



Tuhinga whai tohutohu | Consultation document

# Review of enrolled nurse and registered nurse competencies Including amendments to the registered nurse scope of practice statement

December 2023

## Ngā pātai whaitohutohu | Consultation questions

### **Name of organisation/submitter:**

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Please keep this response confidential

## Enrolled nurse competencies

Consultation questions	Your response
<b>Question 1.</b> Do you think the proposed enrolled nurse competencies are broad enough to cover all practice areas?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Comment	Health and safety does not feature at all as a discreet competency and must be included on a par with Infection prevention and control. Health and safety is every ones concern and must be an overt part of nursing practice.

Consultation questions	Your response
	<p>This is obvious when one considers the impact health and safety issues have on the ability of a registered nurse or enrolled nurse to provide safe practice. One example is the lack of control over the number, skill, knowledge, experience of nurses who are budgeted to meet the patient care needs in any sector throughout the health system.</p> <p>Competency 1.4 states “promotes and environment that ensures health consumer safety, independence, quality of life and health.</p> <p>This cannot be achieved unless there is a overt commitment to health and safety, in all aspects of work. Promoting an environment that is safe, does not necessarily realise the outcome of a safe environment. This competency needs to be much stronger, clearer, and explicit in terms of health and safety. See Competency 3.6 which states “maintains infection prevention and control principles to ensure safety.”</p> <p>There should be a similar competency that states “maintains health and safety legislated requirements to ensure safety.”</p>
<p><b>Question 2.</b> Do you agree with the overall structure of the proposed enrolled nurse competencies?</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p>
<p>Comment</p>	

Pou One: Te Tiriti o Waitangi	
<p><b>Question 3.</b> Do you agree with the scope and focus of Pou One: Te Tiriti o Waitangi?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input checked="" type="checkbox"/></p>
<p><b>Question 4.</b> What would you strengthen, change, or add to Pou One?</p>	<p>I agree with the direction this is taking. My concern is the lack of knowledge and understanding of this competency in a context where many registered working nurses have not had adequate education and practice opportunity to learn what this means in practice. There needs to be opportunity for nurses to learn te reo and cultural safety as part of their paid education hours. Current education in this area is gravely lacking for nurses who were educated well before</p>

	the concept of cultural safety was introduced to nursing practice.
<b>Pou Two: Cultural Safety</b>	
<b>Question 5.</b> Do you agree with the scope and focus of Pou Two: Cultural Safety?	Yes <input type="checkbox"/> No <input type="checkbox"/> Partly <input checked="" type="checkbox"/>
<b>Question 6.</b> What would you strengthen, change, or add to Pou Two?	See above
<b>Pou Three: Knowledge Informed Practice</b>	
<b>Question 7.</b> Do you agree with the scope and focus of Pou Three: Knowledge Informed Practice?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
<b>Question 8.</b> What would you strengthen, change, or add to Pou Three?	
<b>Pou Four: Professional Accountability and Responsibility</b>	
<b>Question 9.</b> Do you agree with the scope and focus of Pou Four: Professional Accountability and Responsibility?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
<b>Question 10.</b> What would you strengthen, change, or add to Pou Four?	
<b>Pou Five: Partnership and Collaboration</b>	
<b>Question 11.</b> Do you agree with the scope and focus of Pou Five: Partnership and Collaboration?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

	Partly <input type="checkbox"/>
<b>Question 12.</b> What would you strengthen, change, or add to Pou Five?	
<b>Other comments</b>	
<b>Question 13.</b> Do you have any other comments?	<p>Nurses are time poor in terms of being supported to complete the work on portfolios and the financial recompense for that time. The time to prepare a portfolio needs to be doubled.</p> <p>In addition the funded education hours to maintain evidenced based practice is inequitable compared to doctors disadvantaging nurses in their efforts to maintain competency. This must change.</p> <p>One of the identified issues at the beginning of the review was “too many competencies” however the number of competencies have doubled in this proposal. If this proposal is upheld then the time and financial support to complete the portfolio must also double.</p> <p>I personally found the indicators useful as a guide to the evidence needed for each competency. Without the indicators there will be a need for paid time education as part of the process to prepare a portfolio to reduce the potential for increased rework by both the assessors and the applicant.</p> <p>I commend the workgroup in adding the competency that recognizes the actual work nurses do particularly around differential diagnoses in competency 3.1. This is work we have done for many years in response to experiential learning at work and the drive for evidence based practice.</p> <p>The invisible work of nurses is also inherent in these new competencies, making much of it visible particularly pou 4, 5, and 6.</p> <p>However I would also like to observe that there is no opportunity in this review to support CNS competencies and scope of practice which I believe is necessary to strengthen the development of the role, consistency in practice standards and differentiation from an RN. This has occurred for the Nurse Practitioners and needs to happen for the CNS role.</p> <p>Thank you for the work that has been done to date.</p>

## Registered nurse competencies

Consultation questions	Your response
<b>Question 14.</b> Do you think the proposed registered nurse competencies are broad enough to cover all practice areas?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Comment	
<b>Question 15.</b> Do you agree with the overall structure of the proposed registered nurse competencies?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Comment	

<b>Pou One: Te Tiriti o Waitangi, Ōritetanga and Social Justice</b>	
<b>Question 16.</b> Do you agree with the scope and focus of Pou One: Te Tiriti o Waitangi, Ōritetanga and Social Justice?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
<b>Question 17.</b> What would you strengthen, change, or add to Pou One?	See comments on infrastructure needed to support this pou.
<b>Pou Two: Kawa Whakaruruhau and Cultural Safety</b>	
<b>Question 18.</b> Do you agree with the scope and focus of Pou Two: Kawa Whakaruruhau and Cultural Safety?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
<b>Question 19.</b> What would you strengthen, change, or add to Pou Two?	
<b>Pou Three: Pūkengatanga and Excellence in Nursing Practice</b>	

<p><b>Question 20.</b> Do you agree with the scope and focus of Pou Three: Pūkengatanga and Excellence in Nursing Practice?</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input type="checkbox"/></p>
<p><b>Question 21.</b> What would you strengthen, change, or add to Pou Three?</p>	
<p><b>Pou Four: Manaakitanga and People Centredness</b></p>	
<p><b>Question 22.</b> Do you agree with the scope and focus of Pou Four: Manaakitanga and People Centredness</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input type="checkbox"/></p>
<p><b>Question 23.</b> What would you strengthen, change, or add to Pou Four?</p>	
<p><b>Pou Five: Whakawhanaungatanga and Communication</b></p>	
<p><b>Question 24.</b> Do you agree with the scope and focus of Pou Five: Whakawhanaungatanga and Communication?</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input type="checkbox"/></p>
<p><b>Question 25.</b> What would you strengthen, change, or add to Pou Five?</p>	
<p><b>Pou Six: Rangatiratanga and Leadership</b></p>	
<p><b>Question 26.</b> Do you agree with the scope and focus of Pou Six: Rangatiratanga and Leadership?</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input type="checkbox"/></p>

<b>Question 27.</b> What would you strengthen, change or add to Pou Six?	
<b>Other comments</b>	
<b>Question 13.</b> Do you have any other comments?	

## Registered nurse scope of practice statement amendments

Consultation questions	Your response
<b>Question 28.</b> Do you agree with the proposed amendments to the registered nurse scope of practice?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Do you have any comments?	
<b>Question 29.</b> What would you strengthen, change, or add to the proposed registered nurse scope of practice	
Do you have any other comments?	Please see my comments above that apply to both Enrolled and Registered Nurse scope of practice.