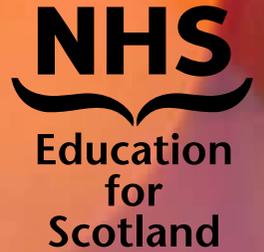




Scottish Neonatal Nurse Group



A Career and Development Framework for Neonatal Nurses in Scotland



Published by NHS Education for Scotland, Summer 2010

ISBN: 978-0-85791-000-4

© NHS Education for Scotland 2010. You can copy or reproduce the information in this document for use within NHSScotland and for non-commercial educational purposes. Use of this document for commercial purposes is permitted only with the written permission of NES.

Contents

1.	Background and Rationale	4
2.	Levels of Practice	5
3.	Neonatal Career and Development Framework	7
4.	References	8
5.	Career Level Templates	9
6.	Core Clinical Skills for Neonatal Nurses	52
7.	Appendices	53

1. Background and Rationale

In March 2004 the Scottish Neonatal Nurses Group (SNNG) produced a proposed career structure for neonatal nurses which identified four levels of practice and was widely adopted throughout Scotland (SNNG, 2004). This development was supported by the production of competencies and skills (SNNG, 2005) using Benner's Model of Skill Acquisition to demonstrate progression through each of the levels, from the novice to expert practitioner (Benner, 1984). The competencies were organised around the Core dimensions of the NHS Knowledge and Skills Framework (Scottish Executive, 2004) with the intention of guiding and underpinning development of programmes of neonatal education within Higher Education Institutions, and clinically to demonstrate knowledge and skills.

NHS Education for Scotland (NES) and the Scottish Government met with representatives from education, service and workforce planners in March 2009 to discuss issues around neonatal nurse education in Scotland. One of the outputs from this meeting was the requirement to update the SNNG Competencies, this provided an opportunity to restructure the document to include educational and developmental needs for each of the levels of practice and articulation with the Career Framework for Health (Skills for Health, 2006) This structure would reflect other National documents such as the "Education and Development Framework for Senior Charge Nurses" (NES, 2009) and the Career Framework for Nursing in Sexual and Reproductive Health (NES, 2009).

In December 2009, NHS Education for Scotland facilitated a working group comprising members of the SNNG to undertake this development and embed the competencies in the context of the SNNG career pathway. It is anticipated that this work will contribute to the establishment of a United Kingdom (UK) wide Competency and Educational Framework which is currently being consulted on by the Royal College of Nursing (RCN) with the aim of "ensuring equity in the expectations of neonatal nurses at different levels/ stages of careers and in different geographical areas" (RCN, 2009 a and b p.3).

The titles and levels of practice in this document are those referred to in the SNNG Competency Framework document and currently used in all neonatal units throughout Scotland. These have been broadly mapped against the Scottish Government's guidance to NHS Boards on the Career Framework for Health (Scottish Government 2009) (Appendix 1 and 2) and may inform future development towards closer alignment with this national framework model. It is important to note that the Career Framework for Health levels do not read across to the Agenda for Change (AfC) pay bands as the Career Framework has no direct link to pay. "There may be some posts e.g. advanced practice, where the criteria do apply but where particular additional responsibilities are also included in the job description and thus AfC matching may be to a higher level." (Scottish Government, 2010a p.9)



2. Levels of Practice

Neonatal careers will progress at different speeds according to personal and professional need with some nurses taking on more senior roles, while others may remain at a particular stage. The following overview of the levels of practice have been incorporated, with some adaptation, from the RCN Competency and Education Framework consultation document (ibid) and describe the synergy between the stage of skill acquisition in the journey from Novice to Expert Practitioner as described by Benner and the levels of practice currently identified by the SNNG.

Benner's Level : The Novice/Advanced Beginner **SNNG Competency Framework Level: New Entrant**

For those with no prior experience of the sick or compromised neonate following initial registration, this is the point of entry into a career in Neonatal Nursing. During preceptorship and beyond, these 'novices' will be supported to develop to the specified competence and core clinical skills which will enable them to provide basic care within special care.

This practical development will be complemented by the acquisition of additional knowledge via in-house, network or Higher Education Institution (HEI) study sessions. These nurses will not be expected to work with complex neonates and although they should have insight to high dependency / intensive care they would not be equipped to provide this level of care. All those

entering neonatal nursing will be encouraged to advance their career and work towards progressing to the next level.

Benner's Level: Competent **SNNG Competency Framework Level: Neonatal Nurse Qualified in Specialty**

Although the term 'Neonatal Nurse' is not recordable on the professional register, it is essential from a workforce perspective that the knowledge, skills and competencies inferred by this status are transferable across the UK. Therefore the theoretical component of the specialist education required for operation at this level of practice and upwards should be based within the UK HEI sector and/or approved clinical units, which are subjected to rigorous quality control to ensure a standardised level of attainment. On completion of a course of HEI study specifically focused on the neonate, the neonatal nurse will be described as qualified in specialty (QIS) and will demonstrate the specified competencies and core skills required.

The neonatal nurse may choose to remain at this level embedding education and practice and assuming personal responsibility for continuing professional development. This will include teaching and supervising learners in the skills in which the neonatal nurse is competent. Alternatively, additional experience/ education may be undertaken to develop the skills required to achieve the next level of practice.

Benner's Level: Proficient **SNNG Competency Framework Level: Experienced Neonatal Nurse**

Proficient neonatal nurses functioning at this level will provide effective management of all levels of neonatal care. The Neonatal Nurse may be responsible for a specific area of service delivery e.g. clinical, managerial, educational/practice development and research. Practice at this level should be supported by continuing formal education. This proficient nurse will demonstrate the required competence and core clinical skills and development beyond this may allow progression to the next level of practice.

Benner's Level: Expert **SNNG Competency Framework: Specific Expert Roles in Neonatal Nursing**

Neonatal nurses may choose to further develop their knowledge, skills and competence to this level. Roles may include clinical, managerial, educational/practice development or research. Expert neonatal nurses will be prepared to postgraduate level and will continue to engage in post graduate study to support and develop their roles as necessary. Where appropriate these neonatal nurses will actively engage in national debate, policy development and/or strategic planning of services. Practitioners at this level should achieve the required competence and core clinical skills.

An overview of the above is provided in the table on the following pages.

Benner's Level	SNNG Competency Framework Level	Educational Qualifications and Development	Roles/Competencies	Broad mapping to NHS Career Framework Model
Novice / Advanced Beginner	New entrant	Registered Nurse (Child), Registered Nurse (Adult) (Practitioners with a Midwifery only registration are currently employed in neonatal units at the time of this publication) Degree Level or working towards Induction / Preceptorship programme of development in Neonatal Unit Ongoing professional development	Basic skills and knowledge for supervised practice in special neonatal care. Achieves specified competencies prior to undertaking specialist post registration course.	5 Practitioner
There is an expectation that new entrants will progress their knowledge, skills and competence by undertaking a course of HEI study to become a neonatal nurse				
Competent	Neonatal nurse (Qualified in Specialty)	Degree Level Post registration qualification in special care/high dependancy/intensive care neonatal nursing Consolidation of practice and development of knowledge and skills. Ongoing professional development	Competent in skills and knowledge for qualified neonatal nurse to practice in all areas of neonatal care Achieves specified competencies and sustains/develops towards the next level as appropriate.	6 Senior Practitioner
The neonatal nurse may remain at this level, maintaining competence, or choose to develop further				
Proficient	Experienced neonatal nurse	Masters qualification or working towards. Post registration qualification in special care/intensive care neonatal nursing Consolidation of practice and development of enhanced practice skills Continuing higher education and professional development opportunities	Skilled neonatal nurse who practices within prescribed nursing role Achieves specified competencies and sustains/develops towards the next level.	6/7* Senior Practitioner/ Advanced Practitioner*
The neonatal nurse may remain at this level, maintaining competence, or choose to develop further				
Expert	Specific expert roles in neonatal nursing	Educated to Masters Level Post registration qualification in special care/intensive care neonatal nursing Continued development of practice in specific roles Continuing higher education and professional development opportunities Access to Doctoral Level Study	Expert roles. Achieves/ sustains specified competencies Contributes to national debate and policy development.	7/8 Advanced Practitioner/ Consultant

*e.g. senior charge nurse post-does not require to be titled “ Advanced Practice” –likely to have different elements in job description but still seen to reflect the same level of practice¹

¹ Scottish Government (2010a) Advanced Nursing Practice Roles: Guidance for NHS Boards. Edinburgh. Scottish Government.

3. Neonatal Career and Development Framework

3.1 Structure

The Neonatal Career and Development Framework is comprised of templates which map progress through each of the four levels of practice described previously.

Each overview page describes the broad sphere or responsibility/role, minimum recommended professional/education requirements mapped to the updated Scottish Credit and Qualifications Framework (SCQF 2009, Appendix 3). Examples are included of educational/development needs required to assist practitioners develop in their current role, or progress to the next level of the framework. Broad matching of current neonatal roles with that of the Career Framework for Health is included.

The overview pages are followed by more detailed templates organised around the Core and the Health and Wellbeing dimensions of the NHS Knowledge and Skills Framework (KSF, DoH 2004). The competencies required for each level of practice increase in complexity as the framework progresses and are essentially those described in the SNNG document (SNNG 2005), but revised where necessary. Suggested KSF levels are included (Appendix 4) and examples of application

can be found in the outline library of the KSF website (http://www.e-ksfnow.org/Post_Outline.htm).

The content of the competencies at the level of “Expert” practitioner reflect the four key themes of Advanced Practice: Clinical/Professional Leadership; Facilitation of Learning; Research and Development and Advanced Clinical Practice. The themes of consultant level practice - clinical/professional leadership; expert practice; policy and service development; research and evaluation; and education and professional development are also reflected (Scottish Government 2010a, 2010b).

4. References

Benner, P. (1984) From Novice to Expert: Excellence and Power in Clinical Nursing Practice London. Addison Wesley

Department of Health (2004) The NHS Knowledge and Skills Framework (NHS KSF) and the Development Process Review http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_4090843 Appendix 1 Overview of the NHS KSF

NHS Education for Scotland (2009) Education and Development Framework for Senior Charge Nurses. Edinburgh. NES

NHS Education for Scotland (2009) Career Framework for Nursing in Sexual and Reproductive Health. Edinburgh. NES

Royal College of Nursing (2009a) A Right to Care-A Position Statement on Neonatal Nursing. London. RCN

Royal College of Nursing (2009b) The Competency and Education Framework to support careers in Neonatal Nursing in the United Kingdom. A Consultation Document. (Unpublished)

Scottish Credit and Qualifications Framework (2009) Handbook: User Guide (with updated Framework). Glasgow. SCQF

Scottish Executive (2004) The NHS Knowledge and Skills Framework (NHS KSF) and the Development and review process. Edinburgh. Scottish Government

Scottish Neonatal Nurses Group (2004) Report on Neonatal Nurse Staffing and Career Pathways (unpublished) <http://www.snnng.org.uk/publications/datafiles/SNNG%20Report%20on%20Neonatal%20Nurse%20Staffing.PDF>

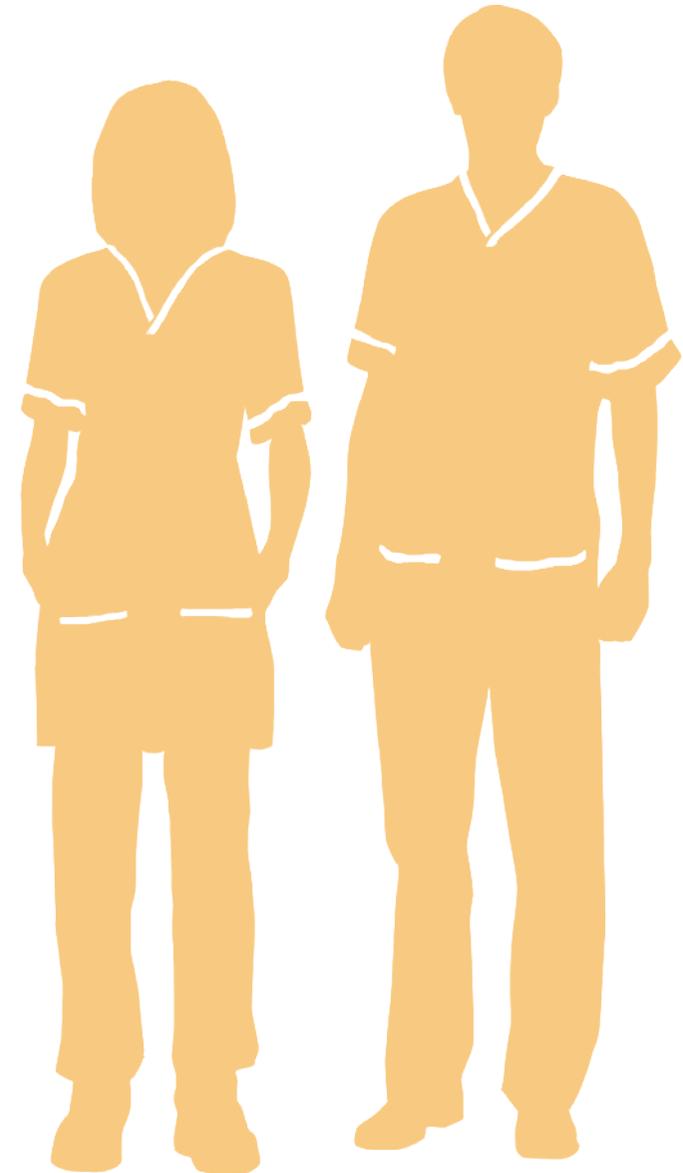
Scottish Neonatal Nurses Group (2005) The Competency Framework and Core Clinical Skills for Neonatal Nurses (unpublished) <http://www.snnng.org.uk/publications/datafiles/SNNG%20Competency%20Framework.PDF>

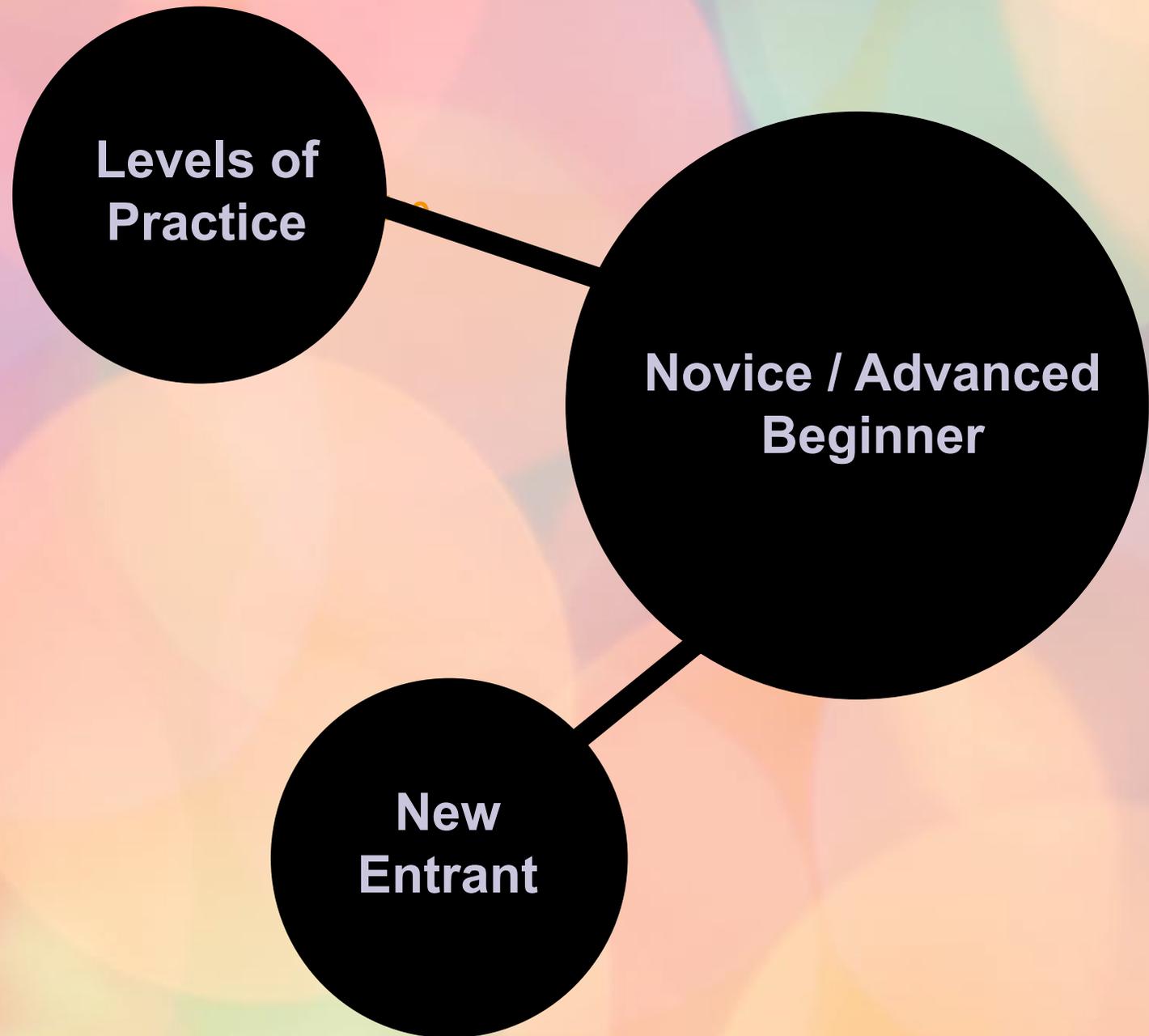
Scottish Government Health Workforce Directorate (2009) Guidance to NHS Boards on the Career Framework for Health. 11th March Annex2. Edinburgh. Scottish Government

Scottish Government (2010a) Advanced Nursing Practice Roles: Guidance for NHS Boards. Edinburgh. Scottish Government

Scottish Government (2010b) Consultant Nurses, Midwives & Allied Health Professionals (NMAHPs): Guidance for NHS Boards. Scottish Government. Edinburgh

Skills for Health (2006) The Career Framework for Health www.skillsforhealth.org.uk





Level of Practice	Broad Sphere of responsibility/role	Minimum recommended – Professional/Education Requirements(depending on route)	Examples of Educational and Professional Development Needs	SCQF	SBroad mapping to NHS Career Framework Model
<p>Benner's Level : Novice/Advanced Beginner</p> <p>SNNG Competency Framework Level : New Entrant</p>	<p>Delivery of neonatal nursing care under supervision and as part of a multi-disciplinary team</p> <p>Undertake personal and professional development</p> <p>Contribute to the education, supervision and support of students and parents.</p> <p>Delivers care to babies requiring normal and special care and their family/carers</p>	<p>Registered Nurse (Child/ Adult)</p> <p>Educated to diploma level</p> <p>Practitioners with a Midwifery only registration currently employed in neonatal units at the time of publication</p>	<p>Degree level - BN/BM/BSc Graduate Diploma</p> <p>Newly qualified practitioners should undertake NHS Flying Start</p> <p>Local induction /orientation/ preceptorship programme</p> <p>Introduction/orientation to e-KSF</p> <p>Mandatory training e.g. child protection, breast feeding, neonatal resuscitation</p> <p>NMC programme of mentor preparation(one year post-registration)</p> <p>Information technology skills</p> <p>On-the-job training opportunities -e.g risk management meetings and safety briefs etc.</p> <p>e-learning opportunities e.g hand hygiene modules in Cleanliness Champion Programme</p> <p>Working towards post-registration qualification in neonatal nursing including clinical experience in high dependency and intensive care nursing under direct supervision</p>	9	5 Practitioner

