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| Professional behaviours and attitudes | Practice Level 1Constant supervision | Practice Level 2With assistance | Practice Level 3Decreasing supervision | Practice Level 4Independent | Level 5 | Comments/Actions |
| KNOWLEDGE & SKILLS | Displays little knowledge of nursing procedures. Unable to carry out simple tasks. | Able to carry out simple tasks with supervision but shows deficiencies in knowledge for level of study. | Sufficient level of knowledge and skills with direction. | Good application of knowledge, awareness of areas to improve. | Comprehensive knowledge and skills often exceeding requirements for level of study. |  |
| RELIABILITY andADAPTABILITY | Unreliable and unable to carry out the simplest tasks thoroughly. Doesn’t adapt well to changes. | Inconsistent in performance of tasks. Slow to accept new situations. | Average attention to detail, may avoid unfamiliar tasks. Apprehensive of change but aware of this. | Is usually dependable in all areas of work.  Adjusts well to change. | Is always dependable with marked efficiency and precision in work. Adapts to all situations.  Competent and dependable  Little supervision of procedures required. |  |
| WORKS WITHIN LEGAL and ETHICAL LIMITS | Never follows instructions or uses approved procedures. Unaware of own limitations in work. | Rarely uses approved procedures. Sometimes has difficultly following instructions. Limited knowledge of the RCVS code. | Usually follows instructions and works as taught. Some awareness of responsibilities regarding the RCVS Code. | Always conforms to approved procedures. Awareness of RCVS Code and limited knowledge of application of ethical theories. | Uses and adapts approved procedures in all situations. Fully aware of own limitations within the RCVS Code. Contributes to ethical discussions regarding patients and clients. |  |
| INITIATIVE & CONFIDENCE | Needs constant prompting and guidance. Lack of confidence in own ability. | Hesitant to do things on their own. Rarely anticipates. Often needs encouragement. | Capable of working unsupervised on a variety of well-practised tasks. | Able to plan ahead on most occasions. Confident in most tasks. Recognises own limitations. | Able to plan ahead improving with experience.  Has the confidence and ability to approach any new tasks and cope with them well. |  |
| TIME MANAGEMENT and ABILITY TO ORGANISE OWN WORK | Always late for shift. Unable to plan or organise own work. | Often late for shift. Able to plan but easily distracted. | Usually on time for shift. Able to organise own work with assistance. | Rarely ever late for shift. Work well organised, carrying out tasks with minimal supervision. | Always prompt or early for shift. Arranges work in logical and systematic manner and completes this efficiently. |  |
| COMMUNICATION SKILLS | Poor communication skills. Tends to antagonise others or rarely speaks to anyone. Avoids communication with clients. | Often tactless, unaware of others feelings and own behaviour. Inappropriate communication with clients and others. Helpful but slow to establish relationships. | Demonstrates adequate communication skills when working with others. | Develops good relationships with all staff and clients. Good communication skills both with colleagues and clients. | Excellent communication with clients, other students and all members of staff. |  |
| ATTITUDE to FEEDBACK and GUIDANCE | Resents any criticism and does not accept it. Unaware of own limitations. | Accepts any criticism or feedback but show little improvement. | Accepts the feedback given and shows some improvement. | Usually responds well to suggestions, and seeks clarification. Recognises own limitations. | Always shows positive healthy responses to guidance and feedback. Able to reflect and improve. |  |
| PROFESSIONAL ACCOUNTABILITY | Appears to be unable to take responsibility. | Reluctant to take responsibility and  avoids it | Can accept responsibility | Shows increasing ability to take responsibility | Accountable for own actions and able to take on responsibility within own competence Readily accepts it. |  |
| PROFESSIONAL DEVELOPMENT | Shows little interest in the business. Seems unmotivated to learn or participate in clinical discussions. | Interest not generally displayed only in specific areas of work. Asks a few questions when prompted. | Average interest but often lacks reflection.  Asks sufficient questions but doesn’t always recognise own limits in knowledge base. | Intelligent interest in individual & group animal welfare. Asks good, relevant questions, keen to know about the whole business and to contribute to day to day decisions. | Participates in all opportunities to improve nursing care (attends all in house CPD etc.). Reflects on their own work, asking searching questions. Makes a contribution to decision-making and problem solving. |  |
| PROFESSIONAL & CLINICAL APPEARANCE | Pays little attention to personal appearance. Rarely uses personal protective wear. | Frequently untidy in appearance. Does present professional image. | Occasionally untidy in appearance. Mostly abides by PPE protocols. | Usually maintains professional appearance and follows PPE protocols. | Always appropriately dressed and well groomed. Conforms to PPE protocols. |  |

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| Student name | Enrolment number: | Date: | Assessed by: | StudentClinical CoachPeer |
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