

**Nursing, Midwifery and Allied Health Professional**

**(NMAHP) Development Framework**

**Development Needs Analysis Tool (DNAT) Example for Level 4 – Practitioner Clinical Practice Pillar**

**Getting Started**

The Development Needs Analysis Tool (DNAT) is designed to help you reflect on your current job role and identify areas where further training, education, and development could enhance or advance your skills.

Upon completion of the DNAT, you will have a list of specific knowledge, skills, and behaviours (KSBs) you wish to develop, along with evidence statements to support your competence. If you have additional KSBs, university modules, or competency statements to include, there is a blank section for this purpose.

All information entered in the tool is private and can only be viewed by you and those you choose to share it with. For more details, please review the Development Needs Analysis Tool Privacy Notice.

For full guidance on completing the DNAT, please visit the [Access the Framework section](https://nes-webteam-nmahp2023-cms.azurewebsites.net/access-the-framework/) of the website, select your level, and then choose the DNAT dropdown.

**Sign Off**

This tool is designed to support you in your appraisal and Professional Development Review (PDPR) process, while also providing evidence of your ongoing continued professional development (CPD). There is a Sign Off template at the end of the tool to enable this.

**Select a Pillar to review**

You can complete all the pillars at once or individually, there is no set order for this. It takes around 45 minutes per pillar to complete.

**Self-assessment of Knowledge Skills and Behaviour (KSB) Statements**

Rate yourself using the RAG rating scale. Give careful thought to your assessment and how you might demonstrate proficiency of the KSBs.

**RED**

I require education, learning and development relating to most or all the knowledge, skills and behaviour statements.

**AMBER**

I require education and development relating to some aspects of the knowledge, skills and behaviour statements.

**GREEN**

I am already confident in carrying out this outcome competently.

As you assess yourself, consider how you might demonstrate proficiency and provide evidence. Your thoughtful evaluation will help guide your development plan. There is an Action Planning and Priority Rating Tool that you may find helpful to support you.

**Evidence**

If you have rated yourself as having a development need in this area (**red** or **amber**), make a brief action note on “how” you would anticipate meeting this development need. This might be detailing what you are going to do, what actions you might need to take, how you are going to do this and when.

If you have rated yourself as being proficient (**green**), please provide evidence to support this achievement.

Please provide evidence to support this assessment. Your evidence should clearly demonstrate your competence in the relevant knowledge, skills, and behaviours.

Examples may include:

* Case-based discussions
* Training and education undertaken
* Supervised or observed practice
* Reflective discussions or clinical supervision activities
* Feedback from colleagues or service users

   **DEVELOPMENT NEEDS ANALYSIS TOOL - LEVEL 4**

Please review the knowledge, skills and behaviour statement and rate yourself using the RAG rating scale. Give careful thought to your assessment and how you might demonstrate proficiency of the knowledge, skills, and behaviours.

|  |  |
| --- | --- |
| Red | I require training and development in most or all of this area  |
| Amber | I require further training and development in some aspects of this area |
| Green  | I am already confident in carrying out this outcome competently  |

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| **Knowledge, skills, behaviours**  | **RAG rating**  | **Evidence to support achievement** | **How you will achieve this outcome** |
| --- | --- | --- | --- |
| **Generic** | **Red** | **Amber**  | **Green**  |  |  |
| 4C1 - Has an in-depth knowledge and understanding of the scope of practice, job role and related activities. |  |  | X | Completion of Mandatory Induction Standards for HCSWs workbook. Feedback from line manager and team members. Read over the NMAHP Development and Education framework for level 4 about job role and scope of practice.  | Achieved |
| 4C2 - Has a comprehensive skill base related to practice. Any interventions carried out will be achieved through additional, focused training and education. |  |  | X | Completed HNC qualification and working towards Professional Development award. Undertaken job role specific training of venepuncture and been assessed successfully.  | Achieved |
| 4C3 - Ability to develop knowledge on how and why care provision and that of others in the multidisciplinary/multi-agency team, impacts on the person's journey. |  | X |  |   | Need to spend more time with members of the team, to fully understand their job role and contribution to the person’s journey.  |
| 4C4 - Ability to adhere to the HCSW Code of Conduct in relation to consent:  Telling patients and members of the public what you intend to do and listening carefully to what they say about it (HCSW Code of Conduct 3.2.8). |  |  | X | Completion of Mandatory Induction Standards for HCSWs workbook. |  Achieved |
| 4C5 - Demonstrate risk assessment skills in relation to the person receiving care. |  | X |  |  | Undertake CPD risk assessment training. Shadow a more senior member of staff in order to identify risk and risk assessments for individuals. |
| 4C6 - Ability to understand it is everyone’s responsibility (HCSW Code of Conduct 3.2.11) to protect individuals, members of the public and report any concerns to a supervisor, manager or make use of the whistleblowing policy to reduce risks in the future. |  | X |  |  | Become more familiar with the whistleblowing policy and how to raise concerns. Read GIRFE (Getting it right for everyone) documentation which demonstrates its everyone’s responsibility to protect individuals. |
| 4C7 - Ability to apply knowledge and demonstrate appropriate understanding of core legislation and policies. |  |  | X | Completion of Mandatory Induction Standards for HCSWs workbook. | Achieved |
| 4C8 - Ability to understand and apply knowledge of legislation, and policies specific to area of practice. |  |  | X | Completion of Mandatory Induction Standards for HCSWs workbook. Gained knowledge and feedback from team and line managers. | Achieved |
| 4C9 - Ability to understand and apply the concepts of accountability and responsibility and be confident to accept or decline delegated responsibility from a healthcare practitioner or assistant practitioner. |  | X |  |  | CPD – read through the Delegation resource on TURAS and support worker central which identifies accountability, responsibility and the 5R’s process for delegation.  |
| 4C10 - Demonstrate underpinning knowledge that enables integration of theory relating to practice in relevant settings. |  |  | X | Completion of Mandatory Induction Standards for HCSWs workbook. Completion of underpinning knowledge from my HNC and PDA qualifications. Received good feedback at my PDPR from my line manager.  | Achieved |
| 4C11 - Demonstrate application of best practice within practice setting. |  |  | X | Completion of Mandatory Induction Standards for HCSWs workbook. Work closely with other staff members and receive feedback on my performance.  | Achieved |
| 4C12 - Recognise the effects and potential symptoms of trauma or vicarious trauma and respond appropriately. Practising at a minimum of Trauma Informed practice level. | X |  |  |  | Complete the trauma practice questionnaire to understand what level I should be at on the Transforming Psychological Trauma Knowledge and Skills Framework. Complete the Turas learning activities related to my required level of practice. Seek guidance from line manager. |
| 4C13 - Ability to escalate concerns if unable to carry out their duty and responsibilities outlined within health and care staffing legislation. Practising at Informed level.  | X |  |  |  | Review Safe Staffing legislation and complete training. |
| 4C14 - Practice in ways which recognise and respond to health inequalities, respect diversity, and protect against discrimination and harassment. |  |  | X | Role model behaviours from the team. Be part of a case review of clinical situation that involved discrimination of a patient due to their background. Familiar with the Equality Act 2010 and protected characteristics.  | Achieved |
| 4C15 - Use a range of skills to communicate with people about difficult matters or situations. |  |  | X | Completion of Mandatory Induction Standards for HCSWs workbook. Feedback from team members. Underpinning knowledge from HNC and PDA qualifications.  | Achieved |