Level of Practice	KSF Dimensions	Aspects of Practice	SNGG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Novice/Advanced Beginner</p> <p>SNGG Competency Framework Level: New Entrant</p>	<p>Communication & interpersonal relationships</p>	<ul style="list-style-type: none"> • The nurse will utilise a wide range of media to communicate effectively with babies, parents, carers and health care workers. • The nurse will demonstrate interpersonal behaviour and skills conducive to developing and maintaining therapeutic and professional relationships. 	<ul style="list-style-type: none"> • understand the importance of effective communication • demonstrate the ability to communicate effectively and efficiently with colleagues • communicate tactfully maintaining trust, integrity and confidence • use effective communication strategies to work with babies and in partnership with parents/ carers, give them information necessary to facilitate informed choice to meet the needs of the baby • collect, collate, record, input and report routine and simple data and information • maintain accurate and contemporaneous records 	<p>Foundation: 2</p> <p>Full: 3</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Novice/Advanced Beginner</p> <p>SNNG Competency Framework Level: New Entrant</p>	<p>Personal, professional and people development</p>	<ul style="list-style-type: none"> The nurse will assume responsibility for personal professional development, demonstrating a commitment to lifelong learning and activities that enhance knowledge, skills, values and attitudes required for safe and effective neonatal nursing practice. 	<ul style="list-style-type: none"> contribute to own personal development be aware of limitations of skills, scope of professional practice in neonatal nursing, exercise accountability and seek advice and support accordingly demonstrate a commitment to continuous professional development and actively participate in the appraisal process actively participate in teaching programmes and facilitate learning recognise signs of own negative stress and seek appropriate support 	<p>Foundation: 1</p> <p>Full: 2</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Novice/Advanced Beginner</p> <p>SNNG Competency Framework Level: New Entrant</p>	<p>Health, safety and security</p>	<ul style="list-style-type: none"> The nurse will utilise a range of policies, procedures and protocols which optimise a safe and secure environment to support neonatal practice. 	<ul style="list-style-type: none"> be aware of and comply with local and national Health and Safety legislation, infection control policies, clinical governance and risk management regulations assist in maintaining a safe and secure environment identify potential risks in the workplace and take appropriate action to minimise the risk participate in the preparation and maintenance of neonatal equipment identify emergency situations, summon help and act within own level of expertise 	<p>Foundation: 1</p> <p>Full: 1</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Novice/Advanced Beginner</p> <p>SNNG Competency Framework Level: New Entrant</p>	<p>Service development</p>	<ul style="list-style-type: none"> • The nurse will demonstrate knowledge of effective inter-professional working practices that respect and utilise the contribution of all members of the health care team. • The nurse will contribute to service development to maximize the provision of a high quality service to babies, parents, families and carers. 	<ul style="list-style-type: none"> • assist in maintenance and development of the neonatal service • act as a role model, lead, support and supervise learners as appropriate within predetermined parameters and provide feedback • comment on policies, procedures or possible developments • participate in partnership working within the neonatal unit • assist with the logistics of moving babies and equipment within the service • recognise the need to organise and prioritise workload as part of a team, taking cognisance of activities within the neonatal unit • be aware of and maintain the physical resources in the neonatal unit • be aware of and efficiently use the financial resources in the neonatal unit 	<p>Foundation: 1</p> <p>Full: 2</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Novice/Advanced Beginner</p> <p>SNNG Competency Framework Level: New Entrant</p>	<p>Quality</p>	<ul style="list-style-type: none"> • The nurse will demonstrate commitment to evidence-based practice, utilising research, quality standards and clinical audit tools. • The neonatal nurse will demonstrate critical thinking approach to problem solving to enhance neonatal care. 	<ul style="list-style-type: none"> • adopt a questioning/reflective attitude towards clinical practice, seeking and utilising best evidence guidelines in the provision of care to babies and their families • assist with audit, research and development projects 	<p>Foundation: 1</p> <p>Full: 2</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Novice/Advanced Beginner</p> <p>SNNG Competency Framework Level: New Entrant</p>	<p>Equality, diversity and rights</p>	<ul style="list-style-type: none"> The nurse will practice within a legal, professional and ethical framework that includes employers and local guidance, policies and procedures, ensuring that own actions support and promote equality, diversity and rights. 	<ul style="list-style-type: none"> assist in maintaining an environment in which everyone - including babies, parents/carers, families and colleagues - are treated equitably and with respect act in a manner that supports equality, diversity and rights of all individuals act as an advocate for babies' rights recognise and respect the preferences and beliefs of the family/ carers reflect on and challenge personal assumptions and ways of working in relation to child protection be aware of role and responsibilities and activate safeguarding procedures when necessary, seeking support as required 	<p>Foundation: 1</p> <p>Full: 1</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Novice/Advanced Beginner</p> <p>SNNG Competency Framework Level: New Entrant</p>	<p>Health and Wellbeing</p>	<ul style="list-style-type: none"> The nurse will within agreed parameters, apply knowledge and demonstrate clinical judgement and a range of skills to provide safe, effective care to babies and their families/carers. 	<ul style="list-style-type: none"> develop a sound knowledge base relevant to neonatal nursing provide quality basic routine neonatal care within clearly defined guidelines respond to the needs of the baby and the family, providing quality care using current information and knowledge undertake routine assessment tasks related to the health and well-being of the baby assist in delivering programmes of neonatal care to support future health and wellbeing, including delivery of specific health promotion information/teaching. perform routine tests and tasks related to neonatal investigations and reporting assess, intervene, evaluate and report the outcomes of planned care ensure actions assist the maintenance of high quality neonatal care 	<p>Foundation: 2</p> <p>Full: 3</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Novice/Advanced Beginner</p> <p>SNNG Competency Framework Level: New Entrant</p>	<p>Health and Wellbeing (Continued)</p>	<ul style="list-style-type: none"> The nurse will within agreed parameters, apply knowledge and demonstrate clinical judgement and a range of skills to provide safe, effective care to babies and their families/carers. 	<ul style="list-style-type: none"> Use core clinical skills and develop critical reasoning skills to provide safe and effective care to babies in partnership with parents/carers and the multi-professional team Contribute to practice development Be accountable for own practice Be responsible and accountable for overall care delivery for a defined group of babies with indirect supervision 	<p>Foundation: 2</p> <p>Full: 3</p> <p>(See Appendix 4)</p>



Level of Practice	Broad Sphere of responsibility/role	Minimum recommended – Professional/Education Requirements(depending on route)	Examples of Educational and Professional Development Needs	SCQF	SBroad mapping to NHS Career Framework Model
<p>Benner's Level: Competent</p> <p>SNNG Competency Framework Level: Neonatal Nurse Qualified in Specialty</p>	<p>Responsible for delivery of high levels of evidence based care</p> <p>Skilled effective practitioner within specialised area of neonatal nursing</p> <p>Manage/supervise work of others</p> <p>Provide mentorship, assessment and preceptorship</p>	<p>Registered Nurse (Child/ Adult)</p> <p>Educated to degree level</p> <p>Post registration qualification in special care & high dependency/ intensive care neonatal nursing</p> <p>Practitioners with a Midwifery only registration currently employed in neonatal units at the time of publication</p>	<p>Honours degree/postgraduate qualification</p> <p>Continuous Development Programmes e.g NLS course or equivalent, stabilisation course, management in practice</p> <p>Relevant e-learning programmes</p> <p>Mandatory training e.g. child protection, breast feeding, neonatal resuscitation</p> <p>NMC programme of mentor/sign –off mentor preparation</p> <p>Information technology skills</p> <p>On-the-job training opportunities -e.g risk management meetings and safety briefs etc.</p> <p>Establish. maintain and enhance KSF portfolio</p>	9-10	Level 6 Senior Practitioner

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Competent</p> <p>SNNG Competency Framework Level: -Neonatal Nurse Qualified in Specialty</p>	<p>Communication & interpersonal relationships</p>	<ul style="list-style-type: none"> • The neonatal nurse will utilise a wide range of media to communicate effectively with babies, parents, carers and health care workers. • The neonatal nurse will demonstrate interpersonal behaviour and skills conducive to developing and maintaining therapeutic and professional relationships 	<ul style="list-style-type: none"> • develop a rapport and communicate effectively with other members of the neonatal team and others about routine and daily activities, overcoming differences that may exist • communicate tactfully, maintaining trust, integrity and confidence • promote effective communication with babies, families and colleagues • within the realm of allocated responsibility influence and teach others • structure, analyse, interpret and report factual data and supervise others in the maintenance of accurate and contemporaneous records • check information, confirm accuracy, recognise discrepancies and take appropriate action 	<p>Foundation: 3</p> <p>Full: 3</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Competent</p> <p>SNNG Competency Framework Level: -Neonatal Nurse Qualified in Specialty</p>	<p>Personal, professional and people development</p>	<ul style="list-style-type: none"> The neonatal nurse will assume responsibility for personal professional development, demonstrating a commitment to lifelong learning and activities that enhance knowledge, skills, values and attitudes required for safe and effective neonatal nursing practice. 	<ul style="list-style-type: none"> develop own knowledge and skills to remain up to date in practice, disseminating new knowledge and skills for wider benefit identify own limitations and / or knowledge and skill deficits, formulate a plan of action and organise development opportunities to enhance continuous professional development recognise limitations of others, provide support / information / teaching to others to help their development recognise signs of negative stress in others, offer support and work towards alleviation of tension 	<p>Foundation: 2</p> <p>Full: 3</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Competent</p> <p>SNNG Competency Framework Level: -Neonatal Nurse Qualified in Specialty</p>	<p>Health, safety and security</p>	<ul style="list-style-type: none"> The neonatal nurse will utilise a range of policies, procedures and protocols that optimise a safe and secure environment that supports neonatal practice. 	<ul style="list-style-type: none"> actively implement local and national Health and Safety legislation, infection control policies, clinical governance and risk management regulations, and integrate these into practice manage emergency situations, summon appropriate help, and act within own level of professional competence monitor and maintain a safe and secure environment for self and others. prepare and maintain equipment 	<p>Foundation: 1</p> <p>Full: 2</p> <p>(See Appendix 4)</p>

