



The Shrewsbury and Telford Hospital  
NHS Trust

## Neonatal Unit Band 6

### Clinical Competencies

It is possible to progress beyond this competency package and commence a competencies package at grade above, as part of your professional role and career development.

Name
Ward /Department
Start Date
End Date

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## Introduction

This document identifies the generic skills and competences required for all Band 6 Nurses/midwives who are employed by Shrewsbury and Telford NHS Trust.

The Maternity services have a rotation program for all newly qualified midwives, in order to enable the development of core skills and knowledge. The aim is to enable holistic care and promote confident and competence of our midwives.

Clinical areas within the maternity services have specific additional skills / competencies, which should also be met in order to supplement this generic competency framework.

On completion, this document should be kept by the Nurse/Midwife for their personal portfolio; a copy of the final sign-off declaration should be submitted to the Ward Manager and retained in their personal file. This evidence can be used to support revalidation.

## Professional Accountability

The standards of professional behavior that all Midwives are required to demonstrate are outlined in Code of the Nursing and Midwifery Council.

The NMC Code (NMC 2015) requires that each registered Midwives

- Assess need and deliver or advise on treatment, or give help (including preventative or rehabilitative care) without too much delay and to the best of your abilities, on the basis of the best evidence available and best practice
- Maintain the knowledge and skills you need for safe and effective practice
- Keep your knowledge and skills up to date, taking part in appropriate and regular learning and professional development activities that aim to maintain and develop your competence and improve your performance.
- Provide leadership to make sure people's wellbeing is protected and to

improve their experiences of the healthcare system

## Individual Accountability

Accountability for completion of these core skills and competencies rests with the individual and not with the Assessor / Mentor. In addition, the assessor will have verified competency based on the evidence presented at the time of assessment rather than direct observation.

This document incorporates the NMC (2015) Standards for Competence for Registered Nurses & Midwives, as one of its core competencies.

## Guidance Notes

All of the skills contained within this skills workbook must be carried out in line with:-

- Current Trust guidelines, standard operating procedures and policies
- Current legislation
- NMC guidelines
- Demonstrate Trust values

The Nurse / Midwife undertaking these competences must also ensure that they

- Use all equipment appropriately and safely
- Provide the patient with emotional and physical support throughout their experience
- Maintain a patient's privacy and dignity throughout their experience
- Maintain the health and safety of the patient and their colleagues.

Competences have been mapped against the NHS Knowledge and Skills Framework (KSF) which defines and describes the knowledge and skills NHS staff are required to apply in their work in order to deliver quality services.

### **Assessment of Competency in core clinical skills/knowledge**

The aims of the document are to:

- Help you realise your strengths and areas for development
- Assist your mentor/ manager in facilitating and supporting your development
- Ensure all staff achieve the required standard of competency for a Band 6 Nurse/ Midwife
- Ensure evidence-based practice is developed and maintained

### **The supervisor / preceptor /mentor /assessor**

Must be a Band 7 or above with more than 2 years post qualification experience, be current clinical practitioner either in the same or a related clinical area to the practitioner.

Some skills need to be assessed by a Trust recorded competency based assessor i.e. medicine management / aseptic technique.

### **Process**

- All practice assessments should be successfully completed within twelve months of commencing employment within SATH or when receiving the competency booklet
- It is your responsibility to work with your mentor / assessor to ensure that sufficient opportunity for demonstration and practice is available for each assessment. Preparation for the assessment could include discussion, demonstration of the skill by your mentor, practice and feedback.

Assessor will:

- Meet with the assessee regularly, review competence and set realistic timescales for achievement
- Identify any competences not being met and provide constructive feedback and guidance to support the assessee

- Review progress midway through the programme and escalate to the ward manager if timescales are not being achieved or concerns identified

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### **Failure to progress**

It will be necessary to escalate to the ward manager at the earliest opportunity. The individual, Ward manager, Supervisor of Midwives must agree clear action plans to facilitate achievement within a defined timescale. These plans must be documented in the individual's personal file and progress regularly reviewed.

If competence is not achieved within the time frames stipulated, your manager will refer you to a Clinical Educator/ Supervisor of Midwives for an assessment of learning needs. Once this additional support period is complete and if competence is not gained, you will progress to the formal stages of the performance management process.

