inter-professional learning events Visits to other relevant agencies involved in supporting service users Participate in Public Health events/promotion</p>

Field Specific	Competency	Suggested Activity / Opportunity
	<p>6. All nurses must work independently as well as in teams. They must be able to take the lead in coordinating, delegating and supervising care safely, managing risk and remaining accountable for the care given.</p>	<p>Discussion with mentor around accountability, awareness of student role etc. Participate in team/ward management Practice using risk assessment tools, positive risk taking, incident reporting etc. Participate in caseload management Discussion and participation in safeguarding Referring to other agencies Discussion and participation in delegating appropriately</p>
Mental Health	<p>6.1 Mental health nurses must contribute to the management of mental health care environments by giving priority to actions that enhance people's safety, psychological security and therapeutic outcomes, and by ensuring effective communication, positive risk management and continuity of care across service boundaries.</p>	<p>Discussion with mentor around establishing a therapeutic environment Access to Trust policies – local security, risk assessment. Personal safety – lone working policy Participate in Clinical supervision & reflective practice Participate in MDT meetings, inter professional meetings Participation in clinical and educational audit Access to MH legislation Discussion around Advocacy Discussion around therapeutic interventions</p>

Field Specific	Competency	Suggested Activity / Opportunity
	<p>7. All nurses must work effectively across professional and agency boundaries, actively involving and respecting others' contributions to integrated person-centred care. They must know when and how to communicate with and refer to other professionals and agencies in order to respect the choices of service users and others, promoting shared decision making, to deliver positive outcomes and to coordinate smooth, effective transition within and between services and agencies.</p>	<p>Access to NMC standards, Trust policies Participation in referral to other services Attendance/participation at multi agency meetings Discussions around challenges & barriers to inter agency working ensuring benefit to the service user to promote positive outcomes Discussion and participation in report writing, accurate record keeping, use of jargon etc. Participation in inter-professional learning In collaboration with mentor, undertaking visits to other agencies involved in the care pathway</p>