Nursing &
Midwifery
Council

Domain 1: Professional values

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Competency	Point of entry: Essential knowledge, understanding and skill application required Essential skills cluster number and point	Multi-choice Exam: Generic	Multi-choice Exam: Generic applied to nursing field specific	OSCE's: Suitable items for testing
Competency 1. All nurses must practise with confidence according to The code: Professional standards of practice and behaviour for nurses and midwives (NMC,2015), 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.	Articulates the underpinning values of the code, (NMC,2015) Care, Compassion and Communication **CCC1,1**.	E	E	E
	Adopts a principled approach to care underpinned by the code,(NMC,2015) **CCC4,3**.			Y
	Upholds peoples legal rights and speaks out when these are at risk of being compromised **CCC4,4**.		Y	Y
	Is acceptant of differing cultural traditions, beliefs, UK legal frameworks and professional ethics when planning care with people and their families and their carers **CCC4,5**.	Y	Y	Y
	Through reflection and evaluation demonstrates commitment to personal and professional development and lifelong learning **CCC5,13**.	Y		
	Acts professionally and autonomously in situations where there may be limits to confidentiality, for example, public interest and protection from harm **CCC7,5**.	Y	Y	Y
	Works within legal frameworks for data protection including access to and storage of records **CCC7,8**.	Y		
	Works within legal frameworks when seeking consent **CCC8,5**.	Y	Y	E
	Assesses and responds to the needs and wishes of carers and relatives in relation to information and consent. **CCC8,6**	y	y	
	Shares information safely with colleagues and across agency boundaries for the protection of individuals and the public. **OAC11,6**.	Y	Y	
	Works within ethical and legal frameworks and local policies to deal with complaints and concerns. **OAC12,9**.	Y		Y
	Challenges the practice of self and others across the multi-professional team **OAC 14,7**	Y		Y

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	Works within the requirements of the code (NMC, 2015) in delegating care and when care is delegated to them. **OAC15,2**.		Y	Y
	Recognises and addresses deficits in knowledge and skill in self and others and takes appropriate action **OAC15,5**.	Y	Y	
	Takes decisions and is able to answer for these decisions when required **OAC16,2**		Y	Y
	Appropriately reports concerns regarding staffing and skill-mix and acts to resolve issues that may impact on the safety of service users within local policy frameworks **OAC17,9**.	Y		Y
	Works within legal and ethical frameworks that support promoting safety and positive risk taking. **OAC18,13**.		Y	
	Applies research based evidence to practice **OAC 9,14**		E	
	Works within the limitations of the role and recognises own level of comptence. **CCC1,2**		Y	Y
	Applies legislation that relates to the management of specific infection risk at a local and national level. Infection Preventions and Control **IPC22,8**.	Y		Y
	Assists people to make safe and informed choices about their medicines. **MM40,5**.		y	
	Applies legislation to practice in safe and effective ordering, receiving, storing, administering and disposal of drugs, including controlled drugs in both primary and secondary care settings and ensures others do the same Medicine Management **MM34,4**.	E		Y
	Assesses the person's ability to safely self-administer their medicines. **MM40,4**			
	Gives clear instructions and explanation and checks that a person understands the use of medicines and treatment options **MM40,3**.		Y	

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	Fully understands all methods of supplying medicines, for example Medicines Act exemptions, patient group directions(PGDs), clinical management plans and other forms of prescribing **MM34,6**	E		Y
Competency 2 All nurses must practice in a holistic, non-judgemental, 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	Is sensitive and empowers people to meet their own needs and make choices and considers with the person and their carer(s) their capability to care. **CCC2,8**.			Y
	Ensures access to independent advocacy. **CCC2,9**.	Y	Y	Y
	Acts autonomously and proactively in promoting care environments that are culturally sensitive and free from discrimination, harassment and exploitation. **CCC4,6**	Y	Y	Y
	Makes effective referrals to safeguard and protect children and adults requiring support and protection. **OAC11,7**.	Y	Y	E
	Supports people in asserting their human rights. **OAC11,9**	Y		Y
	Challenges practices which do not safeguard those in need of support and protection. **OAC11,10**	Y		E
Competency 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.	Acts with dignity and respect to ensure that people who are unable to meet their activities of living have choices about how these are met and feel empowered to do as much as possible for themselves. **CCC2,12**		Y	Y
	Is proactive in promoting and maintaining dignity. **CCC3,5**.			E
	Acts autonomously to challenges situations or others when someone's dignity may be compromised. **CCC3,6**		y	E
	Works within the context of a multi-professional team and works collaboratively with other agencies when needed to enhance the care of people, communities and populations. **OAC9,15**.		Y	
	Promotes health and well-being, self care and independence by teaching and empowering people and carers to make choices in coping with the effects of treatment and the ongoing nature and likely consequences of a condition including death and dying. **OAC9,16**		Y	Y
	Discusses sensitive issues in relation to public health and provide appropriate advice and guidance to individuals, communities and populations for example, contraception, substance misuse, smoking, obesity. **OAC,9,18**	Y	Y	