### **Updating**

An annual review of practice will form part of the annual individual performance review (IPR/Appraisal). This is an opportunity for you to identify your strengths and also areas for development which may necessitate further formative assessment of practice.

### **Measurement of Achievement of Competence**

You are required to be clinically competent in each identified area of care:

1. Using appropriate interpersonal skills
2. Performing the procedure correctly according to Trust policy
3. Demonstrating the necessary knowledge to perform the skill

4. Documenting actions accurately

**Assessment criteria –**

**Each skill is to be assessed at 3 levels (Diploma Level)**

**Observed/Taught**

You can demonstrate and provide evidence that you have observed the skill and have been taught the skill.

**Supervised**

You have undertaken the skill under the direct supervision of a competent practitioner. Supervised practice should be undertaken until you are deemed to be competent and can practice independently.

**Competent**

In order to achieve competence your level of performance, knowledge, reasoning, and personal and professional awareness should be of a standard that you no longer require supervision to perform the skill.

The minimum level of competence should be equivalent to level C of Benner (1984) stages of clinical competence as outlined below

The following descriptors adapted from Benner (1984) "From novice to expert".

Standard	Criteria
<b>Expert (E)</b>	Promotes inter-professional collaboration and communication. Develops the evidence base for practice. Appraises own and others care. Is able to anticipate and manage complex situations. Understands the context of situations. Shares own experience to enhance practice development. Role models excellent standards of care.
<b>Proficient (PRO)</b>	Is able to anticipate changes in patients' conditions; is able to support and teach others; integrates the evidence base into practice: promotes effective inter-professional communication; appraises own care; care is skilful and co-ordinated.
<b>Competent (C)</b>	Utilises a problem solving approach; demonstrates a sound knowledge base with a rationale for care; evaluates own care; utilises and appropriate evidence based approach to care delivery; demonstrates safe and effective practice; recognises changes in patients condition; is able to transfer knowledge and skills between different patients and environmental situations is able to communicate effectively within the multi-disciplinary team.

**Progression beyond this competency package**

It is possible to commence a competencies package at grade above as part of your professional role development and as a means of contributing to your career development

**Core Study days / E learning**

Individuals should undertake all of these study sessions

<b>Core skills</b> Competency assessment will be determined on the evidence provided for sign off and the assessor is not be accountability for ongoing competency	<b>Date completed</b>	<b>Signature of Assessor/ Trainer</b>	<b>Maximum time scales to achieve</b>
Oral Medicines administration			3 months
IV fluid administration			3 months
Blood Transfusion Theory			3 months
<p><b>Training guideline - found on intranet</b></p> <p><b>Neonatal training passport - Green folder on ward</b></p> <p><b>Learning zone:</b></p> <p><a href="http://intranet/learning/">http://intranet/learning/</a></p>			

Useful Contact Details:

Corporate Professional development	Title	Phone	Other essential contacts	Title	Phone
Helen Jenkinson	Deputy Director of Nursing & Quality	1390 RSH	Sharon Magrath Teresa Tanner	Safeguarding midwife Named Nurse for Safeguarding Children	5993 4195
Mary Beale	Head of Education Workforce Directorate	1264 RSH	Infant feeding coordinator	Sandra Umataliev	5954
Helen Coleman	Lead Nurse Workforce, Education and Quality	3033 RSH	Ward Managers	Delivery Suite ward manager	5489
Eleri Mills	Quality Manager	2279 RSH		Antenatal ward manager	5402
Julie Lloyd	Quality Manager	1174 RSH		Postnatal ward manager	5401
Fiona Farrington	Clinical Practice Facilitator	4555 PRH		MLU Ludlow ward manager	8126
Donna Clarke	Clinical Practice Facilitator	3212 RSH		MLU PRH ward manager	5706
Jacqui Alexander	Clinical Practice Facilitator	3212 RSH		MLU Oswestry ward manager	8130
Gill Johns	Clinical Practice Educator	4563 PRH		MLU Bridgnorth ward manager	8197
Kathy O'Neill	Clinical Practice Educator	2435 RSH		MLU Shrewsbury ward manager	3874
Lara Evans	Clinical Practice Educator	2435 RSH			
Kirsty Ditcher	Clinical Practice Educator	4563 RSH			
Karen Cassidy	Clinical Practice Instructor	4752 PRH			
Nancy Moreton	Clinical Practice Instructor	3824 RSH			
Karen Henderson	Clinical Education Midwife				
Rebecca Nock	Clinical Practice Educator for Children	4019 RSH			

