

Key shifts from the existing competencies

Table 1: Key shifts in existing competencies for enrolled nurses

	From...	To...	Rationale
Competency framework	4 domains 17 competencies 69 indicators	5 Pou/domains 29 competencies No indicators	Future-focused to reflect societal changes Domains reflect new EN scope statement Reduces duplication across competencies and indicators More measurable and assessable Not task focused More enabling language
Te Tiriti o Waitangi and cultural safety	Little emphasis	Strong emphasis	Reflects new EN scope statement Recognises position of tangata whenua and tangata Tiriti in Aotearoa Supports right of Māori to exercise self-determination Increased recognition of person and whānau centred care Cultural safety a separate domain to ensure rights of Māori, Pacific and diverse population groups Promotes equity and inclusion
EN direction and delegation	Strong emphasis	EN responsibility to know when to seek guidance and assistance	Recognises removal of direction & delegation from EN scope Guides assessment, decision making, reporting and seeking guidance from a RN or other registered health practitioner Shifts accountability to the EN
Pou/domains	Professional responsibility Provision of nursing care Interpersonal relationships Interprofessional healthcare & quality improvement	Te Tiriti o Waitangi Cultural safety Knowledge informed practice Professional accountability & responsibility Partnership and collaboration	Recognises position of Te Tiriti, intent of Pae Ora legislation, Wai 2575 findings Cultural safety focus to reflect on own values, beliefs and biases to support different world views and perspectives Recognises knowledge and skills within breadth of scope Professional accountability and guidance from healthcare team with removal of direction and delegation

Table 2: Key shifts in existing competencies for registered nurses

	From...	To...	Rationale
Competency framework	4 domains 20 competencies 83 indicators	6 domains 41 competencies No indicators	Future-focused to reflect context of providing care in Aotearoa New Zealand Reduces duplication across competencies and indicators More measurable and assessable
Te Tiriti o Waitangi and cultural safety	Little emphasis	Strong emphasis	Reflects new RN scope statement Recognises position of tangata whenua and tangata Tiriti in Aotearoa Supports right of Māori to exercise self-determination Increased recognition of person and whānau centred care Cultural safety a separate domain to ensure rights of Māori, Pacific and diverse population groups Promotes equity and inclusion
EN direction & delegation	Strong emphasis	Recognising role in the healthcare team	Recognises removal of direction & delegation from EN scope
Pou/domains	Professional responsibility Management of nursing care Interpersonal relationships Interprofessional healthcare & quality improvement	Ōritetanga & social justice Kawa Whakaruruhau & cultural safety Pūkengatanga and excellence in nursing practice Manaakitanga & people-centredness Whanaungatanga & communication Rangatiratanga & leadership	Recognising position of Te Tiriti, intent of Pae Ora legislation, Wai 2575 findings Cultural safety focus – reflects on own values, beliefs and biases to support different world views and perspectives