

3 Step Progression Pathway Guidance for newly qualified nurses

The 3 step progression pathway has been introduced to enable:

Clear identification of where a band 5 nurse is in their career journey

What relevant training they have undertaken and need to complete to progress to the next step in the pathway.

Easily identify the level of competence of the nurse

Clear identification of nurses that have the transferrable and interchangeable skills to support permanent wards and / or extra capacity wards

The three levels of career pathway are:

Identifying Badge	Level of nurse	Description	Which area can the nurse work?
	Advanced Beginner		0-1 year post qualifying
Newly qualified / new to the trust nurse. They are required to undertake Trust Induction and Preceptorship programme	They can work as the second nurse on their permanent ward.	After 6 months of qualifying work as second nurse on any other ward.	

Newly Registered nurses 3 Step Progression Pathway

The 3 Step Progression Pathway has been introduced to visibly identify where a newly qualified band 5 nurse is in their career journey. Nurses wear a pin badge which clearly recognises their interchangeable knowledge and skills.

OBJ

Advanced Beginner

OBJ

OBJ

Competent

Proficient

Advanced Beginner 0-1 year post qualifying OBJ

Allows new nurse the caveat of being a new nurse and perhaps needing a little extra support. Advanced Beginners demonstrate marginally acceptable performance because the nurse has had prior experience in actual situations. He/she is efficient and skilful in parts of the practice area, requiring occasional supportive cues. May or may not be within a delayed time period. Knowledge is developing.

(Benner 1984 from Novice to Expert)

12 months robust preceptorship programme

Protected from being moved to extra capacity areas

Supported by preceptor to complete competency booklet

Competent 1-2 years post qualifying OBJ

Have completed their 12 months preceptorship period and competency booklet

Competent nurses are able to develop within their speciality by extending their skills and developing their career pathway.

Competence is demonstrated by the nurse who has been on the job in the same or similar situations for two or three years. The nurse is able to demonstrate efficiency, is coordinated and has confidence in his/her actions. For the Competent nurse, a plan establishes a perspective, and the plan is based on considerable conscious, abstract, analytic contemplation of the problem. The conscious, deliberate planning that is characteristic of this skill level helps achieve efficiency and organisation. Care is completed within a suitable time frame without supporting cues.

(Benner 1984 from Novice to Expert)

Proficient 2 years plus OBJ

Now experienced within their specialist area and are able to support other area when required. The Proficient nurse perceives situations as wholes rather than in terms of chopped up parts or aspects. Proficient nurses understand a situation as a whole because they perceive its meaning in terms of long-term goals. The Proficient nurse learns from experience what typical events to expect in a given situation and how plans need to be modified in response to these events. The Proficient nurse can now recognise when the expected normal picture does not materialise. This holistic understanding improves the Proficient nurse's decision making; it becomes less laboured because the nurse now has a perspective on which of the many existing attributes and aspects in the present situation are the important ones.

(Benner 1984 from Novice to Expert)

You are an acorn

The acorn principle tells you to look inside and discover what the seed of your being is. The metaphor is for you being an acorn (Preceptor) that is going to develop into an oak tree (Experienced Registered Nurse). If you provide the right conditions and circumstances that fulfil and exceed the needs of an acorn, you are going to become a magnificent oak tree. Or in other words, **you're fastest, easiest and most enjoyable growth comes from your natural talents and skills.**

Nurture your oakness

A better question of a manager is

"What is the true nature of your being?" or "How can I cultivate this nature into the best potential?"

The manager may say then **"I see an acorn seed in you. Let's Investigate and invest in how to make your acorn skills stronger."**

Through self – retrospection and quieting mind, being alone in the nature, you can start to listen to a little voice inside you. You, who wants to emerge from the shells of an acorn into a powerful oak tree. Let it happen.

Taken and adapted from the Acorn Principle (Cathcart 2012)