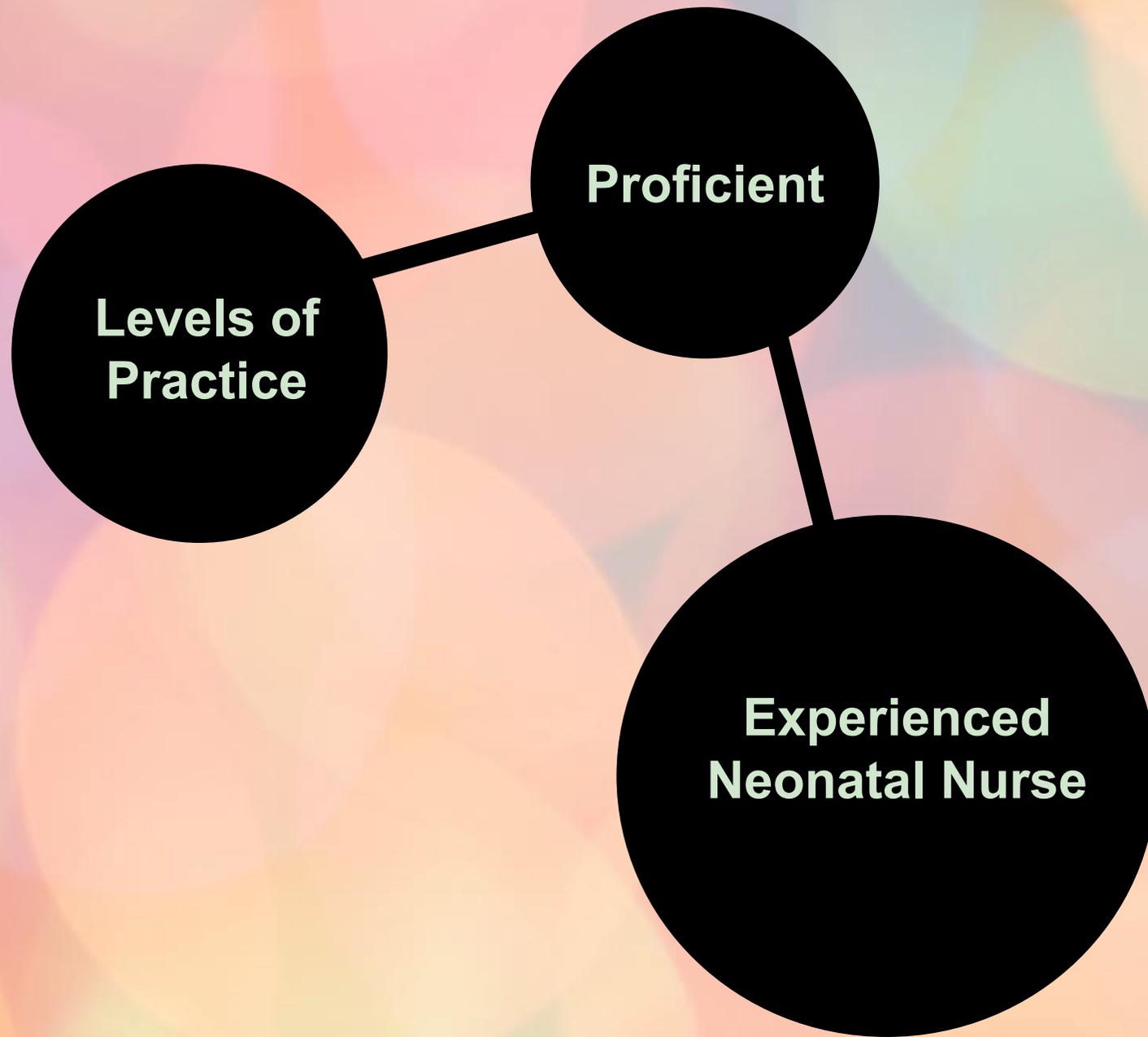
Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Competent</p> <p>SNNG Competency Framework Level: -Neonatal Nurse Qualified in Specialty</p>	<p>Service development</p>	<ul style="list-style-type: none"> • The neonatal nurse will demonstrate knowledge of effective inter-professional working practices that respect and utilise the contribution of all members of the health care team. • The neonatal nurse will contribute effectively to the planning and organisation of neonatal care services to maximise the provision of a high quality service to babies, parents, families and carers. 	<ul style="list-style-type: none"> • supervise junior staff within predetermined parameters and provide feedback • develop leadership potential within the clinical environment, acting as a role model for staff and peers • participate in partnership working with individuals, groups and others within the neonatal unit • within the realm of delegated responsibility, contribute to the development of neonatal services • within the realm of allocated responsibility, effectively manage resources in the neonatal unit • plan own time and prioritise over a daily and weekly time-scale. • organise the logistics to move babies and equipment 	<p>Foundation: 1</p> <p>Full: 2</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Competent</p> <p>SNNG Competency Framework Level: -Neonatal Nurse Qualified in Specialty</p>	<p>Quality</p>	<ul style="list-style-type: none"> • The neonatal nurse will demonstrate commitment to evidence-based practice, utilising research, quality standards and clinical audit tools. • The neonatal nurse will demonstrate a critical thinking approach to problem solving to enhance neonatal care. 	<ul style="list-style-type: none"> • adopt a critical thinking approach to clinical practice and encourage questioning/reflection in others to promote a culture of best practice in neonatal care • identify areas for practice development, suggest improvements utilising local mechanisms and assist where appropriate with the change process • demonstrate skills and understanding of audit methodology, principles and evidence based practice 	<p>Foundation: 2</p> <p>Full: 2</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Competent</p> <p>SNNG Competency Framework Level: -Neonatal Nurse Qualified in Specialty</p>	<p>Equality, diversity and rights</p>	<ul style="list-style-type: none"> The neonatal nurse will practice within a legal, professional and ethical framework that includes employer's and local guidance, policies and procedures, ensuring that own actions support and promote equality, diversity and rights. 	<ul style="list-style-type: none"> reflect on and challenge assumptions and ways of working of others support an environment in which everyone-including babies, parents/carers, families and colleagues – is treated equitably and with respect provide parents with the information required for them to make informed decisions regarding their baby 	<p>Foundation: 2</p> <p>Full: 2</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Competent</p> <p>SNNG Competency Framework Level: -Neonatal Nurse Qualified in Specialty</p>	<p>Health and Wellbeing</p>	<ul style="list-style-type: none"> The neonatal nurse will within agreed parameters, apply knowledge and demonstrate clinical judgement and a range of skills to provide safe, effective care to babies and their families/carers. 	<ul style="list-style-type: none"> plan, implement and evaluate nursing care to meet the health and wellbeing needs of the baby when the baby's condition is stable assist in the care of the baby whose needs are complex and ever changing use critical judgement and reasoning to facilitate and deliver care to babies in partnership with parents/carers and the multi-professional team recognise and take appropriate action when the baby's condition is becoming unstable or is deteriorating, including referral and initiation of emergency interventions apply technology for measurement, monitoring and treatment anticipate, interpret and respond to the needs of the family, parents/carers assist parents/carers and other staff to assess babies' health, well-being and related needs 	<p>Foundation: 3</p> <p>Full: 4</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Competent</p> <p>SNNG Competency Framework Level: -Neonatal Nurse Qualified in Specialty</p>	<p>Health and Wellbeing (Continued)</p>	<ul style="list-style-type: none"> The neonatal nurse will within agreed parameters, apply knowledge and demonstrate clinical judgement and a range of skills to provide safe, effective care to babies and their families/carers. 	<ul style="list-style-type: none"> maintain a comprehensive knowledge and skills base relevant to neonatal nursing act as a resource to colleagues supervise care delivery of junior colleagues ensure actions promote quality and alert others to relevant quality issues anticipate the need to plan and participate in programmes of care to support future health and wellbeing including: audiology and ophthalmic screening, vaccination, discharge planning and delivering specific health promotion information/teaching 	<p>Foundation: 3</p> <p>Full: 4</p> <p>(See Appendix 4)</p>



Level of Practice	Broad Sphere of responsibility/role	Minimum recommended – Professional/Education Requirements(depending on route)	Examples of Educational and Professional Development Needs	SCQF	SBroad mapping to NHS Career Framework Model
<p>Benner's Level: Proficient</p> <p>SNNG Competency Framework Level: Experienced Neonatal Nurse</p> <p>Qualified in Specialty plus additional postgraduate theory and practice</p>	<p>Leader within neonatal nursing team.</p> <p>Responsibility for specific area of service delivery e.g clinical, managerial, educational and research</p> <p>Manage/supervise work of others</p> <p>Provide education, training, support and supervision to staff</p> <p>Promote delivery of evidence based care. Initiate and lead service development.</p>	<p>Registered Nurse (Child/ Adult)</p> <p>Degree Level qualification</p> <p>Recognition of Prior Learning/Postgraduate qualification e.g. clinical, education, research, leadership or management</p> <p>Post registration qualification in special/ intensive care neonatal nursing</p> <p>Practitioners with a Midwifery only registration currently employed in neonatal units at the time of publication</p>	<p>Evidence of working at, or towards, relevant Masters Degree qualification within specific service delivery domain</p> <p>Non-medical prescribing</p> <p>Continuous Development Programmes e.g .leading better care</p> <p>e-learning programmes</p> <p>Mandatory training e.g. child protection, breast feeding, neonatal resuscitation</p> <p>NMC Sign-off mentor preparation</p> <p>Information technology skills</p> <p>Corporate learning opportunities e.g chairing meetings, coaching, leading groups,</p> <p>Maintain and enhance KSF portfolio</p>	10/11	6/7 Senior Nurse/ Advanced Practitioner

