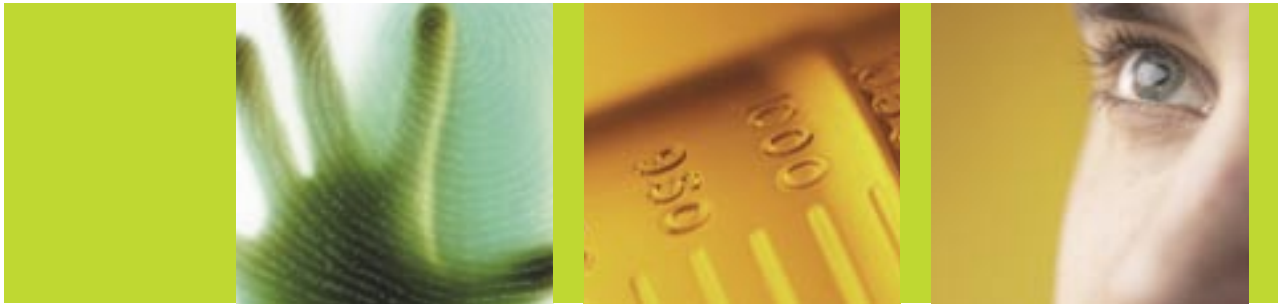


Competency Standards

for nurses in general practice



Performance management tool for enrolled nurses in general practice

Competency standards for registered and enrolled nurses in general practice An Australian Nursing Federation project funded by the Australian Government Department of Health and Ageing. The competency standards for nurses in general practice were developed by a University of South Australia project team led by Terri Gibson and Marie Heartfield. First published August 2005.

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Performance management tool for enrolled nurses¹ in general practice

Name: _____

Refer to the job description for further information about each of the competency elements. Note that this tool must not be used for disciplinary purposes.

Step 1

The enrolled nurse undertakes a self assessment against the elements and prepares a professional development plan for discussion with the employer/supervisor.

Step 2

The employer/supervisor completes the assessment and discusses the assessment and the professional development plan with the enrolled nurse.

Step 3

The enrolled nurse and the employer/supervisor, following negotiation, agree on the professional development plan that will be supported by the employer/supervisor and the necessary plans are made eg organise further education, arrange clinical supervision etc.

1. Practices in accordance with nursing and general practice standards, codes, guidelines, legislation and regulations.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

¹ Registered nurse (Division 2) in Victoria.

2. Recognises the responsibility and implications of enrolled nursing practice in general practice including professional supervisory relationships.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

3. Recognises the need for ongoing education and training to maintain competence for nursing practice.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

4. Demonstrates knowledge and skill in providing delegated episodic and ongoing care that is responsive to individual and group circumstances and environments.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

5. Collects and reports information about the health and functional status of individuals and groups.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

6. Provides care for individuals and groups in consultation with the registered nurse and/or general practitioner.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

7. Modifies communication strategies according to individual and group circumstances.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

8. Uses relevant guidelines, protocols and systems as evidence for practice.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

9. Maintains programs, registers and systems to ensure appropriate clinical care provision.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

10. Demonstrates proficiency in the use of information management technology and systems to inform clinical care management.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

11. Consults with the registered nurse and general practice team in making clinical decisions.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

12. Recognises when to seek advice from the registered nurse and general practitioner about the care of individuals and groups.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

13. Liaises with relevant community and health care agencies to facilitate continuity of care for individuals and groups.

Self-assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

Employer assessment

AGREE	1	2	3	4	5	DISAGREE
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Comments

Achievements since the previous review of performance:

Strong points:

Limitations:

Plan:

Overall comments:

Nurse signature:

Employer signature:

Date:

Due date for next review of performance:
