

Mental Health Nursing: Field Specific Competencies

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Competency (Mental Health Nurses) and application	Domain	Suitable items for Multi-choice Exam: Nursing Field specific (E* = Critical item when related to patient and public safety and if tested in MCQ must be passed) (20Qs)	Suitable items for testing within OSCE's E* = Critical item when related to patient or public safety and if tested in scenario/skill must be passed
1.1 Mental health nurses must understand and apply current legislation to all service users, paying special attention to the protection of vulnerable people, including those with complex needs arising from ageing, cognitive impairment, long-term conditions and those approaching the end of life.	D1 Professional values Competency 1		
	Apply current legal, ethical and professional requirements to older people with complex needs.		
	Apply current legal, ethical and professional requirements to people with complex needs and cognitive impairment.		
	Apply current legal, ethical and professional requirements to people with complex needs and Long term conditions.	E*	E*
	Apply current legal, ethical and professional requirements to people with complex needs as they near end of life		
	Articulates the underpinning values of the Code (NMC, 2018). Care, Compassion and Communication (CCC)1 ,1.		Y

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	Adopts a principled approach to care underpinned by the Code (NMC, 2018). CCC4, 3.	Y	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
	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	
	Works within legal frameworks for data protection including access to and storage of records CCC7,8.	Y	Y

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	Works within legal frameworks when seeking consent CCC8, 5.	Y	Y
	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
	Works within the requirements of the Code (NMC, 2018) in delegating care and when care is delegated to them. OAC15, 2.	Y	

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	Recognises and addresses deficits in knowledge and skill in self and others and takes appropriate action OAC15,5.	Y	
	Takes decisions and is able to answer for these decisions when required OAC 16,2	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 OAC 17,9.	Y	
	Works within legal and ethical frameworks that support promoting safety and positive risk taking. OAC18, 13.	Y	Y
	Applies research based evidence to practice OAC 9,14	Y	Y
	Works within the limitations of the role and recognises own level of competence. CCC1, 2	Y	Y

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	Applies legislation that relates to the management of specific infection risk at a local and national level. Infection Preventions and Control (IPC), 22,8.	Y	Y
	Assists people to make safe and informed choices about their medicines. MM.40,5.	Y	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 (MM), 34,4.	Y	Y
	Assesses the person's ability to safely self-administer their medicines. MM 40,4	Y	Y
	Gives clear instructions and explanation and checks that a person understands the use of medicines and treatment options MM40,3.	Y	Y
	Fully understands all methods of supplying medicines, for example Medicines Act exemptions, patient group directions(PGDs), clinical management plans and other forms of prescribing MM,34,6	Y	Y

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2.1 Mental health nurses must practise in a way that addresses the potential power imbalances between	D1 Professional values competency 2		
	Mental Health Act and its application Compulsory measures and their application	E*	E*
	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
	Acts autonomously and proactively in promoting care environments that are culturally sensitive and free from discrimination, harassment and exploitation. CCC,4,6	Y	Y

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	Makes effective referrals to safeguard and protect children and adults requiring support and protection. OAC11,7.	Y	Y
	Supports people in asserting their human rights. OAC,11,9	Y	Y
	Challenges practices which do not safeguard those in need of support and protection. OAC,11,10	Y	Y
3.1 Mental health nurses must promote mental health and wellbeing, while challenging the inequalities and discrimination that may arise from or contribute to mental health problems.	D2 Professional values Competency 3.1		
	Challenging inequalities	E*	E*
	Challenging discrimination	E*	E*

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	Communicates effectively and sensitively in different settings, using a range of methods and skills CCC6, 8.		Y
	Consistently shows ability to communicate safely and effectively with people providing guidance for others. CCC6,7	Y	Y
	Provides accurate and comprehensive written and verbal reports based on sound evidence. CCC6, 9.	Y	Y
	Provides information to people and their carers. NFM.28,7.		Y
	Uses strategies to enhance communication and remove barriers to effective communication minimising the risk to people from lack of or poor communication. CCC6, 6.	Y	Y
4.1 Mental health nurses must work with people in a way that values, respects and explores the meaning of their individual lived experiences of mental health problems, to provide person-centred and recovery-focused practice.	D2 Professional values Competency 3.1		