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Proficient</p> <p>SNNG Competency Framework Level: Experienced Neonatal Nurse</p> <p>Qualified in Specialty plus additional postgraduate theory and practice</p>	<p>Communication & interpersonal relationships</p>	<ul style="list-style-type: none"> • The neonatal nurse will utilise a wide range of media to communicate effectively with babies, parents, carers and health care workers. • The neonatal nurse will demonstrate interpersonal behaviour and skills conducive to developing and maintaining therapeutic and professional relationships. 	<ul style="list-style-type: none"> • process, modify and manage data and information • write complex reports • Prepare and deliver presentations • establish and maintain communication with individuals and groups about complex and difficult neonatal matters, overcoming any problems • actively support and lead initiatives to ensure optimal communication of local and national policy directives and information pertinent to neonatal care • persuade, motivate, influence and negotiate with a wide range of people to assist with decision-making and action as required • analyse, interpret and report information and knowledge related to ideas and concepts 	<p>Foundation: 3</p> <p>Full: 3</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Proficient</p> <p>SNNG Competency Framework Level: Experienced Neonatal Nurse</p> <p>Qualified in Specialty plus additional postgraduate theory and practice</p>	<p>Personal, professional and people development</p>	<ul style="list-style-type: none"> • The neonatal nurse will assume responsibility for personal professional development, demonstrating a commitment to lifelong learning and activities that enhance knowledge, skills, values and attitudes required for safe and effective neonatal nursing practice 	<ul style="list-style-type: none"> • develop own knowledge, skills and practice and contribute to the development of others • act as a resource of specialist knowledge and clinical practice • foster an environment that encourages staff development, supporting staff as necessary • develop, deliver and evaluate staff development programmes that support the achievement of clinical skills, leadership and best practice in neonatal nursing 	<p>Foundation: 3</p> <p>Full: 3</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Proficient</p> <p>SNNG Competency Framework Level: Experienced Neonatal Nurse</p> <p>Qualified in Specialty plus additional postgraduate theory and practice</p>	<p>Health, safety and security</p>	<ul style="list-style-type: none"> The neonatal nurse will utilise a range of policies, procedures and protocols that optimise a safe and secure environment that supports neonatal practice. 	<ul style="list-style-type: none"> support others to deal with emergency situations carry out risk assessments related to neonatal care and manage those risks appropriately ensure all appropriate measures are taken in relation to infection control act as a role model and promote best practice in health, safety and security prepare and maintain equipment and ensure staff training is current and up-to-date contribute to staff training 	<p>Foundation: 1</p> <p>Full: 2</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Proficient</p> <p>SNNG Competency Framework Level: Experienced Neonatal Nurse</p> <p>Qualified in Specialty plus additional postgraduate theory and practice</p>	<p>Service development</p>	<ul style="list-style-type: none"> The neonatal nurse will demonstrate knowledge of effective inter-professional working practices that respect and utilise the contribution of all members of the health care team. The neonatal nurse will contribute effectively to the planning and organisation of neonatal care services to maximise the provision of a high quality service to babies, parents, families and carers. 	<ul style="list-style-type: none"> actively contribute and participate in the development of neonatal services provide effective professional leadership, facilitating change and developing the service in response to changing health care needs proactively facilitate and participate in resource and neonatal unit management, maximising resources and contributing to the management and development of staff highlight and instigate action plans to manage deficits in resources deputise for the line manager be involved in the recruitment/selection and personal professional development of staff develop and sustain working with individuals, groups, agencies and others involved in neonatal care propose policy/service changes 	<p>Foundation: 3</p> <p>Full: 3</p> <p>(See Appendix 4)</p>

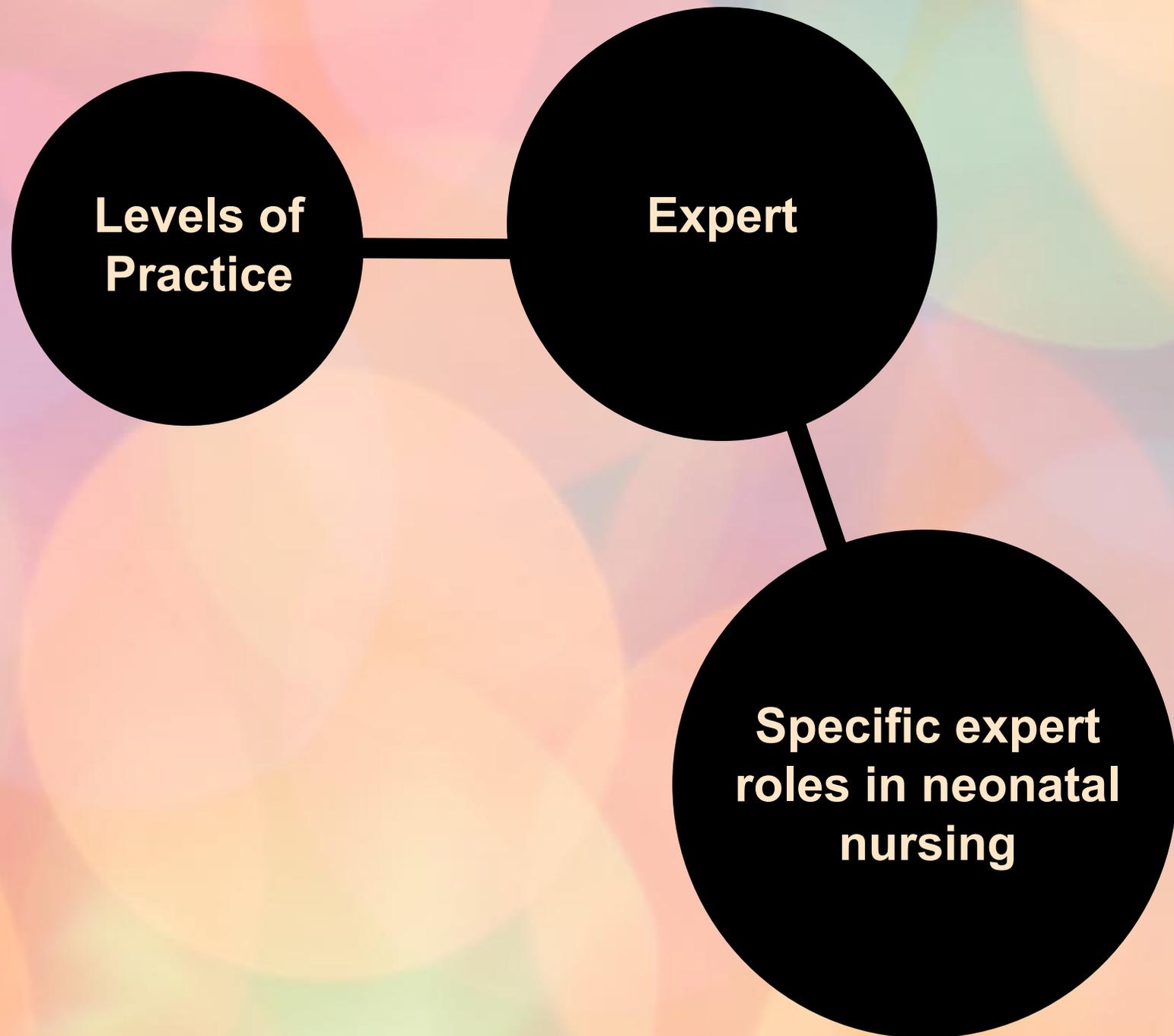
Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Proficient</p> <p>SNNG Competency Framework Level: Experienced Neonatal Nurse</p> <p>Qualified in Specialty plus additional postgraduate theory and practice</p>	<p>Service Development (Continued)</p>	<ul style="list-style-type: none"> • The neonatal nurse will demonstrate knowledge of effective inter-professional working practices that respect and utilise the contribution of all members of the health care team. • The neonatal nurse will contribute effectively to the planning and organisation of neonatal care services to maximise the provision of a high quality service to babies, parents, families and carers. 	<ul style="list-style-type: none"> • allocate, delegate, co-ordinate, monitor and assess work of the team and individuals • plan and organise several complex neonatal care activities • organise and prioritise conflicting workload demands • prioritise the movement of babies and equipment 	<p>Foundation: 3</p> <p>Full: 3</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Proficient</p> <p>SNNG Competency Framework Level: Experienced Neonatal Nurse</p> <p>Qualified in Specialty plus additional postgraduate theory and practice</p>	<p>Quality</p>	<ul style="list-style-type: none"> • The neonatal nurse will demonstrate commitment to evidence-based practice, utilising research, quality standards and clinical audit tools. • The neonatal nurse will demonstrate critical thinking approach to problem solving to enhance neonatal care. 	<ul style="list-style-type: none"> • assess and analyse information to solve problems. • make recommendations that have a positive impact on neonatal care. • instigate and facilitate research and audit. • proactively foster a culture of enquiry and facilitate change to integrate best evidence into neonatal care 	<p>Foundation: 2</p> <p>Full: 3</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Proficient</p> <p>SNNG Competency Framework Level: Experienced Neonatal Nurse</p> <p>Qualified in Specialty plus additional postgraduate theory and practice</p>	<p>Equality, diversity and rights</p>	<ul style="list-style-type: none"> The neonatal nurse will practice within a legal, professional and ethical framework that includes employer's and local guidance, policies and procedures, ensuring that own actions support and promote equality, diversity and rights. 	<ul style="list-style-type: none"> promote an environment in which everyone is treated equitably and with respect enable parents to make informed decisions regarding their baby and support them in their decisions identify the potential for and take action to prevent or rectify discrimination and compromise of rights interpret and challenge ways of working and develop appropriate solutions act as an advocate on behalf of those whose rights have been compromised 	<p>Foundation: 2</p> <p>Full: 3</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Proficient</p> <p>SNNG Competency Framework Level: Experienced Neonatal Nurse</p> <p>Qualified in Specialty plus additional postgraduate theory and practice</p>	<p>Health and Wellbeing</p>	<ul style="list-style-type: none"> The neonatal nurse will within agreed parameters, apply knowledge and demonstrate clinical judgement and a range of skills to provide safe, effective care to babies and their families/carers. 	<ul style="list-style-type: none"> manage the implementation of quality care/service act as a role model, providing support and guidance to others in implementing care assess, plan, deliver and evaluate neonatal care to address needs that are complex and ever changing plan, interpret and report biomedical investigations within own level of practice plan monitor and quality assure the application of technology for measurement, monitoring and treatment contribute to quality improvement in partnership with parents/carers and the multi-professional team, use highly developed/ specialist knowledge and clinical skills in the neonatal unit to create a culture and climate that is proactive and responsive to meet the health care needs of babies 	<p>Foundation: 4</p> <p>Full: 4</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level: Proficient</p> <p>SNNG Competency Framework Level: Experienced Neonatal Nurse</p> <p>Qualified in Specialty plus additional postgraduate theory and practice</p>	<p>Health and Wellbeing (Continued)</p>	<ul style="list-style-type: none"> The neonatal nurse will within agreed parameters, apply knowledge and demonstrate clinical judgement and a range of skills to provide safe, effective care to babies and their families/carers. 	<ul style="list-style-type: none"> supervise the care given by junior colleagues organise and prioritise conflicting workload demands prioritise the movement of babies and equipment 	<p>Foundation: 4</p> <p>Full: 4</p> <p>(See Appendix 4)</p>



