

NAPPI Adapted Benner Scale

NAPPI uk Levels of Safer Working Practice		NAPPI			RREC
		Proactive	Reactive: SP	Reactive: RPI	Reactive: RPI
Expert	...has an understanding of the total situation and their performance becomes fluid, flexible and proficient. They use highly skilled analytic ability in situations even when having no direct experience, and when behaviour does not occur as expected	Analysis of data to initiate service-wide change	No further ability	Confident management of the most complex situations (e.g. swapping physical team members)	Confident management of the most complex situations (e.g. swapping physical team members)
Proficient	...sees a situation holistically in terms of future need and this perspective enables them to prioritise aspects of a situation. They have a deeper understanding of what to expect in a given situation and are able to modify plans in response to the unexpected	Analysis of individual reports to identify patterns and communicate need for change	No further ability	Confident co-ordinator of transfers between techniques (e.g. Supine RPI to Recovery Position RPI)	Confident co-ordinator of transfers between techniques (e.g. Two Person Stationary Laying to Two Person Rolling)
Competent Leader	...uses experience to develop and communicate a plan, but often does not have enough experience to assess a situation holistically. Leadership and problem-solving ability is evident in predictable situations	Leads a team supporting complex situations, co-ordinating and mentoring less experienced team members	Hair Pull Release (Complex situations e.g. clothing grab/ hair pulled from behind)	Supine RPI (Team Leader)	Two Person Stationary Laying (Team Leader)
Advanced Beginner	...requires prior mentoring or actual experience in situations to ensure optimal success. Non-complex techniques can be successfully performed, with some problem-solving ability beyond scenarios directly introduced within training	Follows complex support plans independently	Hair Pull Release (non-complex use of all one-person techniques)	One Arm Body Wrap	One Person Stationary Seated
Novice	...requires considerable mentoring as they have little or no experience of situations they are expected to perform. Context-free rules help although makes behaviour limited and inflexible. Success is achieved when situations present as practiced within training, and require no problem-solving	Follows non-complex support plans independently, and follows instructions within more complex situations	X Shield/ Grab Release (Initial stage of all techniques)	Two Person Moving RPI (Non-complex use)	One Person Stationary Standing (non-complex use)