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	Working in a recovery focussed way	E*	E*
	Actively helps people to identify and use their strengths to achieves their goals and aspirations. CCC2,14	Y	Y
	Uses appropriate strategies to empower and support their choice. CC3,7.		Y
	Recognises situations and acts appropriately when a person's choice may compromise their safety or the safety of others. CCC2,10.	Y	Y
	Uses strategies to manage situations where a person's wishes conflict with nursing interventions necessary for the person's safety. CCC,2, 11	Y	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

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	Acts appropriately in sharing information to enable and enhance care (carers, MDT and across agency boundaries). CCC7, 7.	Y	Y
	Assesses and implements measures to manage, reduce or remove risk that could be detrimental to people, self and others. OAC18,11.	Y	Y
	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	
	Adheres to infection prevention and control policies and procedures at all times and ensures that colleagues work according to good practice guidelines. IPC22,9.	Y	

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	Acts as a role model to others and ensure colleagues work within local policy IPC24,4	Y	
	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	
8.1 Mental health nurses must have and value an awareness of their own mental health and wellbeing. They must also engage in reflection and supervision to explore the emotional impact on self of working in mental health; how personal values, beliefs and emotions impact on practice, and how their own practice aligns with mental health legislation, policy and values-based frameworks.	D1 Professional values Competency 4.1		
	Self awareness, Supervision		
	Is self-aware and self confident, knows own limitations and is able to take appropriate action. CCC1, 9.	Y	Y
1.1 Mental health nurses must use skills of relationship-building and communication to engage with and support people distressed by hearing voices, experiencing distressing thoughts or experiencing other perceptual problems.	D1 Professional values Competency1.1		

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	Relationship building with people experiencing psychotic symptoms	E*	E*
	Has insight into own values and how these may impact on interaction with others. CCC5,10.	Y	Y
	Works with people and carers to provide clear and accurate information MM40,2.	Y	Y
	Recognises and acts to overcome barriers in developing effective relationships with service users and carers. CCC1, 12.	Y	Y
	Acts autonomously to reduce and challenge barriers to effective communication and understanding. CCC6,10.	Y	Y
1.2 Mental health nurses must use skills and knowledge to facilitate therapeutic groups with people experiencing mental health problems and their families and carers.	D1 Professional values Competency1.2		

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	Facilitating groups	Y	Y
	Engages with people in the planning and provision of care which recognises the importance of personal needs and providing both practical and emotional support. CCC5, 9.	Y	Y
	Listens to, watches for and responds to verbal and non verbal cues. CCC5,8.	y	Y
	Uses skills of active listening, questioning, paraphrasing and reflection to support therapeutic intervention. CCC6,12.	Y	Y
4.1 Mental health nurses must be sensitive to, and take account of, the impact of abuse and trauma on people's wellbeing and the development of mental health problems. They must use interpersonal skills and make interventions that help people disclose and discuss their experiences as part of their recovery.	D2 Communication and interpersonal skills Competency 4.1		
	Helping people to recover from abuse and trauma	Y	Y

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	Anticipates how people might feel in a given situation and respond with kindness and empathy to provide physical and emotional comfort. CCC5, 6.		Y
	Is proactive and creative in enhancing communication and understanding. CCC6,11	Y	Y
	Makes appropriate use of touch. CCC5, 7.		Y
	Manages and diffuses challenging situations effectively. CCC4,7.	Y	Y
	Recognises circumstances that trigger personal negative response and takes action to prevent this compromising care. CCC5,11.	Y	Y
5.1 Mental health nurses must use their personal qualities, experiences and interpersonal skills to develop and maintain therapeutic, recovery-focused relationships with people and therapeutic groups. They must be aware of their own mental health, and know when to share aspects of their own life to inspire hope while maintaining professional boundaries.	D2 Communication and interpersonal skills Competency5.1		