General Orientation to Clinical Area	KSF Core 3: Health Safety and Security	Level 3
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Trust requirements

Core Competence	Assessors signature and date Observed / Taught	How achieved (sign all that apply)				
		Supervised	Competent	Study session	E Learning	Clinical Practice
<p>Able to advise colleagues location of fire alarms, fire exits, assembly points and fire equipment. Aware of emergency evacuation procedures. Able to act as lead / nurse-in-charge and be aware of role of (FIDM ) Fire Incident Manager</p>						
<p>Able to demonstrate adherence and raising awareness of colleague's roles in maintaining security within the clinical area.</p>						
<p>Demonstrate a sound knowledge base of all emergency procedures and able to initial evidence based action with respect to neonatal emergencies.</p>						
<p>Able to demonstrate a sound knowledge of medical devices and emergency boxes, regarding their checking, procedural use, servicing and remedial actions.</p> <ul style="list-style-type: none"> <li>• Oxygen &amp; Air supply/ cylinders</li> <li>• Suction equipment (wall-mounted/portable)</li> <li>• Emergency drugs boxes/ resus trolley</li> <li>• Defibrillator</li> <li>• Adult airway bag</li> </ul>						
<p>Is knowledgeable of the Trust Major Incident Plan and local and individual responsibilities regarding the relocation of staff.</p>						

<p>Knowledgeable and contributes to promoting compliance with organisational, HR policies, clinical guidelines and actively promotes compliance. Including:</p> <ul style="list-style-type: none"> <li>• Sickness Absence policy</li> <li>• Capability &amp; Disciplinary policies</li> <li>• Uniform policy</li> </ul>						
<p>Aware of the roles of following support services and can instruct colleagues how to access them:</p> <ul style="list-style-type: none"> <li>• Managers in hours and on call manager</li> <li>• Lead Safeguarding Midwife / Named Nurse for Safeguarding</li> <li>• Pharmacy department</li> <li>• Domestic services</li> <li>• Therapy Services e.g. Physio, Dieticians, Speech &amp; Language</li> <li>• RAID</li> <li>• Social workers</li> </ul>						

### Core Clinical Skills

1.0 Core Competence	Assessors signature and date			How achieved (sign all that apply)		
Skills	Observed / Taught	Supervised/	Competent	Study session	E Learning	Clinical Practice
Able to demonstrate: lead professional for a designated allocation of babies and their families.						
Able to demonstrate: being a skilled and experienced practitioner able, without supervision, to assess, provide care, to babies and advise and support to families and carers throughout the admission.						
Able to demonstrate clinical expertise, knowledge and experience as a preceptor /mentor / assessor for students and colleagues.						
Able to demonstrate that in an emergency situation, able to coordinate the summoning of medical assistance and liaise with other team members and provide full support to junior colleagues.						
Able to demonstrate competency as an autonomous practitioner competent in ( without supervision) <ul style="list-style-type: none"> <li>• Safe practice of taking arterial/capillary blood sampling</li> <li>• Care of baby requiring respiratory support – ventilation, CPAP, HF and low flow oxygen.</li> <li>• Care of baby requiring Cerebral Function monitoring</li> <li>• Care of baby requiring therapeutic hypothermia</li> <li>• Care of baby requiring nitric oxide therapy</li> <li>• Care of baby requiring complex infusions of fluids or medications</li> <li>• Care of baby requiring exchange transfusion</li> <li>• Care of baby requiring ROP laser therapy</li> <li>• Be proficient as part of the neonatal resuscitation team</li> <li>• Be proficient at transporting babies in the transport incubator</li> </ul>						

