		1 *(Concerns about performance)*	2 *(Performance expected to improve)*	3 *(Performing at expected level)*	4 *(Exceeding expectations)*	5 *(Exceptional)*	N/O *(Not Observed)*
Professional responsibility	Professional knowledge (knowledge of professional responsibilities, policy, legal aspects understanding of RN role)	☐	☐	☐	☐	☐	☐
	Reliability (demonstrates punctuality, reliability, honesty, fulfils obligations, meets deadlines)	☐	☐	☐	☐	☐	☐
	Self-awareness (accurate assessment of own skills & knowledge and actively seeks feedback & assistance to improve)	☐	☐	☐	☐	☐	☐
	Work organisation (organises and prioritises nursing practice in an effective manner, works under pressure)	☐	☐	☐	☐	☐	☐
	Willingness to learn (self-directed learner, able to pick up new technical and nursing practice skills)	☐	☐	☐	☐	☐	☐

		1 *(Concerns about performance)*	2 *(Performance expected to improve)*	3 *(Performing at expected level)*	4 *(Exceeding expectations)*	5 *(Exceptional)*	N/O *(Not Observed)*
Management of Nursing Care	Clinical knowledge (application of Nursing knowledge in the clinical environment, demonstrates knowledge level required for safe practice)	☐	☐	☐	☐	☐	☐
	Clinical assessment skills (elicits and records accurate, complete history and nursing assessment findings)	☐	☐	☐	☐	☐	☐
	Nursing records (provides clear, comprehensive and accurate records)	☐	☐	☐	☐	☐	☐
	Relevant procedural knowledge and skills (provides safe, quality service).	☐	☐	☐	☐	☐	☐
	Clinical judgement (synthesis of information and appropriate management decisions)	☐	☐	☐	☐	☐	☐

		1 *(Concerns about performance)*	2 *(Performance expected to improve)*	3 *(Performing at expected level)*	4 *(Exceeding expectations)*	5 *(Exceptional)*	N/O *(Not Observed)*
Inter-personal Relationship	Communication with patients and families (listening skills, respect, clarity of expression, recognition and valuing of differences, cultural sensitivity and confidence)	☐	☐	☐	☐	☐	☐
	Communicates for patient safety when requirements exceed knowledge and skills	☐	☐	☐	☐	☐	☐

		1 *(Concerns about performance)*	2 *(Performance expected to improve)*	3 *(Performing at expected level)*	4 *(Exceeding expectations)*	5 *(Exceptional)*	N/O *(Not Observed)*
Inter - professional	Teamwork (includes integration into the multidisciplinary team)	☐	☐	☐	☐	☐	☐
	Communication with other healthcare professionals (ability to work in a multidisciplinary team, contribute and communicates effectively with other professional	☐	☐	☐	☐	☐	☐

SAMPLE