Level of Practice	Broad Sphere of responsibility/role	Minimum recommended – Professional/Education Requirements(depending on route)	Examples of Educational and Professional Development Needs	SCQF	SBroad mapping to NHS Career Framework Model
<p>Benner's Level : Expert</p> <p>SNNG Competency Framework Level: Specific expert roles in neonatal nursing</p>	<p>Act as a clinical expert in the field of neonatal nursing.</p> <p>Provide advice locally and nationally.</p> <p>Lead the development and implementation of local and national strategy.</p> <p>Corporate skills and responsibilities</p> <p>Strategic lead for specific area of service delivery e.g clinical, managerial, neonatal network, educational and research</p>	<p>Registered Nurse (Child/ Adult)</p> <p>Educated to Masters degree level</p> <p>Recognition of Prior Learning/ Postgraduate qualification e.g. clinical ,education, research, leadership or management</p> <p>Post registration qualification in special/ intensive care neonatal nursing</p> <p>Practitioners with a Midwifery only registration currently employed in neonatal units at the time of publication</p>	<p>Access to Doctoral Level study</p> <p>Continuous Development Programmes e.g. Project management, Research governance, advanced leadership, post-graduate certificate in education</p> <p>Writing for publication</p> <p>Mandatory training e.g. child protection, breast feeding, neonatal resuscitation</p> <p>Information technology skills</p> <p>Corporate learning opportunities e.g chairing meetings, coaching, leading groups</p> <p>Maintain and enhance KSF portfolio</p>	11-12	7/ 8 Advanced Practitioner/ Consultant

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level : Expert</p> <p>SNNG Competency Framework Level: Specific expert roles in neonatal nursing</p>	<p>Communication & interpersonal relationships</p>	<ul style="list-style-type: none"> • The neonatal nurse will utilise a wide range of media to communicate effectively with babies, parents, carers and health care workers. • The neonatal nurse will demonstrate interpersonal behaviour and skills conducive to developing and maintaining therapeutic and professional relationships. 	<ul style="list-style-type: none"> • influence strategic policy making at local and national level • lead meetings, give presentations and influence a wide range of individuals and groups at strategic level to take action and make changes • receive and process complex, sensitive and contentious information, initiating actions required • establish and maintain communication with various individuals and groups on complex, wide ranging, potentially stressful topics related to neonatal services • enable effective communication to overcome barriers • design/develop strategies to process and manage data and information • analyse, synthesize and present knowledge and information about complex subjects and concepts to influence key decisions 	<p>Foundation: 3</p> <p>Full: 4</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level : Expert</p> <p>SNNG Competency Framework Level: Specific expert roles in neonatal nursing</p>	<p>Personal, professional and people development</p>	<ul style="list-style-type: none"> The neonatal nurse will assume responsibility for personal professional development, demonstrating a commitment to lifelong learning and activities that enhance knowledge, skills, values and attitudes required for safe and effective neonatal nursing practice. 	<ul style="list-style-type: none"> demonstrate knowledge of public policies and participate in professional activities that relate to the advancement of neonatal practice develop and evaluate own and others' knowledge and practice across professional and organisational boundaries identify and deliver strategies to ensure the provision of education and development programmes to meet the needs of the neonatal service support the development of a culture in which professionals learn together support the development of a culture in which individuals are valued and interprofessional learning is encouraged 	<p>Foundation: 3</p> <p>Full: 4</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level : Expert</p> <p>SNNG Competency Framework Level: Specific expert roles in neonatal nursing</p>	<p>Health, safety and security</p>	<ul style="list-style-type: none"> The neonatal nurse will utilise a range of policies, procedures and protocols that optimise a safe and secure environment that supports neonatal practice. 	<ul style="list-style-type: none"> ensure the working environment complies with organisational, professional and legal requirements and guidelines monitor safe work practices assume line management responsibility for accident/incident reporting and monitoring develop a culture that actively improves health, safety and security promote risk management strategies in the neonatal unit acknowledge/identify training needs of staff, negotiate resources, facilitate training to meet needs ensure best practice in health, safety and security, including adequate training for staff develop and provide appropriate training opportunities assess the need for and manage the purchase of equipment to support neonatal care 	<p>Foundation: 3</p> <p>Full: 4</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level : Expert</p> <p>SNNG Competency Framework Level: Specific expert roles in neonatal nursing</p>	<p>Service Development</p>	<ul style="list-style-type: none"> • The neonatal nurse will demonstrate knowledge of effective inter-professional working practices that respect and utilise the contribution of all members of the health care team. • The neonatal nurse will contribute effectively to the planning and organisation of neonatal care services to maximise the provision of a high quality service to babies, parents, families and carers. 	<ul style="list-style-type: none"> • develop strategies and policies for neonatal service development at local and national level • monitor staff development • lead a team with complex work activities by establishing objectives and standards • develop, sustain and evaluate partnership working with individuals, groups, agencies and others involved in the provision of neonatal care • develop, implement and evaluate policies and strategies for recruiting, deploying, developing and retaining staff • demonstrate a critically analytical approach to strategic decision making and judgements related to neonatal care 	<p>Foundation: 3</p> <p>Full: 4</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level : Expert</p> <p>SNNG Competency Framework Level: Specific expert roles in neonatal nursing</p>	<p>Service Development (Continued)</p>	<ul style="list-style-type: none"> • The neonatal nurse will demonstrate knowledge of effective inter-professional working practices that respect and utilise the contribution of all members of the health care team. • The neonatal nurse will contribute effectively to the planning and organisation of neonatal care services to maximise the provision of a high quality service to babies, parents, families and carers. 	<ul style="list-style-type: none"> • provide leadership and management in neonatal nursing through effective role modeling offering vision for the advancement of neonatal practice • empower neonatal nurses in practice and stimulate co-operation and enthusiasm within neonatal nursing team • prepare, develop and monitor financial and material resource for a range of complex neonatal care activities • identify success criteria and establish monitoring systems for neonatal nursing practice • plan and manage projects related to service development • develop strategies to promote safe and efficient movement of babies and equipment • secure physical and financial resources and establish strategies for their use 	<p>Foundation: 3</p> <p>Full: 4</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level : Expert</p> <p>SNNG Competency Framework Level: Specific expert roles in neonatal nursing</p>	<p>Quality</p>	<ul style="list-style-type: none"> • The neonatal nurse will demonstrate commitment to evidence-based practice, utilising research, quality standards and clinical audit tools. • The neonatal nurse will demonstrate critical thinking approach to problem solving to enhance neonatal care. 	<ul style="list-style-type: none"> • make decisions and develop solutions to problems that involve clear risk and may have no clear answer • make significant decisions that have a direct impact on the medium or long-term performance of the neonatal unit • analyse and develop solutions for complex professional, clinical or managerial problems • identify areas for research in clinical practice • participate in and/or lead research projects in collaboration with others. • participate in the systematic review of protocols, treatment plans and outcomes to determine their effectiveness in meeting established standards of care 	<p>Foundation: 3</p> <p>Full: 4</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level : Expert</p> <p>SNNG Competency Framework Level: Specific expert roles in neonatal nursing</p>	<p>Equality, diversity and rights</p>	<ul style="list-style-type: none"> The neonatal nurse will practice within a legal, professional and ethical framework that includes employer's and local guidance, policies and procedures, ensuring that own actions support and promote equality, diversity and rights. 	<ul style="list-style-type: none"> actively develop and promote an environment in which everyone is treated equitably and with respect develop anti-discriminatory policies/ procedures and provide appropriate support services for babies, parents, carers and staff that comply with legislation, professional regulations and best practice monitor effectiveness of equality, diversity and rights policies and procedures throughout the neonatal unit regularly review implementation, effectiveness and compliance with equality and diversity legislation 	<p>Foundation: 2</p> <p>Full: 3</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level : Expert</p> <p>SNNG Competency Framework Level: Specific expert roles in neonatal nursing</p>	<p>Health and Wellbeing</p>	<ul style="list-style-type: none"> The neonatal nurse will within agreed parameters, apply knowledge and demonstrate clinical judgement and a range of skills to provide safe, effective care to babies and their families/carers. 	<ul style="list-style-type: none"> develop and maintain knowledge, skills and competence to the level of the expert who is able to function in an independent role develop practice in applying technology for measurement, monitoring and treatment develop practice in biomedical investigation and reporting demonstrate a critically analytic approach to strategic decision-making and judgments related to neonatal care continuously monitor activities against quality standards, anticipate factors that may reduce quality and take effective action to address them develop, implement and evaluate initiatives/strategies to improve the quality of care improve quality of neonatal care through practice review develop and implement strategies for neonatal care, including standards, policies and guidelines for care delivery 	<p>Foundation: 4</p> <p>Full: 4</p> <p>(See Appendix 4)</p>

