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| Professional behaviours and attitudes  | Practice Level 1 Constant supervision | Practice Level 2 With assistance | Practice Level 3 Decreasing supervision | Practice Level 4 Independent | 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 dependableLittle 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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