

The following provides additional description for the nine domains of the Nurse Career Framework to inform preceptee development programmes to be completed over the 12 months.

Nurse Framework Domain	What it means – behaviour and outcomes
Clinical Practice	<p>Delivering person-centered, safe and effective care.</p> <p>Assessing and managing risks in delivering safe effective care to patients.</p> <p>Maintaining own skills and competence.</p>
Communication	<p>Sharing of health and care related information between a nurse and those in their care with both participants as sources and receivers. Information may be verbal or non-verbal, written or spoken.</p> <p>Understanding techniques to facilitate courageous conversations.</p> <p>Understanding ways of managing conflict, taking ownership and using effective communication in difficult situations.</p>
Teamwork	<p>Working effectively as part of a team to achieve value-added patient, staff and organisational outcomes.</p> <p>Working with colleagues and other multi-disciplinary professionals to provide a cohesive approach to patient care.</p> <p>Understanding the components of effective team work.</p>
Leadership	<p>Effectively utilising personal skills and attributes to inspire people to achieve a common goal.</p> <p>Taking ownership and responsibility for self and practice. Acting as a role model for others.</p> <p>Understanding role as a leader, reflect on leadership styles and qualities of a good leader.</p>

<p>Professionalism and Integrity</p>	<p>Demonstrating a strong sense of professionalism through values, behaviours and relationships in line with NMC Code of Conduct (2015).</p> <p>Understanding range and remit of roles and scope of own responsibility.</p> <p>Understanding professional accountability surrounding delegation.</p>
<p>Research and Evidence</p>	<p>Contributing to the body of nursing knowledge and using evidence to inform safe and effective practice.</p> <p>Understanding quality measures i.e. KPIs, friends and family, patient experience.</p> <p>Seeking out ways to develop and improve quality of practice and care.</p>
<p>Safety and Quality</p>	<p>Reducing the risk of harm and ensuring the best possible health outcomes for those receiving care.</p> <p>Taking active measures to reduce the risk of harm and ensure the best possible health outcomes for people receiving care.</p> <p>Understanding risks and safe levels of staffing.</p> <p>Knowing how and with whom to raise issues.</p> <p>Understanding the appropriate policies.</p>
<p>Facilitation of Learning</p>	<p>Creating an environment for learning and engaging in teaching and assessment.</p> <p>Learning with and from others, teaching others to improve patient care and collaboration.</p> <p>Understanding each other's professional roles and their contribution to the patient journey.</p> <p>Actively reflecting on positive and difficult situations and learning from these to improve practice.</p>

**Development of Self
and Others**

Helping self and others to identify learning needs and opportunities to achieve agreed goals.

Taking an active part in own professional, personal and clinical development with PDP in place and planned learning activities.

Understanding NMC revalidation requirements.

Using emotional intelligence to work for, rather than against, promoting good working relationships.

Finding ways to manage stress and develop resilience.

Identifying support networks and how to access help.