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	Self disclosure in therapeutic relationships	Y	Y
	Initiates, maintains and closes professional relationships with service users and carers. CCC1,13.	Y	Y
6.1 Mental health nurses must foster helpful and enabling relationships with families, carers and other people important to the person experiencing mental health problems. They must use communication skills that enable psychosocial education, problem-solving and other interventions to help people cope and to safeguard those who are vulnerable.	D2 Communication and interpersonal skills Competency 4.1		
	Helping people cope with a family member/person experiencing mental health problems	Y	Y
	Discusses sensitive issues in relation to public health and provides appropriate and guidance to individuals, communities and populations in health promoting behaviours such as contraception, cessation of smoking, addressing obesity and substance misuse. OAC9,18.	Y	Y
	Uses negotiating and other skills to encourage people who might be reluctant to drink to take adequate fluids. NFM.29,5	Y	Y
	Discusses the benefits of health promotion within the concept of public health to prevent and control infection to improve and maintain the health of the population. IPC21, 6.	Y	Y

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<p>1.1 Mental health nurses must be able to recognise and respond to the needs of all people who come into their care including babies, children and young people, pregnant and postnatal women, people with physical health problems, people with physical disabilities, people with learning disabilities, older people, and people with long term problems such as cognitive impairment.</p>	D3 Nursing practice and decision making Competency 1		
	Responds to the needs of babies and children	Y	
	Responds to the needs of young people	Y	Y
	Responds to the needs of pregnant women	Y	
	Responds to the needs of post-natal women	Y	
	Responds to the needs of people with physical health problems	Y	Y

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	Responds to the needs of people with learning disabilities	Y	Y
	Responds to the needs of older people	Y	Y
	Responds to the needs of people with long term conditions	Y	Y
	Demonstrates clinical confidence through sound knowledge, skills and understanding relevant to field. CCC1,8.	Y	
	Recognises the significance of information and acts in relation to who does or does not need to know. CCC,7,6	Y	
	Refers to specialists when required. OAC9, 19	Y	

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	Works within the Code (NMC,2018) and in keeping with guidance on professional conduct for nursing and midwifery students (NMC,2010) and in collaboration with people and their carer's to meet responsibilities for prevention and control of infection. IPC.21,7.	Y	
	Recognises and acts upon the need to refer to specialist advisors as appropriate. IPC23, 5.	Y	
	Refers to specialist members of the multi- disciplinary team for additional or specialist advice. NFM27, 8.	Y	
	Acts appropriately in sharing information to enable and enhance care with carers, multi-disciplinary teams and across agency boundaries. CCC7, 7.	Y	
3.1 Mental health nurses must be able to apply their knowledge and skills in a range of evidence-based individual and group psychological and psychosocial interventions, to carry out systematic needs assessments, develop case formulations and negotiate goals.	Planning care for individuals and groups in a variety of settings	E*	E*

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	Actively empowers people to be involved in the assessment and care planning process. CCC2,2.	Y	Y
	Accurately undertakes and records base line assessments of weight, height, temperature, pulse, respiration and blood pressure using manual and electronic devices. OAC9,2		Y
	Takes and records accurate measurements of weight, height, length, body mass index and other appropriate measures of nutritional status. NFM28,1		Y
	Measures documents and interprets vital signs and acts autonomously and appropriately on findings. OAC 9,21	Y	Y
	Acts autonomously and appropriately when faced with sudden deterioration in people's physical or psychological condition or emergency situation, abnormal vital signs, collapse, cardiac arrest, dehydration, self harm, extremely challenging behaviour, attempted suicide. OAC9,20.	Y	Y
	Performs routine diagnostic tests, for example urinalysis, under supervision as part of the assessment process (near client testing). OAC9,7.		Y

