

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:

College of Emergency Nursing New Zealand (CENNZ)
feedback in regards to the RN competencies only

We may publish submissions on our website. Please check the box below if you would like your response to be kept confidential.

Please keep this response confidential

Enrolled nurse competencies

Consultation questions	Your response
Question 1. Do you think the proposed enrolled nurse competencies are broad enough to cover all practice areas?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Comment	

<p>Question 2. Do you agree with the overall structure of the proposed enrolled nurse competencies?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p>
<p>Comment</p>	

Pou One: Te Tiriti o Waitangi

<p>Question 3. 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 type="checkbox"/></p>
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<p>Question 4. What would you strengthen, change, or add to Pou One?</p>	
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Pou Two: Cultural Safety

<p>Question 5. Do you agree with the scope and focus of Pou Two: Cultural Safety?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input type="checkbox"/></p>
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<p>Question 6. What would you strengthen, change, or add to Pou Two?</p>	
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Pou Three: Knowledge Informed Practice

<p>Question 7. Do you agree with the scope and focus of Pou Three: Knowledge Informed Practice?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input type="checkbox"/></p>
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Question 8. What would you strengthen, change, or add to Pou Three?	
Pou Four: Professional Accountability and Responsibility	
Question 9. Do you agree with the scope and focus of Pou Four: Professional Accountability and Responsibility?	Yes <input type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
Question 10. What would you strengthen, change, or add to Pou Four?	
Pou Five: Partnership and Collaboration	
Question 11. Do you agree with the scope and focus of Pou Five: Partnership and Collaboration?	Yes <input type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
Question 12. What would you strengthen, change, or add to Pou Five?	
Other comments	
Question 13. Do you have any other comments?	

Registered nurse competencies

Consultation questions	Your response
Question 14. Do you think the proposed registered nurse competencies are broad enough to cover all practice areas?	Yes <input type="checkbox"/>
Comment	They are broad and cover off every practice area. However, some domains need to be consolidated.
Question 15. Do you agree with the overall structure of the proposed registered nurse competencies?	No <input type="checkbox"/>
Comment	Having to write an example for each competency within each domain is far too much to expect RN's to do. The current PDRP is challenging enough, especially to get a peer to review. Perhaps it could be to write an example for each domain only and the example is evident that the RN is demonstrating 50% of the competencies in that example.

Pou One: Te Tiriti o Waitangi, Ōritetanga and Social Justice	
Question 16. Do you agree with the scope and focus of Pou One: Te Tiriti o Waitangi, Ōritetanga and Social Justice?	Yes <input type="checkbox"/>
Question 17. What would you strengthen, change, or add to Pou One?	1.2 and 1.4 should be moved into pou two. Remove the responsibility of RNs to ensure the healthcare team in regards to Te Tiriti.
Pou Two: Kawa Whakaruruhau and Cultural Safety	
Question 18. Do you agree with the scope and focus of Pou Two: Kawa Whakaruruhau and Cultural Safety?	Partly <input type="checkbox"/>

<p>Question 19. What would you strengthen, change, or add to Pou Two?</p>	<p>Cross over with pou one and should be consolidated.</p>
<p>Pou Three: Pūkengatanga and Excellence in Nursing Practice</p>	
<p>Question 20. Do you agree with the scope and focus of Pou Three: Pūkengatanga and Excellence in Nursing Practice?</p>	<p>Partly <input type="checkbox"/></p>
<p>Question 21. What would you strengthen, change, or add to Pou Three?</p>	<p>Far too many! Please refine and delete 3.9 is covered in Pou two. How will a peer comment on 3.13? We request 3.13 to be deleted as this is not relevant to RN work. It is a breach of privacy and we already agree in our APC that we are fit to practice. 3.4 is the same as 4.3 = delete and refine 3.11 Delete organisational policies - nurses need to use legal, ethical, and evidenced based frameworks.</p>
<p>Pou Four: Manaakitanga and People Centredness</p>	
<p>Question 22. Do you agree with the scope and focus of Pou Four: Manaakitanga and People Centredness</p>	<p>No <input type="checkbox"/></p>
<p>Question 23. What would you strengthen, change, or add to Pou Four?</p>	<p>Expand Pou two to include some of these competencies as there is direct cross over. Merge them into Pou two.</p>

Pou Five: Whakawhanaungatanga and Communication

Question 24. Do you agree with the scope and focus of Pou Five: Whakawhanaungatanga and Communication?

Partly

Question 25. What would you strengthen, change, or add to Pou Five?

Pou 4 and 5 could be consolidated. They both focus on communication and relationships.
Delete 5.6,5.8,5.9,5.10
5.5 - refine or remove

Pou Six: Rangatiratanga and Leadership

Question 26. Do you agree with the scope and focus of Pou Six: Rangatiratanga and Leadership?

Partly

Question 27. What would you strengthen, change or add to Pou Six?

6.6 is covered in pou 3.
6.4 should be moved into pou 1.
There is concerns a graduate nurse will not be able to demonstrate these competencies nor a newly registered IQN. delete 6.2,6.5,6.6,6.7

Other comments

Question 13. Do you have any other comments?

Overall there are too many competencies for nurses to demonstrate continuing competence. Many nurses have commented upon how they could undertake a review of these competencies. Eg: When are RN's expected to do this work? With the new OSCE process , we struggle to see how these competencies will be measured or assessed in practice or by a provider.
https://nursingcouncil.org.nz/IQN/IQN/Overseas_Registrations_FAQs.aspx

The frequency of assessments needs to change and the provision of evidence for continuing competence.

Do they need to be peer reviewed or reviewed by a manager and need an example for each. Nursing leaders in the practice settings have far too much work to do and this is going to increase their workload.

Have you scoped out with other professional bodies: teachers, physios or midwives are expected to do within their council bodies? The medical council sends out feedback forms to peers and patients as part of the doctor accessing their competence.

Were health consumers collaborated with the development of these competencies?

Internationally, nurses prove their competency to measurable competencies. These NZ will need to be refined and measures to assist the international nurses who have gained registration in NZ, however this will be measured against actual health consumer interactions in the practice setting once employed.

The intention of PDRP was brought about by the nurse manager of Auckland Hospital to allow nurses to show what work they had achieved to prove they could be on a certain pay scale. Now it evolved into writing a very lengthy version that takes a week of work, and weeks for a marker to review.

The Nursing Council needs to develop an online tool/portal for submission of the competences where each RN is required to write an example for each domain with evidence of meeting 50% of the competencies within each domain. Their direct line manager needs to give feedback, as well several peers for feedback. The manager could submit their performance appraisal (however this will be subject to individual employer processes). The RN can submit other relevant documents to show what they are doing for their practice ie. a quality improvement project and submit depending on which level they are achieving.

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Registered nurse scope of practice statement amendments

Consultation questions	Your response
Question 28. Do you agree with the proposed amendments to the registered nurse scope of practice?	No x
Do you have any comments?	The scope requires further consultation and refinement.
Question 29. What would you strengthen, change, or add to the proposed registered nurse scope of practice	
Do you have any other comments?	