<ul style="list-style-type: none"> <li>• Care of a long line</li> <li>• UAC/UVC Chest drain – assistance with siting</li> <li>• Lumbar puncture – assistance</li> </ul>						
<p>Demonstrates the ability instruct colleagues in performing capillary and arterial blood samples. Understands normal, abnormal values for different clinical conditions and when and how to escalate concerns.</p>						
<p>Can supervise colleagues in the safe administration of Oral / IM / IV / SC /Rectal medications.</p>						
<p>Can supervise students and other colleagues in the preparation, administration of fluids and able to manage IV lines and infusions.</p>						
<p>Can supervise colleagues regarding their ability to undertake aseptic technique and wound dressing or changing of long line arterial fluids.</p>						

Core Clinical Skills

1.0 Competence core Skill	Assessors signature and date			How achieved (sign all that apply)		
	Observed / Taught	Supervised	Competent	Study session	E Learning	Clinical Practice
Able to demonstrate a full awareness and understands their role and responsibilities in relation to accurate fluid balance monitoring and recording  Demonstrates the ability to check the accuracy of fluid balance charts and take appropriate action.						
Demonstrate the ability to recognise / or advise colleagues to escalate the care of a deteriorating patient appropriately using an ABCD approach.						
Demonstrates and guides colleagues regarding safe blood transfusion administration and understands the theoretical knowledge.						
Demonstrates knowledge of appropriate actions to take when concerns are raised regarding abuse of a vulnerable adult including completion of appropriate safeguarding alert and provide knowledge and advice to colleagues. Have understanding of the principles of the Mental Capacity Act 2005.						

## Trust requirements

Maintains the clinical environment so that it is safe Skill	Assessors signature and date			How achieved (sign all that apply)		
	Observed/ taught	Supervised/	Competent	Study session	E Learning	Clinical Practice
Demonstrates how to check emergency/essential equipment and replace where required and able to coordinate the checking of equipment to ensure safety.						
Able to lead on reporting equipment faults or has the ability to escalate an unsafe environment.						
Able to complete incident/near miss datix reporting in accordance with Trust Incident Reporting Policy. Have understanding of RCA, SI, HRCR and the importance of documentation, timelines, factual accounts and contemporaneous record keeping.						
Identify and instruct others how to access infection control policies and guidelines and promote compliance.						
Identify and advise others about the correct procedures for the safe segregation, handling, storage and disposal of waste, including : <ul style="list-style-type: none"> <li>• Clinical waste</li> <li>• Sharps</li> <li>• Glass</li> <li>• Soiled or infected linen.</li> </ul>						
Able to demonstrate discussion regarding Duty of Candor and give advice and support to junior colleagues.						
Ability to escalate concerns about patient care and or safety and provide guidance to colleagues.						

3.0 Professionalism	Core 2: Personal and people development	KSF Core 4: Service Improvement	KSF Core 5: Quality	Core 6: Equality and diversity
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Trust requirements

Maintains the professional standards required of a nurse at all times in accordance with NMC code: <b>Skill</b>	Assessors signature and date			How achieved (sign all that apply)		
	Observed/ Taught	Supervised/	Competent	Study session	E Learning	Observation /Practice
Continually demonstrates adherence to NMC Code and acts as professional clinical experienced role model for other staff.						
Consistently adheres to the uniform and appearance policy and is professional in appearance and manner, promoting this standard in others.						
Demonstrates an understanding of professional accountability including how this relates to delegation of task and clinical priorities.						
Able to demonstrate respect of cultural diversity and promotes this attitude in others.						
Maintains patients' privacy and dignity at all times and monitors the practice of others.						
Consistently ensures high standards of clinical care by challenging or reporting poor practice in an appropriate manner.						
Consistently demonstrates effective time management and organisation of own workload and helps monitor the time management of others, escalating concerns to ward manager.						
Consistently applies and adheres to Trust's Values and actively promotes this in colleagues.						