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	<p>In partnership with the person, their carers and their families, makes a holistic, person centred and systematic assessment of physical, emotional, psychological, social, cultural and spiritual needs, including risk, and together, develops a comprehensive personalised plan of nursing care. OAC9, 12.</p>	Y	Y
	<p>Acts autonomously and takes responsibility for collaborative assessment and planning of care delivery with the person, their cares and their family. OAC9,13.</p>	Y	Y
	<p>Provides accurate and comprehensive written reports based on best possible evidence. CCC6,9.</p>	Y	y
	<p>Works within a public health framework when assessing the needs of people, communities and populations within the UK. OAC9,22.</p>	Y	Y
<p>4.1 Mental health nurses must be able to apply their knowledge and skills in a range of evidence-based psychological and psychosocial individual and group interventions to develop and implement care plans and evaluate outcomes, in partnership with service users and others.</p>	<p>D3 Nursing practice and decision making Competency 4</p>		
	<p>Psychological and psychosocial theories and their application</p>	Y	

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	<p>Detects, records and reports if necessary, deterioration or improvement and takes appropriate action autonomously. OAC 10,8</p>	Y	
	<p>In partnership with people and their carers, plans, delivers and documents care that demonstrates effective risk assessment, infection prevention and control. IPC21,8.</p>	Y	
	<p>Initiates and maintains appropriate measure to prevent and control infection according to route of transmission of micro-organism, in order to protect service users, members of the public and other staff. IPC.22,7</p>	Y	
	<p>Demonstrates effective hand hygiene and the appropriate use of standard infection control precautions when caring for people. IPC,22,1</p>	Y	
	<p>Works within legal and ethical frameworks taking account of personal choice. NFM31.6</p>	Y	
	<p>Ensure provision is made for replacement meals for anyone who is unable to eat at the usual time, or unable to prepare their own meals. FNM30,7.</p>	Y	

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	<p>Uses knowledge of dietary, physical, social and psychological factors to inform practice being aware of those that can contribute to poor diet, cause or be caused by ill health. NFM27,6</p>	Y	
	<p>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.</p>	Y	
	<p>Provides safe and effective care in partnership with people and their carers within the context of people's ages, conditions and developmental stages. OAC,10,6</p>	Y	
	<p>Discusses in a non-judgemental way how diet can improve health and the risks associated with not eating appropriately. NFM27,9.</p>	Y	
	<p>Provides support and advice to carers when the person they are caring for has specific dietary needs. NFM27,11.</p>	Y	
	<p>In liaison with a registered midwife provides essential advice and support to mothers who are breast feeding. NFM27,10</p>	Y	

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	Explains medical devices to people and checks understanding. OAC20,5.	Y	
5.1 Mental health nurses must work to promote mental health, help prevent mental health problems in at-risk groups, and enhance the health and wellbeing of people with mental health problems.	D3 Nursing practice and decision making Competency 5		
	Health promotion	E*	E*
	Acts autonomously and proactively in promoting care environments that are culturally sensitive and free from discrimination, harassment and exploitation. CCC4,6.	Y	Y
	Recognise infection risk and reports and acts in situations where there is need for health promotion and protection and public health strategies IPC.21,11.	Y	Y
	Understands the concept of public health and the benefits of healthy lifestyles and the potential risks involved with various lifestyles or behaviours, for example, substance misuse, smoking, obesity. OAC,9,3	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	Y
	Supports people in asserting their human rights. OAC11, 9.	y	Y
6.1 Mental health nurses must help people experiencing mental health problems to make informed choices about pharmacological and physical treatments, by providing education and information on the benefits and unwanted effects, choices and alternatives. They must support people to identify actions that promote health and help to balance benefits and unwanted effects.	D3 Nursing practice and decision making Competency 6		
	Pharmacological and physical treatments and their use including education and information for people undergoing treatment	E*	E*
	Safely uses and maintains a range of medical devices appropriate to the area of work, including ensuring regular servicing, maintenance and calibration including reporting adverse incidents relating to medical devices. OAC20,3	Y	Y
	Works within legal frameworks and applies evidence based practice in the safe selection and use of medical devices. OAC20,2		Y

