

DOMAIN	AREA COMPETENCE	COMPETENCY	KEY CRITERIA
<b>LEADERSHIP</b>	Demonstrating leadership in the development of practice	<p>A:</p> <ol style="list-style-type: none"> <li>1. Provide leadership support to individuals and teams thereby facilitating emancipatory change within the organisation</li> <li>2. Create a clear strategic vision that facilitates Innovation.</li> <li>3. Develop partnership arrangements that are mutually productive.</li> <li>4. Emphasise the processes and conditions for others to be effective within their teams.</li> </ol>	<ol style="list-style-type: none"> <li>i. Adopt a leadership philosophy that will enable practice to be vision driven.</li> <li>ii. Facilitate and support a culture which produces sustained behaviours and leads to emancipatory changes.</li> <li>iii. Formulate, provide and/or evaluate a Practice Development strategy which takes cognisance of local and national nursing strategies.</li> </ol> <p>Negotiate with others to:-</p> <ul style="list-style-type: none"> <li>• establish and maintain professional networks internal and external to the organisation.</li> <li>• seek and form collaborative relationships.</li> <li>• communicate and display good interpersonal behaviours in particular:- understanding the issues associated with group behaviour and team work, the dynamics of resolving conflict, motivating and influencing others.</li> </ul> <ol style="list-style-type: none"> <li>iv. Support services by providing specialist advice which is both reactive and proactive.</li> <li>v. Understand and analyse the organisation to support the changing culture</li> <li>vi. Be a critical reflector and promote reflective practice through structures such as clinical supervision/action learning.</li> </ol>

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<b>RESEARCH and DEVELOPMENT</b>	Interpreting, Supporting and participating in Research and Development	<p>B:</p> <ol style="list-style-type: none"> <li>1. Critically analyse published literature.</li> <li>2. Participate or support others to participate in research.</li> <li>3. Facilitate the implementation of research findings relevant to practice.</li> </ol>	<ol style="list-style-type: none"> <li>i. Be knowledgeable about the research process and be aware of appropriate methodologies</li> <li>ii Be aware of and adhere to ethical considerations when involved in research</li> <li>iii. Critically review and facilitate implementation of relevant research findings, and from this formulate a proposal for action.</li> <li>iv. Identify key personnel, resources and data to facilitate the process of identifying and/or implementing clinically effective evidence based practice.</li> <li>v. Network and forge links with national and educational establishments to undertake collaborative research.</li> <li>vi. Identify research opportunities and construct a research proposal.</li> <li>vii. Provide a leadership role to others who wish to undertake research</li> <li>viii. Adapt research findings to meet local needs and resources whilst maintaining the essence of the findings.</li> <li>ix. Ensure that changes to practice are effective by evaluating in on systematic and rigorous manner.</li> <li>x. Ensure active involvement in research projects.</li> <li>xi. Publish the findings of the research to ensure wide</li> </ol>

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<p><b>KNOWLEDGE &amp; LEARNING</b></p>	<p>Self learning and professional development of others.</p>	<p>C;            1. The promotion and development of professional knowledge and skills through life long learning to ensure high standards of patient care.             2. Establish an environment that promotes continual learning.</p>	<p>dissemination.</p> <p>i. Use and facilitate in others reflective practice to formulate and prioritise strategies for self development.            ii. Measure own and facilitate in others the ability to self assess competence, analyse deficits and plan actions to resolve.            iii. Develop own and facilitate in others improved competency in structured ways e.g. academic courses, conferences or private individual study.            iv. Contribute to the development and/or review of learning activities.            v. Use a range of resources to develop and update specialist knowledge            vi. Actively promote development and innovation in practice            vii. Develop strategies which assist with the integration of learning from practice and education settings.</p>

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<b>MANAGING CHANGE</b>	Developing practice with due consideration to the organisation.	D; 1. Employ effective processes to enable, facilitate and support innovation in practice	<ul style="list-style-type: none"> <li>i, Demonstrate an ability to work with teams and individuals to enable facilitate and support change within practice.</li> <li>ii. Adopt a persona which encourages the ability to be visionary in outlook and manner.</li> <li>iii. Respond to a national and /or local agenda by facilitating changes</li> <li>iv. Interpret information within own organisation to support change which takes cognisance of the organisational culture.</li> <li>v. Recognise the demands on available resources demonstrating expertise in minimising the impact on them.</li> </ul>

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<b>QUALITY</b>	Ensuring Quality is integral to practice development.	E; 1. Use effective processes to impact on improving patient care.	<ul style="list-style-type: none"> <li>i. Utilise national standards and guidelines to drive evidence based practice</li> <li>ii. Ensure effective and systematic monitoring of services through appropriate evaluation techniques. Such as clinical audits.</li> <li>iii. Establish effective strategies to disseminate evidence of best practice.</li> <li>iv. Participate in the review and update of policies, procedures and standards in keeping with evidence based practice.</li> <li>v. Interpret findings and produce structured reports from evaluation.</li> <li>vi. Introduce staff to, and involve them in, appropriate methods of evaluation.</li> <li>vii. Facilitate changes in practice as necessary following evaluation, and national body recommendations e.g. SHAS, CSBS</li> </ul>