

**SKILLS FRAMEWORK FOR HEALTHCARE
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Ethics and Professionalism					
TSC	Reflective Practice					
TSC Description	Conduct regular self-assessment of own competence in order to continuously develop as a professional					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	HCE-PVE-1009-1.1	HCE-PVE-2009-1.1	HCE-PVE-3009-1.1	HCE-PVE-4009-1.1	HCE-PVE-5009-1.1	HCE-PVE-6009-1.1
	Recognise personal qualities and beliefs and their impact on professional activities. Apply self-awareness and self-care principles for personal and professional development	Identify gaps and limitations in professional competencies and qualities and seek advice, supervision and consultation for personal and professional development	Determine learning needs and areas of improvement and apply learnings for personal and professional improvement	Evaluate personal effectiveness, and develop development plans to improve professional practice	Evaluate effectiveness of learning outcomes and validate personal and professional reflections within and outside of the organisation to improve professional practice	Drive support systems and create an environment that facilitates reflective practice, professional development and learning within and outside of professional practice
Knowledge	<ul style="list-style-type: none"> • Own strengths and weaknesses • Importance of and attention to self-assessment • Limitations and boundaries of own competence • Competencies necessary for development 	<ul style="list-style-type: none"> • Personal strengths and weaknesses, patterns of behaviour, emotional and cognitive biases, motivation, beliefs and values and how these may impact on clients and professional activities • Individuals' learning styles • Professional development requirements of professional bodies governing one's professional practice • Methods on how to identify areas for improvement in professional development • Dilemmas and conflicts that may arise in practice 	<ul style="list-style-type: none"> • Self-assessment practices and principles • Training resources available for professional development 	<ul style="list-style-type: none"> • Supervision processes • Performance appraisal and performance improvement systems • Opportunities for staff personal and professional development • Learning development plans of direct reports • Awareness of learning styles and theories • Factors to develop a learning culture within the department 	<ul style="list-style-type: none"> • Principles of personal and professional development and reflective practice • Approaches to learning that will allow transfer of knowledge to new and unfamiliar contexts • Strategies to access and incorporate best practice • Strategies to encourage reflective practice 	<ul style="list-style-type: none"> • Procedures and policies to create a conducive environment for application of self-care and self-assessment skills • Strategies for working in partnership with individuals, key people and others to enable development and enhancement of professional knowledge and practice • Best practices and lessons learned from inquiries into both serious failures and successful interventions in professional practice • Factors to develop a learning organisation or trans-organisation culture
Abilities	<ul style="list-style-type: none"> • Demonstrate emotional resilience • Recognise impact of own attitudes, values and beliefs on work activities 	<ul style="list-style-type: none"> • Identify and recognise limitations relating to current professional capacity 	<ul style="list-style-type: none"> • Evaluate the efficacy of professional activities and service provision • Plan own learning development and 	<ul style="list-style-type: none"> • Reflect upon personal effectiveness • Demonstrate self-awareness and sensitivity in working as a reflective professional 	<ul style="list-style-type: none"> • Monitor, evaluate and reflect on professional practice including knowledge and skills, attitudes and behaviours, experiences, 	<ul style="list-style-type: none"> • Create a climate of accountability and commitment for self-improvement • Build a department of professionals with high

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	<ul style="list-style-type: none"> Recognise personal strengths and weaknesses for improvement Accept and use feedback effectively 	<ul style="list-style-type: none"> Manage impact of personal characteristics on professional activities 	<p>discuss development needs</p> <ul style="list-style-type: none"> Utilise supervision, peer feedback, experience, knowledge and skills appropriately to improve professional practice and resolution of personal issues and conflicts Manage the complexities and sensitivities of client issues in professional practice Apply general self-awareness, self-assessment and self-monitoring skills Recognise own strength, weaknesses, values, beliefs and the impact they may have on professional practice 	<p>within ethical and professional practice frameworks</p> <ul style="list-style-type: none"> Establish, prioritise, implement, and evaluate professional development plans to meet learning needs, and apply learning into own professional practice Practice effective self-care management to prevent burnout Seek out peer supervision Analyse what is required for competent, effective and safe practice, and provide active support for professional staff development 	<p>improvement areas and outcomes of work</p> <ul style="list-style-type: none"> Actively seek constructive feedback from peers, supervisors, experienced professionals within or outside of professional practice Identify the supervision and support systems available within and outside the organisation Review effectiveness of development opportunities in meeting professional practice needs of the organisation Use supervision and support to continually assess the implications to inform personal and professional developmental needs Evaluate self-care strategies within the department for effectiveness Validate reflection with peers or supervisors Evaluate training resources to determine if they are appropriate for professional development Develop frameworks and action plans to prioritise aspects of professional practice for development 	<p>levels of professional accountability and commitment</p> <ul style="list-style-type: none"> Promote a safe environment for self-assessment and professional development and advocate for others to do so Evaluate support systems within and outside the organisation to enhance professional practice Evaluate self-care strategies within or across organisations for effectiveness
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