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	Administers enteral feeds safely and maintains equipment in accordance with local policy. NFM31, 4.	Y	Y
	Safely, maintains and uses naso-gastric, PEG and other feeding devices. NFM31,5	Y	y
	Monitors infusion sites for signs of abnormality and takes the required action reporting and documenting signs and actions taken NFM32, 4.	Y	Y
	Understands and applies knowledge of intravenous fluids and how they are prescribed and administered within local administration of medicines policy. FM. 32,1	Y	
	Safely performs wound care, applying non-touch or aseptic techniques in a variety of settings. PC25,4.		Y
	Manages hazardous waste and spillages in accordance with local health and safety policies. IPC26,4.	Y	

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	Instruct others to do the same IPC.26,5.	Y	
	Adheres to health and safety at work legislation and infection control policies regarding the safe disposal of all waste, soiled linen, blood and other body fluids and disposing of 'sharps' including in the home setting. IPC. 26,1.	Y	
	Is competent in the process of medication-related calculation in nursing field involving: tablets and capsules, liquid, injections and IV infusions including; unit dose, sub and multiple doses, complex calculations and SI units, for all ages. MM33,2.	Y	Y
	Safely manages drug administration and monitors effects MM 36,4.		Y
	Safely and effectively administers and, where necessary, prepares medicines via routes and methods commonly used and maintains accurate records. MM38,4.	Y	Y
	Supervises and teaches others to do the same. MM.38,5,	Y	Y

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	Understands the legal requirements MM 38,6	Y	
	Orders, receives, stores and disposes of medicines safely (including controlled drugs) MM,37,2.	Y	Y
	Demonstrates knowledge of what a patient group directive is and who can use them. MM 42,1	Y	
	Understands all methods of supplying medicines, for example, Medicines Act exemptions, patient group directions, clinical management plans and other forms of prescribing. MM,34,5	Y	
	Through simulation and coursework demonstrates knowledge and application of principles required for safe and effective supply and administration via a patient group direction including an understanding of role and accountability. MM42,2	Y	
	Demonstrates awareness of a range of commonly recognised approaches to managing symptoms, for example, relaxation, distraction and lifestyle advice. MM 35, 7	Y	Y

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	Through simulation and course work demonstrates how to supply and administer via a patient group direction. MM42,3.	Y	Y
	Fully understands the different types of prescribing including supplementary prescribing, community practitioner nurse prescribing, and independent nurse prescribing MM,34,6	Y	
	Accesses commonly used evidence based sources relating to the safe and effective management of medicine. MM40,1	Y	Y
7.1 Mental health nurses must provide support and therapeutic interventions for people experiencing critical and acute mental health problems. They must recognise the health and social factors that can contribute to crisis and relapse and use skills in early intervention, crisis resolution and relapse management in a way that ensures safety and security and promotes recovery.	D3 Nursing practice and decision making Competency 7		
	Critical and acute mental health problems	E*	E*
	Contributory health and social factors to crisis and relapse	Y	Y

Competency (Mental Health Nurses) and application	Domain	Suitable items for Multi-choice Exam: Nursing Field specific (E* = Critical item when related to patient and public safety and if tested in MCQ must be passed) (20Qs)	Suitable items for testing within OSCE's E* = Critical item when related to patient or public safety and if tested in scenario/skill must be passed
	Relapse management	Y	Y
	Anticipates how people might feel in a given situation and responds with kindness and empathy to provide physical and emotional comfort. CCC5,6.	Y	Y
	Listens to, watches for, and responds to verbal and non-verbal cues. CCC5, 8.		Y
	Acts autonomously and appropriately when faced with sudden deterioration in people's physical or psychological condition or emergency situations, abnormal vital signs, collapse, cardiac arrest, self-harm, extremely challenging behaviour, attempted suicide.OAC,9,20	Y	Y
	Recognises stress in others and provides appropriate support or guidance ensuring safety to people at all times. OAC 17,10	Y	Y
	Refers to specialists when required. OAC9,19	Y	Y