Level of Practice	KSF Dimensions	Aspects of Practice	SNNG Competencies	Suggested minimum KSF Level
<p>Benner's Level : Expert</p> <p>SNNG Competency Framework Level: Specific expert roles in neonatal nursing</p>	<p>Health and Wellbeing (Continued)</p>	<ul style="list-style-type: none"> The neonatal nurse will within agreed parameters, apply knowledge and demonstrate clinical judgement and a range of skills to provide safe, effective care to babies and their families/carers. 	<ul style="list-style-type: none"> develop policies and strategies to improve the health and well being of babies foster a proactive care culture develop strategies to ensure safe and efficient movement of babies and equipment secure physical and financial resources and establish strategies for their use seek opportunities to add value to care provision provide leadership in neonatal nursing through effective role modeling, offering a vision for the advancement of neonatal nursing stimulate cooperation and enthusiasm in neonatal nursing, empowering neonatal nurses in their practice, publish locally, nationally and internationally 	<p>Foundation: 4</p> <p>Full: 4</p> <p>(See Appendix 4)</p>

6. Core Clinical Skills for Neonatal Nurses

The core skills required to achieve the competencies for the four levels of neonatal practice described in each of the templates are included in the SNGG Competency Framework and Core clinical Skills for Neonatal Nurses (2005 p.24). Skills identified at Level 1 equate with the Novice Practitioner through to Level 4 which are those of expert roles.

Access these at: <http://www.sngg.org.uk/publications/publications.php>

A decision was made to not reproduce these in this document due to the dynamic nature of skill development.

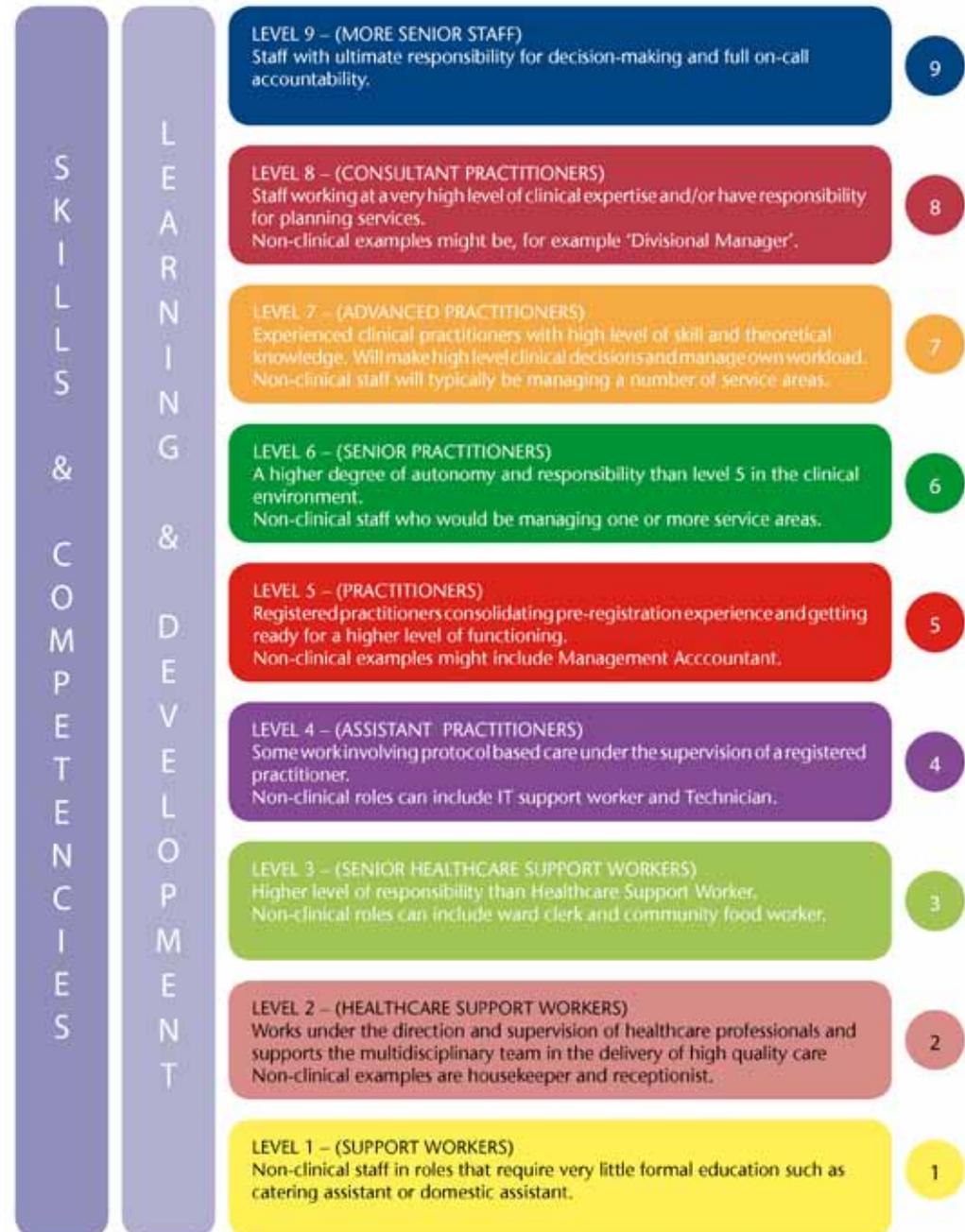


7. Appendix 1 - The Career Framework for Health

Taken with Permission from the Scottish Government Health Workforce Directorate “Guidance to NHS Boards on the Career Framework for Health” 11 March 2009 (Annex 2).

The diagram outlines the Career Framework Levels, the appropriate Clinical level title (in brackets), a brief clinical level descriptor and, for illustration, some possible non-clinical role examples.

Note: This diagram is a slight adaptation of the version on the Skills for Health website and from the one formally launched in 2006. These adaptations are simply to reflect generally recognised terms in Scotland, which may differ from those used elsewhere in the UK (e.g. at level 4 we have used the term assistant practitioner rather than assistant/associate practitioner). They do not affect the substance of the Career Framework or represent a departure from the Career Framework launched in 2006.



Appendix 2 - Broad Mapping of Current Neonatal Roles to the Career Framework for Health

Career Framework Levels	Career Framework Titles	Current SNNG Titles
8	Consultant Practitioner	Expert Roles
7	Advanced Practitioner	Experienced Neonatal Nurse
6	Senior Practitioner	Experienced Neonatal Nurse Qualified in Specialty
5	Practitioner	New entrant

Appendix 3 - Mapping of the Career Framework for Health Levels against the Scottish Credit and Qualification Levels

Taken from Scottish Government Health Workforce Directorate “Guidance to NHS Boards on the Career Framework for Health” 11th March 2009. Annex 2, a range of post-registration sexual and reproductive health courses.

Note: The levels on the framework are indicative only. They can be broadly linked to qualifications and SCQF levels but this will only be a rough guide – there will be exceptions.

Learning required at each level will vary according to the occupational groups into which the role falls and the KSF outline for each particular role. However, in general, the following level(s) of qualification (in areas related to the work being undertaken) might be expected for roles which appear at the same level of the Career Framework.

The learning required for each role should be considered in conjunction with the Career Framework level descriptors www.skillsforhealth.org.uk/page/career-framework.