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	Works within a public health framework to assess needs and plan care for individuals, communities and populations. **OAC9, 22**.	Y		
	Is sensitive and empowers people to meet their own needs and make choices and considers with the person and their carer(s) their capability to care. **CCC2,8**.		Y	Y
Competency 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.	Actively helps people to identify and use their strengths to achieves their goals and aspirations. **CCC2,14**		y	
	Uses appropriate strategies to empower and support their choice. **CCC3,7**.		y	
	Recognises situations and acts appropriately when a person's choice may compromise their safety or the safety of others. **CCC2,10**.		E	E
	Uses strategies to manage situations where a person's wishes conflict with nursing interventions necessary for the person's safety. **CCC2,11**			Y
	Works autonomously, confidently and in partnership with people, their families and carers to actively empower people to be involved in their care planning and delivery including strategies for self care and peer support. **CCC2,13**.		Y	Y
	Acts appropriately in sharing information to enable and enhance care (carers, MDT and across agency boundaries). **CCC7,7**.	Y	Y	Y
	Assesses and implements measures to manage, reduce or remove risk that could be detrimental to people, self and others. **OAC18,11**.		Y	E
	Works within legal and ethical frameworks to promote safety and positive risk taking. **OAC18,13**.	Y	Y	
	Takes steps not to cross professional boundaries and put self or colleagues at risk. **OAC18,15**.		Y	Y
	Explains risks to people, relatives, carers and colleagues and educates them in prevention and control of infection. **IPC21,10**.		Y	Y
	Adheres to infection prevention and control policies and procedures at all times and ensures that colleagues work according to good practice guidelines. **IPC22,9**.	E		E

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	Acts as a role model to others and ensure colleagues work within local policy **IPC24,4**			E
	Able to communicate potential risks to others and advise people on their device, site or wound to prevent and control infection and to promote healing. **IPC25, 5**.		Y	Y
Competency 5 All nurses must fully understand the nurse's various role, responsibilities and functions, and adapt their practice to meet the changing needs of people, groups communities and populations.	Takes effective role within a team adopting the leadership role when appropriate. **OAC14,8**.		Y	Y
	Prioritise own workload and manages competing and conflicting priorities. **OAC17,8**.		Y	Y
	Acts appropriately in sharing information to enable and enhance care (carers, MDT and across agency boundaries). **CCC7,7**		Y	Y
Competency 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.	Seeks specialist advice as required in order to formulate an appropriate care plan. **NFM28,6**.		Y	
	Discusses progress and changes in condition with the person, carers and multi- disciplinary team **NFM28,9**		Y	
	Works collaboratively with the person their carers and the multi-disciplinary team to ensure and adequate fluid intake and output. **NFM.29.7**			y
	Actively consults and explores solutions and ideas with others to enhance care. **OAC14,6**.	Y	Y	Y
	Values others' roles and responsibilities within the team and interacts appropriately **OAC14,3**		Y	Y
	Works interprofessionally and autonomously as a means of achieving optimum outcomes for people. **OAC14,10**		Y	
	Through reflection and evaluation demonstrates commitment to personal and professional development and life long learning. **CCC5,13**.	Y	Y	Y

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Competency 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.	Uses supervision and other forms of reflective learning to make effective use of feedback. **OAC12,3**.		Y	Y
Competency 8 All nurses must practice 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.	Is self-aware and self confident, knows own limitations and is able to take appropriate action. **CCC1,9**.		Y	Y
Competency 9 All nurses must appreciate the value of evidence in practice, be able to understand and appraise research findings to their work, and identify areas for further investigation.	Applies research based evidence to practice. **OAC9,14**.		Y	Y
	Questions, critically appraises, takes into account ethical considerations and the preferences of the person receiving care and uses evidence to support and argument in determining when medicines may or may not be an appropriate choice of treatment. **MM35,10**		y	

Online Resources

Below are some useful online links which can be used to support preparation for the NMC's Test of Competence (A - Z). These online links are not exhaustive, and many other useful sources will exist. The links are designed to help candidates identify gaps as they explore each domain and competence. Candidates should consider the need for revision and consolidation of knowledge before taking the test of competence. Please copy and paste the links into your web browser to access the information.