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	Acts autonomously to initiate appropriate action when malnutrition is identified or where a person's nutritional status worsens, and report this as an adverse event. NFM 28,10	Y	Y
	Identifies signs of dehydration and acts to correct these. NFM,29,6	Y	Y
	Recognises, responds appropriately and reports when people have difficulty eating or swallowing.NFM. 31,1.	Y	Y
	Takes action to ensure that, where there are problems with eating and swallowing, nutritional status is not compromised.NFM31,3.	Y	Y
	Reports adverse incidents and near misses. MM 36,5	Y	Y
7.2 Mental health nurses must work positively and proactively with people who are at risk of suicide or self-harm, and use evidence-based models of suicide prevention, intervention and harm reduction to minimise risk.	D3 Nursing practice and decision making Competency 7		

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	Prevention, intervention and harm reduction in suicide and self harm	E*	E*
	Anticipates how people might feel in a given situation and responds with kindness and empathy to provide physical and emotional comfort. CCC5,6.	Y	Y
	Listens to, watches for, and responds to verbal and non-verbal cues. CCC5, 8.		Y
	Acts autonomously and appropriately when faced with sudden deterioration in people's physical or psychological condition or emergency situations, abnormal vital signs, collapse, cardiac arrest, self-harm, extremely challenging behaviour, attempted suicide. OAC,9,20	Y	Y
	Recognises stress in others and provides appropriate support or guidance ensuring safety to people at alltimes. OAC 17,10	Y	Y
	Refers to specialists when required. OAC9,19	Y	Y

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	Acts autonomously to initiate appropriate action when malnutrition is identified or where a person's nutritional status worsens, and report this as an adverse event. NFM 28,10	Y	Y
	Identifies signs of dehydration and acts to correct these. NFM,29,6.	Y	Y
	Recognises, responds appropriately and reports when people have difficulty eating or swallowing. NFM. 31,1.	Y	Y
	Takes action to ensure that, where there are problems with eating and swallowing, nutritional status is not compromised. NFM31,3.	Y	Y
8.1 Mental health nurses must practise in a way that promotes the self- determination and expertise of people with mental health problems, using a range of approaches and tools that aid wellness and recovery and enable self-care and self-management.	D3 Nursing practice and decision making Competency 8	Y	Y
	Patient centred care	E*	E*

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	<p>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. CCC,2,8.</p>	Y	Y
	<p>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.</p>	Y	Y
	<p>Actively helps people to identify and use their strengths to achieve their goals and aspirations. CCC. 2,14</p>	Y	Y
	<p>Uses helpful and therapeutic strategies to enable people to understand treatments and other interventions in order to give informed consent. CCC,8,4.</p>	Y	Y
	<p>Demonstrates respect for the autonomy and rights of people to withhold consent in relation to treatment within legal frameworks and in relation to people's safety. CCC,8,7.</p>	Y	Y
	<p>Assess the person's ability to safely self-administer their medicines MM40,4.</p>	Y	Y

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	Supports people to make appropriate the choices and changes to eating patterns, taking account of dietary preferences, religious and cultural requirements, treatments and special diets needed for health reasons. NFM.27,7.	y	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
9.1 Mental health nurses must use recovery-focused approaches to care in situations that are potentially challenging, such as times of acute distress; when compulsory measures are used; and in forensic mental health settings. They must seek to maximise service user involvement and therapeutic engagement, using interventions that balance the need for safety with positive risk-taking.	D3 Nursing practice and decision making Competency 9		
	Recovery focussed approaches to challenging situations and risk assessment	E*	E*
	Recognises and responds when people are in vulnerable situations and at risk, or in need of support and protection. OAC 11,5.	Y	Y
	Makes effective referrals to safeguard and protect children and adults requiring support and protection. OAC,11,7.	Y	Y

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	Works collaboratively with other agencies to develop, implement and monitor strategies to safeguard and protect individuals and groups who are in vulnerable situations. OAC 11,8.	Y	Y
	Supports people in asserting their human rights. OAC 11,9.	Y	
	Challenges practises which do not safeguard those in need of support and protection. OAC,11,10.	Y	Y
	Recognises stress in others and provides appropriate support or guidance ensuring safety to people at alltimes. OAC17,10.	Y	
	Selects and applies appropriate strategies and techniques for conflict resolution, de-escalation and physical intervention in the management of potential violence and aggression. OAC 19,3.	Y	Y
4.1 Mental health nurses must actively promote and participate in clinical supervision and reflection, within a values-based mental health framework, to explore how their values, beliefs and emotions affect their leadership, management and practice.	D4 Leadership, management and team working Competency 4		