## 4.0 Communication

## KSF Core: 1 Communication

## Trust requirements

Demonstrates effective verbal and written communication skills in all situations:	Assessors signature and date			How achieved (sign all that apply)		
	Observed/ taught	Supervised	Competent	Study session	E Learning	Observation /Practice
Consistently demonstrates effective communication skills when communicating with patients, visitors and other members of multidisciplinary team.						
Demonstrates the ability to communicate effectively and appropriately with family and carers and act as a role model and to develop communication skills of more junior colleagues.						
Demonstrate the ability to undertaken a comprehensive hands over of essential patient information using the SBAR approach.						
Demonstrate the ability to provide and receive an effective patient handover, including the identification and prioritisation of key aspects of care.						
Able to demonstrate the ability to maintain confidentiality in line with NMC and Caldicott guidelines.						
Able to recognise the signs of stress in self and others and how this may affect communication.						
Able to recognise and avoid potential conflict situations and use varied strategies to diffuse conflict should it arise.						
Able to access interpreting service where required, and advise colleagues on the process.						
Acts as an advocate for the patient and/or their relative/carer when required.						
Demonstrates the ability to keep, accurate documentation that is consistent with						

legislation, guidelines, policies and standard operating procedures and professional accountability.						
Demonstrate proficiency in accessing and effectively using the following systems : <ul style="list-style-type: none"> <li>• Trust E-mail</li> <li>• Trust Intranet</li> <li>• Internet</li> <li>• Patient information systems e.g. Review, Medway</li> <li>• Ward management systems e.g. e-rostering</li> <li>• Others as applicable</li> </ul>						
Demonstrates understanding of issues related to Information governance and adheres to Trust policy at all times.						
Understands and complies with the Trust and NMC professional standards on the use of social media						

5.0 Patient Assessment & Admission	KSF Core 1: Communication	HWB 2: Assessment and care planning to meet people's health and	HWB 4: Enablement to address health and wellbeing needs	
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Trust requirements

Demonstrates the ability to safely and effectively deliver and evaluate nursing care based upon initial patient assessment in conjunction with the patient and their relatives/carers. <b>Skill</b>	Assessors signature and date			How achieved (sign all that apply)		
	Observed/ Taught	Supervised	Competent	Study session	E Learning	Observation /Practice
Demonstrate the ability to lead the assessment of a baby using a systematic approach.						
Demonstrate the ability to recognise and escalate the care of deteriorating baby appropriately. Support junior staff in recognizing this and take lead role in summoning appropriate support when required.						
Can identify and understands normal ranges of the following blood results: <ul style="list-style-type: none"> <li>• Full blood count</li> <li>• Urea, electrolytes and creatinine</li> <li>• Liver function tests</li> <li>• CRP</li> </ul>						

6.0 Safe Discharge and transfer	KSF Core 1: Communication	HWB 2: Assessment and care planning to meet people's health and wellbeing needs	HWB 4: Enablement to address health and wellbeing needs
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Trust requirements

Demonstrate proficiency in ensuring the safe discharge and transfer of patients. To include	Assessors signature and date			How achieved (sign all that apply)		
	Observed/ Taught	Supervised	Competent	Study session	E Learning	Observation /Practice
Demonstrate effective planning and communication with all involved in the transfer/discharge including comprehensive documentation. Support junior colleagues and co-ordinate effective discharge.						
Ensure MDT meetings organised and comprehensive discharge planning arranged for complex babies/families with eg - Neonatal Outreach Team, relevant follow up, referral, ROP follow up, Paeds Open Access, Palliative care team						

7.0 Patient Care	HWB 2: Assessment and care planning to meet people's health and wellbeing needs	HWB 4: Enablement to address health and wellbeing needs	HWB 5: Provision of care to meet health and wellbeing needs
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NMC requirements

Demonstrate the ability to plan, deliver and evaluate patient Centre care	Assessors signature and date			How achieved (sign all that apply)		
	Observed / Taught	Supervised/ observed	Competent	Study session	E Learning	Observation /Practice
<b>Skill : Based on NMC ( 2015) standards for competence for registered midwives competencies</b> Take a lead role in providing care and support for families in need and works in partnership with other agencies, agrees and implements multiagency plans to protect children. Liaises with social workers and other professionals to agree a plan of care.						
Communicate effectively with families throughout the admission of their baby /babies.  Enable families and carers to be involved in making choices with regards to their baby's care.						
Undertake comprehensive assessment of baby at time of admission and carry out admission documentation.  Carry out baseline observations  Ensure monitoring of baby as appropriate  Ensure baby is admitted on to SEMA system to enable x-ray and blood test reporting  Ensure parents/carers are informed of plan of care  Assess emotional, cultural and social needs of family/carers						