http://ico.org.uk/for_organisations/data_protection/the_guide/the_principles
http://rcnpublishing.com/page/ns/students/reflective-practice/developing-reflective-practice
http://www.advancedpractice.scot.nhs.uk/legal-and-ethics-guidance.aspx
http://www.advancedpractice.scot.nhs.uk/legal-and-ethics-guidance/consent/defining-consent.aspx
http://www.ageuk.org.uk/health-wellbeing/your-healthcare-rights/
http://www.cpa.org.uk/information/reviews/Managing_and_Administering_Medication_in_Care_Homes.pdf
http://www.cqc.org.uk/content/safeguarding-people
http://www.cqc.org.uk/sites/default/files/documents/20140210_6642_cqc_how_to_complain_leaflet_final_web.pdf
http://www.dhsspsni.gov.uk/index/hss/governance.htm
http://www.equalityhumanrights.com/human-rights/human-rights-practical-guidance/area-health/
http://www.equalityhumanrights.com/human-rights/what-are-human-rights/the-human-rights-act/
http://www.equalityhumanrights.com/your-rights/human-rights/what-are-human-rights/human-rights-act
http://www.euromedinfo.eu/a-model-of-care-for-cultural-competence.html/
http://www.evidence.nhs.uk/search?q=legislation%20for%20infection%20control
http://www.hse.gov.uk/healthservices/sensible-risk-assessment-care-settings.htm
http://www.kingsfund.org.uk/blog/2012/10/developing-culture-compassionate-care
http://www.legislation.gov.uk/ukpga/1971/38/contents
http://www.mhra.gov.uk/ConferencesLearningCentre/LearningCentre/Medicineslearningmodules/index.htm
http://www.mind.org.uk/information-support/legal-rights/mental-capacity-act-2005/
http://www.nhs.uk/CarersDirect/guide/vulnerable-people/Pages/vulnerable-adults.aspx
http://www.nhs.uk/CarersDirect/moneyandlegal/legal/Pages/MentalCapacityAct.aspx
http://www.nhslothian.scot.nhs.uk/HealthInformation/Advocacy/Pages/default.aspx

http://www.nice.org.uk/guidance/CG76

http://www.nice.org.uk/Search?area=NICE.Search&q=self+administration+of+medicines

http://www.nmc-uk.org/Nurses-and-midwives/Raising-and-escalating-concerns/

http://www.nmc-uk.org/Nurses-and-midwives/Regulation-in-practice/Medicines-management-and-prescribing/

http://www.nmc-uk.org/Nurses-and-midwives/Regulation-in-practice/Safeguarding-New/

http://www.nmc-uk.org/Publications/Guidance/

http://www.nmc-uk.org/Publications/Standards/

http://www.nrls.npsa.nhs.uk/resources/patient-safety-topics/

http://www.nrls.npsa.nhs.uk/resources/patient-safety-topics/consent-communication-confidentiality/

http://www.nrls.npsa.nhs.uk/resources/patient-safety-topics/risk-assessment-management/

http://www.publichealth.hscni.net/directorate-nursing-and-allied-health-professions/nursing

http://www.rcn.org.uk/__data/assets/pdf_file/0007/157723/003208.pdf

http://www.rcn.org.uk/development/health_care_support_workers/professional_issues/

http://www.rcn.org.uk/development/learning/transcultural_health/transcultural

http://www.rcn.org.uk/development/practice/clinical_governance

http://www.rcn.org.uk/development/practice/clinical_governance/quality_and_safety_e-bulletin

http://www.rcn.org.uk/development/practice/dignity

http://www.rcn.org.uk/development/practice/infection_control

http://www.rcn.org.uk/development/practice/infection_control/resources

http://www.rcn.org.uk/development/practice/nutrition

http://www.rcn.org.uk/development/practice/principles/

http://www.rcn.org.uk/development/practice/principles/the_8_principles/principle_f

http://www.rcn.org.uk/development/practice/principles/the_8_principles/principle_g

http://www.rcn.org.uk/development/practice/principles/the_8_principles/principle_h

http://www.rcn.org.uk/development/practice/public_health

http://www.rcn.org.uk/development/practice/safeguarding

http://www.rcn.org.uk/development/practice/social_inclusion

http://www.rcn.org.uk/development/practice/spirituality

http://www.rcn.org.uk/development/research_and_innovation/rs/publications_and_position_statements/informed_consent

http://www.scie.org.uk/publications/adultsafeguardinglondon/riskassessment/

http://www.wales.nhs.uk/

http://www.wales.nhs.uk/nwis/page/52618

http://www.wales.nhs.uk/sites3/documents/739/rcn%20infection%20control.doc.pdf

http://www.wales.nhs.uk/sites3/page.cfm?orgid=465&pid=11930.

http://www.who.int/cancer/en/

http://www.who.int/patientsafety/education/en/

http://www.who.int/topics/health_promotion/en/

http://www.who.int/topics/infection_control/en/

https://www.evidence.nhs.uk/search?q=delegation%20in%20nursing

https://www.gov.uk/childrens-services/safeguarding-children

https://www.gov.uk/government/topics/public-health

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/212450/Liverpool_Care_Pathway.pdf