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	Supervision and reflection	E*	E*
	Acts professionally to ensure that personal judgements, prejudices, values, attitudes and beliefs do not compromise care. CCC3, 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 carers. CCC4, 5.	Y	Y
	Has insight into own values and how these may impact on interactions with others. CCC5, 10.		Y
	Recognises and addresses deficits in knowledge and skill in self and others and takes appropriate action. OAC15, 5.	Y	
	Bases decisions on evidence and uses experience to guide decision-making. OAC16, 3.	Y	Y

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<p>5.1 Mental health nurses must help raise awareness of mental health, and provide advice and support in best practice in mental health care and treatment to members of the multi-professional team and others working in health, social care and other services and settings.</p> <p>□</p>	<p>D4 Leadership, management and team working Competency 5</p>		
	<p>Educating and informing others</p>	<p>Y</p>	<p>Y</p>
	<p>Acts as a positive role model in promoting a professional image.CCC1,10.</p>	<p>Y</p>	<p>Y</p>
	<p>Acts as an effective role model in decision making, taking action and supporting others. OAC14, 9.</p>	<p>Y</p>	<p>Y</p>
	<p>Prepares, supports and supervises those to whom care has been delegated. OAC15, 4.</p>	<p>Y</p>	<p>Y</p>
<p>Takes responsibility and accountability for delegating care to others. OAC15,3.</p>	<p>Y</p>	<p>Y</p>	

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	Acts as a positive role model for others. OAC16,4.	Y	Y
	Inspires confidence and provides clear direction to others. OAC16, 1.	Y	
6.1 Mental health nurses must contribute to the management of mental health care environments by giving priority to actions that enhance people's safety, psychological security and therapeutic outcomes, and by ensuring effective communication, positive risk management and continuity of care across service boundaries.			
	Risk management and transition	E*	E*
	Works autonomously, confidently and in partnership with people, their families and carers to ensure that needs are met through care planning and delivery, including strategies for self care and peer support. CCC2, 13.	Y	Y
	Acts as a role model in developing trusting relationships, within professional boundaries. CCC1,11.	Y	Y

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	Actively consults and explores solutions and ideas with others to enhance care. OAC14, 6.	Y	Y
	Works inter-professionally and autonomously as a means of achieving optimum outcomes for people. OAC14, 10.	Y	Y
	Safeguards the safety of self and others, and adheres to lone working policies when working in the community setting and in people's homes. OAC14, 11.	Y	
	Works within local policies when working in the community setting including people's homes and ensures the safety of others. OAC17,12.	Y	
	Identifies suitable alternatives when isolation facilities are unavailable and principles have to be applied in unplanned circumstances. IPC23,8.	Y	
	Ensures that people including colleagues are aware of and adhere to local policies in relating to isolation and infection control procedures. IPC,23,7.	Y	

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	Works within national and local policies and ensures others do the same. MM40,2.	Y	Y
	Works confidently as part of the team and, where relevant, as leader of the team to develop treatment options and choices with the person receiving care and their carers. MM.35,9.	Y	Y
	Works within the requirements of the Code (NMC, 2018) in delegating care and when care is delegated to them. OAC15, 2.	Y	Y

Online Resources

Below are some useful online links which can be used to support preparation for the NMC's Test of Competence. 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://www.legislation.gov.uk/ukpga/2005/9/contents>

<https://www.england.nhs.uk/mental-health/>

<https://www.time-to-change.org.uk/media-centre/responsible-reporting/mind-your-language>

<http://www.mind.org.uk/>

<http://www.mind.org.uk/information-support/drugs-and-treatments/>

https://hah.co.uk/wp-content/uploads/2017/07/Virtual-Hospital-Report_AW_Final2.pdf