<p>Refer parents/carers who would benefit from the skills and knowledge of other individuals:</p> <p>Referrals might relate to:</p> <ul style="list-style-type: none"> <li>• women's choices</li> <li>• health issues</li> <li>• social issues</li> <li>• financial issues</li> <li>• psychological issues</li> <li>• child protection matters</li> </ul>						
<p>Care for baby and family/carers ensuring This will include:</p> <ul style="list-style-type: none"> <li>• Effective communication.</li> <li>• Ensuring that the care is sensitive to individual baby /family cultural preferences.</li> <li>• Using appropriate clinical and technical means to monitor the condition of baby.</li> <li>• Providing appropriate pain management.</li> <li>• Family centred care</li> </ul>						

<p>Able to undertake a lead role in dealing with neonatal emergency procedures to meet the health needs of babies and family/carers.</p> <p><b><u>Emergency procedures will include:</u></b></p> <p>Attending Labour Ward emergency call and acting as effective part of resuscitation team</p> <p>Able to effectively put into practice evacuation procedures</p> <p>Awareness of Escalation Policy and to put this in to practice when required. If out of hours, when to call in neonatal consultant/ contact on-call manager.</p> <p>Escalation – when to refer to Network in times of excessive workload or need to follow care pathway/ referral to Level 3 Unit.</p> <p>Attend neonatal emergencies elsewhere in hospital/cross site</p>						
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8.0 Patient Care	HWB 2: Assessment and care planning to meet people's health and wellbeing needs	HWB 4: Enablement to address health and wellbeing needs	HWB 5: Provision of care to meet health and wellbeing needs
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Trust requirements

Demonstrate the ability to plan, deliver and evaluate individualised patient centered care	Assessors signature and date			How achieved (sign all that apply)		
	Observed Taught	Supervised/	Competent	Study session	E Learning	Observation /Practice
<b>Skill</b>  Neonatal death <ul style="list-style-type: none"> <li>• Demonstrate compassionate care of the baby and family and support of relatives/carers after neonatal death embracing all cultural beliefs.</li> <li>• Demonstrate an awareness of the relevant guidance and support of bereavement midwife.</li> <li>• Perform relevant procedure to inform all necessary personnel.</li> </ul>						
Consistently demonstrates the ability to support and encourage autonomy of parent/family whilst in hospital.						
Be able to discuss key issues in health promotion with patients, advising on additional sources of information where appropriate: <ul style="list-style-type: none"> <li>• Smoking cessation,</li> <li>• Diet and exercise</li> <li>• Parenting skills</li> <li>• Making every contact count – MECC</li> <li>• Assess mental health capacity</li> </ul>						

9.0 Infection Control	Core 3: Health, Safety and Security	Core 5: Quality	HWB 2: Assessment and care planning to meet people's health and wellbeing needs	HWB 5: Provision of care to meet health and wellbeing needs
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Trust requirements

Able to demonstrate principles and rationale of infection control and its practical application	Assessors signature and date			How achieved (sign all that apply)		
	Observed /Taught	Supervised	Competent	Study session	E Learning	Observation /Practice
<b>Skill</b>						
Knowledgeable how to access infection control policies and guidelines and can advise colleagues. Awareness of PPE requirements.						
Discuss precautions and rationale in preventing spread of infection and can support and advise colleagues.						
Promote and participate in ensuring prevention of infection using HII Audits						
Discuss the principles of good hand hygiene, demonstrate the correct technique for hand washing and applying alcohol gels / rubs and consistently demonstrate this within clinical practice.						
Consistently demonstrate knowledge of universal precautions and appropriate use of personal, protective equipment e.g. gloves, aprons etc.						
Identify the correct procedures for decontaminating ward equipment.						
Demonstrate appropriate care and management of patients with known or suspected communicable infections, including consideration of psychological care.						
Demonstrate an understanding of appropriate labelling and transportation of clinical specimens and promote general compliance.						

