

Assessment of Proficiency Statement

A proficiency/skill can be achieved utilising a range of assessment methods, which means a practical demonstration is not always necessary but wherever possible it is the preferred method of assessment.

The student can talk through how they would perform the skill with their Practice Assessor (PA) and proficiency can be assessed by considering sources of evidence that encompass knowledge, skills, attitudes, and the views of those receiving care. These sources of evidence could include:

- Questions and Answers
- Reflections
- Case Studies
- Service User and Carer feedback
- Simulation in practice
- Completion of tests from online packages, such as: Clinicalskills.net and SafeMedicate.com

Using a variety of evidence and discussing this with their PA can help towards demonstrating a proficiency to the PA, together with using the attached decision-making framework.

Some PAs have arranged for students to go to other departments or teams to complete a specific proficiency/skill, which would ultimately be best practice. Feedback from the staff member supervising would be required so the PA can sign off the proficiency.

A few things to remember/consider:

- Please note, each proficiency only needs to be signed off once in the year.
- Proficiency is not just about 'skill,' but also includes knowledge, attitudes and values.
- Not every proficiency in the Practice Assessment Document (PAD) states that you must 'undertake' the skill, often it will require you to 'demonstrate understanding,' or 'assist' or 'explain' or 'support.'
- Whilst the NMC states that these proficiencies apply to all registered nurses, they recognise that the 'level of expertise and knowledge required will vary depending on the chosen field(s) of practice.' The NMC also state that you should '*be able to demonstrate the ability to undertake these procedures at an **appropriate level***' for your field of practice.

Below is some further information from the Practice Assessment Documents (PAD) and from the NMC Standards (2018), which can help guide students and PA's when assessing proficiency/skills.

Supporting Evidence from The Practice Assessment Document:

'Assessment of proficiencies are undertaken across the Part. These can be assessed in a range of placements but need to be assessed as Achieved (YES) at least once by the end of the Part. If a proficiency is assessed as Achieved (YES) early in the Part, it is expected that the students maintains that level of competence and can be re-assessed in subsequent placements at the Practice Assessors discretion.'

"Assessment of Performance: The individual completing the assessment should draw on a range of observed experiences in which the students demonstrate the required knowledge, skills, attitudes, and values to achieve high quality person/family-centred care in an increasingly confident manner, ensuring all care is underpinned by effective communication skills."

Supporting Evidence from Nursing and Midwifery Council (NMC) Standards Framework (2018):

“3.4 Approved education institutions, together with practice learning partners, must ensure that all students: are enabled to learn and are assessed using a range of methods, including technology enhanced and simulation-based learning appropriate for their programme as necessary for safe and effective practice. “

“Simulation: an artificial representation of a real-world practice scenario that supports student development and assessment through experiential learning with the opportunity for repetition, feedback, evaluation, and reflection. Effective simulation facilitates safety by enhancing knowledge, behaviours, and skills.”