CAREER FRAMEWORK LEVEL	INDICATIVE SCQF LEVELS	EXAMPLE QUALIFICATIONS
Level 9	Level 11/12	Masters Degree Doctorate SVQ5
Level 8	Level 11/12	Masters Degree Doctorate SVQ5
Level 7	Level 11	Post Grad Certificate/Diploma Masters Degree
Level 6	Level 9/10	Ordinary or Honours Degree Graduate Diploma SVQ 4
Level 5	Level 8-10	Diploma HE Ordinary or Honours Degree SVQ 4
Level 4	Level 7/8	HNC HND
Level 3	Level 6/7	SVQ3 HNC
Level 2	Level 5/6	SVQ 2
Level 1		Induction Standards For Healthcare Support Workers (HCSW)

Appendix 4 - Overview of the NHS KSF Core and Health and Wellbeing Dimensions

DIMENSIONS	LEVEL DESCRIPTORS			
CORE	1	2	3	4
1 Communication	Communicate with a limited range of people on day-to-day matters	Communicate with a range of people on a range of matters	Develop and maintain communication with people about difficult matters and/or in difficult situations	Develop and maintain communication with people on complex matters, issues and ideas and/or in complex situations
2 Personal and People development	Contribute to own personal development	Develop own skills and knowledge and provide information to others to help their development	Develop oneself and contribute to the development of others	Develop oneself and others in areas of practice
3 Health, Safety and Security	Assist in maintaining own and others' health, safety and security	Monitor and maintain health, safety and security of self and others	Promote, monitor and maintain best practice in health, safety and security	Maintain and develop an environment and culture that improves health, safety and security
4 Service Improvement	Make changes in own practice and offer suggestions for improving services	Contribute to the improvement of services	Appraise, interpret and apply suggestions, recommendations and directives to improve services	Work in partnership with others to develop, take forward and evaluate direction, policies and strategies
5 Quality	Maintain the quality of own work	Maintain quality in own work and encourage others to do so	Contribute to improving quality	Develop a culture that improves quality
6 Equality and Diversity	Act in ways that support equality and value diversity	Support equality and value diversity	Promote equality and value diversity	Develop a culture that promotes equality and values diversity

DIMENSIONS	LEVEL DESCRIPTORS			
HEALTH AND WELLBEING	1	2	3	4
HWB1 Promotion of health and wellbeing and prevention of adverse effects on health and wellbeing	Contribute to promoting health and wellbeing and prevention of adverse effects on health and wellbeing	Plan, develop and implement approaches to promoting health and wellbeing and prevention of adverse effects on health and wellbeing	Plan, develop and implement and evaluate programmes to promote health and wellbeing and prevent adverse effects on health and wellbeing	Promote health and wellbeing and prevent adverse effects on health and wellbeing through contributing to the development, implementation and evaluation of related policies
HWB2 Assessment and care planning to meet health and wellbeing needs	Assist in the assessment of people's health and wellbeing needs	Contributing to assessing health and wellbeing needs and planning how to meet those needs	Assess health and wellbeing needs and develop, monitor and review care plans to meet specific needs	Assess complex health and wellbeing needs and develop, monitor and review care plans to meet those needs
HBW3 Protection of health and wellbeing	Recognise and report situations where there might be a need for protection	Contribute to protecting people at risk	Implement aspects of a protection plan and review its effectiveness	Develop and lead on the implementation of an overall protection plan
HBW4 Enablement to address health and wellbeing needs	Help people meet daily health and wellbeing needs	Enable people to meet ongoing health and wellbeing needs	Enable people to address specific needs in relation to health and wellbeing	Empower people to realise and maintain their potential in relation to health and wellbeing
HWB5 Provision of care to meet health and wellbeing needs	Undertake care activities to meet individuals' health and wellbeing needs	Undertake care activities to meet the health and wellbeing needs of individuals with a greater degree of dependency	Plan, deliver and evaluate care to meet people's health and wellbeing needs	Plan, deliver and evaluate care to address people's complex health and wellbeing needs
HWB6 Assessment and treatment planning	Undertake tasks related to the assessment of physiological and/or psychological functioning	Contribute to the assessment of physiological and psychological and/or functioning	Assess physiological and psychological functioning and develop, monitor and review related treatment plans	Assess physiological and/or psychological functioning when there are complex and/or undifferentiated abnormalities, diseases and disorders and develop, monitor and review related treatment plans
HWB7 Interventions and treatments	Assist in providing interventions and/or treatments	Contribute to planning, delivering and monitoring interventions and/or treatments	Plan, deliver and evaluate interventions and/or treatments	Plan, deliver and evaluate interventions and/or treatments when there are complex issues and/or serious illness
HWB8 Biomedical investigation and intervention	Undertake tasks to support biomedical investigations and/or interventions	Undertake and report on routine biomedical investigations and/or interventions	Plan, undertake, evaluate and report biomedical investigations and/or interventions	Plan, undertake, evaluate and report complex / unusual biomedical investigations and/or interventions
HWB9 Equipment and devices to meet health and wellbeing needs	Assist in the production and/or adaptation of equipment and devices	Produce and/or adapt equipment and devices to set requirements	Design, produce and adapt equipment and devices	Design, produce and adapt complex/unusual equipment and devices
HWB10 Products to meet health and wellbeing needs	Prepare simple products and ingredients	Prepare and supply routine products	Prepare and supply specialised products	Support, monitor and control the supply of products

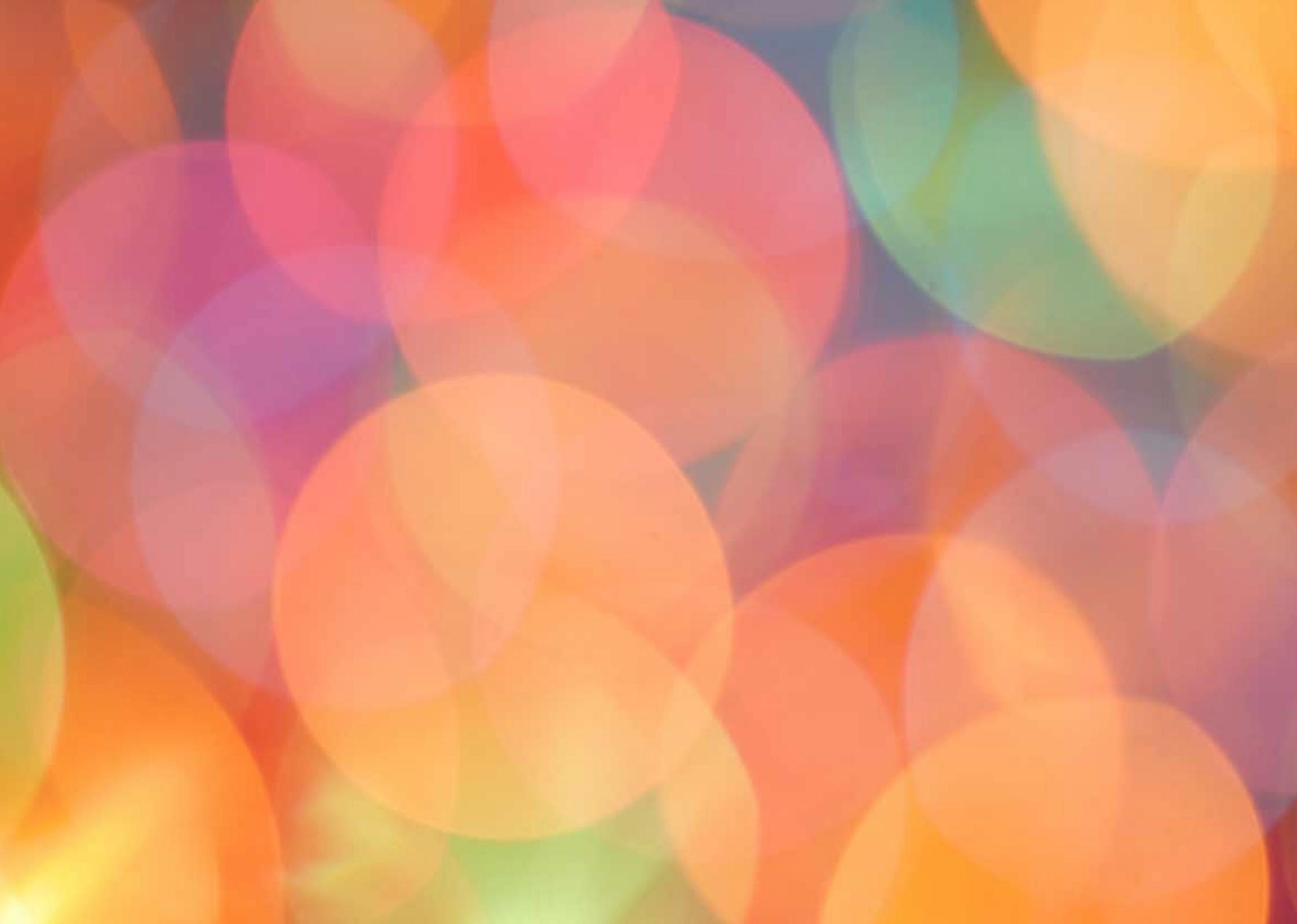
Appendix 5 - Members of the Working Group

Elizabeth Callander	Lead Midwife- Neonatology, NHS Greater Glasgow and Clyde
Fiona Collins	Network Manager - West of Scotland Managed Clinical Network for Neonatology
Yvonne Freer	Clinical Reader, Edinburgh Napier University
Denise Gray	Education Project Manager, NHS Education for Scotland
Moirra Gray	Scottish Neonatal Nurses Group Chair (retired), Wishaw General Hospital
Anne Hoyle	Neonatal Manager Maternity Unit (retired), Crosshouse Hospital
Lynne Kerr	Clinical Manager, Neonatal Services, NHS Lothian
Gopi Menon	Consultant Neonatologist and Honorary Senior Lecturer
Monica Thompson	Programme Director, NHS Education for Scotland
Alison Will	Clinical Nurse Manager, Neonatal Unit, Aberdeen Maternity Hospital
Alison Wright	Senior Nurse Neonatal Services/ANNP, NHS Tayside - Scottish Neonatal Nurses Group Chair

Acknowledgements

The contribution of members (past and present) of the Scottish Neonatal Nurses Group who were instrumental in developing the competency framework.

The Royal College of Nursing who gave permission for the inclusion of material from the draft consultation document *The Competency and Education Framework to Support Careers in Neonatal Nursing in the United Kingdom*.



ISBN: 978-0-85791-000-4



Summer 2010

NHS Education for Scotland
Thistle House
91 Haymarket Terrace
Edinburgh EH12 5HE
Tel: 0131 313 8000
Fax: 0131 313 8001
Email: enquiries@nes.scot.nhs.uk

www.nes.scot.nhs.uk