## Neonatal safeguarding competencies

Level 1: Promotes the safety and welfare of the unborn / children		Assessors signature and date			How achieved (sign all that apply)		
Skill	Observed / Taught	Supervised/ Observed	Competent	Study session	E Learning	Clinical Practice	
Able to recognise possible signs of child maltreatment as this relates to their role.							
Able to seek appropriate advice and report concerns, and feel confident that they have been listened to.							
<b>Level 2: Understands what constitutes child maltreatment and act as an advocate for the child and young person.</b>							
Able to document safeguarding/child protection concerns, and maintain appropriate record keeping, differentiating between fact and opinion.							
Able to share appropriate and relevant information between teams – in writing, by telephone, electronically, and in person.							
Able to identify where further support is needed, when to take action, and when to refer to managers, supervisors or other relevant professionals, including referral to social services.							
<b>Level 3: Works in Partnership with the multi-agency team to identify child maltreatment and promote the safety and welfare of children.</b>							
Able to contribute to, and make considered judgments about how to act to safeguard/protect a child or young person							
Able to work with children, young people and families where there are child protection concerns as part of the multi-disciplinary team and with other disciplines, such as adult mental health, when assessing a child or young person							
Able to present safeguarding/child protection concerns verbally and in writing for professional and legal purposes as required (and as appropriate to role, including case conferences, court proceedings, core groups, strategy meetings, family group conferences, and for children, young people and families)							
Able to contribute to, and make considered judgments about how to act to safeguard/protect a child or young person							
Able to work with children, young people and families where there are child protection concerns as part of the multi-disciplinary team and with other disciplines, such as adult mental health, when assessing a child or young person							
<b>Level 3: Works in Partnership with the multi-agency team to identify child maltreatment and promote the safety and welfare of children (Cont'd).</b>		Assessors signature and date			How achieved (sign all that apply)		
	Observed	Supervised/	Competent	Study	E learning	Clinical Practice	

<b>Skill</b>	<b>/ Taught</b>	<b>observed</b>		<b>session</b>		
Able to communicate effectively with children and young people, ensuring that they have the opportunity to participate in decisions affecting them as appropriate to their age and ability						
Able to give effective feedback to colleagues						
Able to identify (as appropriate to specialty) associated medical conditions, mental health problems and other co-morbidities in children or young people which may increase the risk of maltreatment, and able to take appropriate action						
Able to challenge other professionals when required and provide supporting evidence						
Able to provide clinical support and supervision to junior colleagues and peers						
Able to contribute to inter-agency assessments and to undertake an assessment of risk when required						
Able to identify and outline the management of children and young people in need						
Able to act proactively to reduce the risk of child/young person maltreatment occurring						
Able to contribute to and make considered decisions on whether concerns can be addressed by providing or signposting to sources of information or advice						
Able to participate and chair multi-disciplinary meetings as required						
Able to apply lessons from serious case reviews/case management reviews/significant case reviews						
Able to contribute to risk assessments						
Able to write chronologies and reviews that summaries and interpret information about individual children and young people from a range of sources						
Able to contribute to/formulate and communicate effective management plans for children and young people who have been maltreated						
Able to assess as appropriate to the role the impact of parental issues on children, young people, and the family, including mental health, learning difficulties, substance misuse, and domestic abuse						
Able to complete the audit cycle and/or research related to safeguarding/child protection as part of appropriate clinical governance and quality assurance processes						
Able to obtain support and help in situations where there are problems requiring further expertise and experience						

10.0 Tissue Viability	Core 3: Health, Safety and Security	Core 5: Quality	HWB 2: Assessment and care planning to meet people's health and wellbeing needs
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Trust requirements

Able to demonstrate proficiency in Tissue Viability assessment and associated care.	Assessors signature and date			How achieved (sign all that apply)		
Skill	Observed /Taught	Supervised/	Competent	Study session	E Learning	Observation /Practice
Identify and discuss factors to be taken into account when assessing babies' skin and wound healing and take appropriate action to involve Tissue Viability /IPC/Medial Photography if required. Datix any extravasation injury.						
Identify how to make a referral to Tissue Viability team and when this would be appropriate.						
Demonstrate how to access advice from regarding the appropriate selection and use of wound dressings.						
Demonstrates ability to promote and maintain a patient's skin integrity whilst in hospital through appropriate positioning, pressure area care and documentation.						

11.0 Management/ Leadership Skills	Core 2: Personal and People Development	Core 4: Service Improvement0	Core 5: Quality
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Trust requirements

Contributes towards the creation and maintenance of a safe and efficient environment of care through the use of effective management strategies.	Assessors signature and date			How achieved (sign all that apply)		
	Observed /Taught	Supervised/	Competent	Study session	E Learning	Observation /Practice
Demonstrate an understanding of the roles of the members of the multi-disciplinary team and refer appropriately and demonstrate effective working across professional boundaries.						
Able to demonstrate and deputize for the ward manager in their absence.						
Undertakes delegated management responsibilities as identified by the ward manager e.g. as a Link Nurse for a specific area of role e-rostering, Tissue Viability, Breast Feeding Champion, Bereavement, Equipment						
Assists with undertaking risk assessments and take appropriate action e.g. Health and safety, environmental audits, HII.						
Use of LocSSIPS procedures, reduce likelihood of Never Event.						
Able to demonstrate the co-ordination of shifts and the allocation of staff to babies in accordance with clinical need and reallocate as clinical need arises.						
Consider the needs of all team members when allocating to allow regular exposure to ITU babies for all QIS nurses.						
Establish and maintain collaborative working relationships with members of the health and social care team and others.						
Demonstrate the ability to lead and manage and escalate staffing issues according to Neonatal Escalation policy.						
Accurately recognise the competency levels and limitations of other staff,						

delegate duties appropriately and provides effective supervision.						
Able to demonstrate the regular allocation and mentoring of student nurses & midwives, undertaking verbal and written assessments.						
Able to teach clinical skills on an individual basis to other students;- new starters, medical students and support staff.						
Demonstrate the ability to co-ordinate and prioritise the delivery of neonatal care based on sound clinical decision making.						
Demonstrate contribution to the dissemination and integration of guidelines and policies and make recommendations for change in the interest of babies and their families.						
Describe the complaint procedure, demonstrate ability to manage simple complaints and identify methods of reducing complaints within own clinical area.						
Demonstrate awareness of how to access support for patients and visitors, through Patient Advisory Liaison Service (PALS.)						
Demonstrate contribution to the audit of practice in order to optimize care.						
Demonstrate an understanding of Incident (Datix) reporting and resulting actions.						
Demonstrate progression through Preceptorship Programme.						
Has evidence of a professional portfolio and is on track for revalidation						
Has evidence of professional updating, in addition to mandatory and statutory training						

**Ward / Department specific competencies**

This section can be used to record additional competencies in specific clinical areas

Ward / department Specific competencies	Assessors signature and date			How achieved (sign all that apply)		
Skill	Observed / Taught	Supervised/ observed	Competent	Study session	E Learning	Observation /Practice
NLS – 4 yearly						



### Final Declaration

On completion of this booklet the Band 6 Midwife, the assessor and the ward/department manager should sign the following declarations.

I declare that I have assessed the above individual and found her/him to be competent as judged by the above criteria and in accordance with current SATH policies and procedures.

**Signature of Assessor/Mentor** \_

**Print Name:** \_

**Date:**\_

I declare that I have read and understood relevant SATH policies/guidelines and I am competent as judged by the above criteria to meet the essential requirements of my Band 6 role within Shrewsbury and Telford Hospital

**Signature of Band 6 Midwife:** \_

**Print Name:** \_

**Date:**\_

**Endorsement of Line Manager:**

I confirm that.

Has been assessed as meeting the Trust's required generic Band 6 competences

**Signature of Manager:** \_

**Print Name:** \_

**Date:**\_

**Ward/Department .....**

References

- NHS Leadership Academy (2011) Clinical Leadership Competency Framework. Coventry. NHS Institute for Innovation and Improvement
- Nursing & Midwifery Council (2015) The Code: professional standards of Practice and Behavior for Nurses and Midwives. London. NMC
- Benner ( 1984) The stages of Clinical Competency “ From Novice to Expert