

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:

Submitted by Emma Collins on behalf of the Health Informatics New Zealand Nursing and Midwifery Special Interest Group.

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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 checked="" type="checkbox"/> No <input type="checkbox"/>

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

Pou One: Te Tiriti o Waitangi	
Question 3. Do you agree with the scope and focus of Pou One: Te Tiriti o Waitangi?	Yes <input type="checkbox"/> No <input type="checkbox"/> Partly <input checked="" type="checkbox"/>
Question 4. What would you strengthen, change, or add to Pou One?	The 5 pou/ domains provide broad coverage of required EN practice. The competencies strengthen and enable EN practice positively. They support improvements in workforce challenges. While we agree with the domain the language in the competencies is complex and aspirational rather than action orientated. They will be very hard to evidence for the enrolled nurse. Perhaps reduce the number of competencies - merge some together
Pou Two: Cultural Safety	
Question 5. Do you agree with the scope and focus of Pou Two: Cultural Safety?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
Question 6. What would you strengthen, change, or add to Pou Two?	Having Maaori included in the initial statement may divert focus away from other groups within this requirement, noting that this broader focus is provided in 2.1. The RN competency statement is broader and preferred. Suggest that 2.3 is moved to being the first competency as self-awareness needs to occur prior to demonstrating culturally safe care. Simplify the language in 2.4, and

	suggest you remove the word 'Taiao' and replace with 'environment'.
Pou Three: Knowledge Informed Practice	
Question 7. 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"/>
Question 8. What would you strengthen, change, or add to Pou Three?	Add 'document using the designated health record as determined by the health service' within this pou. This could be included in competency 3.2. 3.6 inclusion of "and other interventions" not just medications. 3.5 - the emphasis needs to be on digital health - artificial intelligence is only a single part of this.
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 checked="" type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
Question 10. What would you strengthen, change, or add to Pou Four?	4.2 – include “...adhering to code of conduct and organisational requirements”. 4.4 – include “...professional development and learning including those related to or using digital technologies...”
Pou Five: Partnership and Collaboration	
Question 11. 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"/>

<p>Question 12. What would you strengthen, change, or add to Pou Five?</p>	<p>5.1 – include “...communication strategies including digital...”</p>
<p>Other comments</p>	
<p>Question 13. Do you have any other comments?</p>	<p>Strengthening (whilst not being repetitive) the importance of digital technology and documentation is of utmost importance to ensure our workforce is effective now and into the future.</p> <p>Keep the language simple and action orientated so it is easy to write evidence to</p>

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 checked="" type="checkbox"/> No <input type="checkbox"/>
Comment	
Question 15. Do you agree with the overall structure of the proposed registered nurse competencies?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Comment	

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 checked="" type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
Question 17. What would you strengthen, change, or add to Pou One?	Inclusion of data sovereignty would help cover this important aspect for Maaori. Consider language being used. 1.1/1.5 Demonstrate and support Te Tiriti obligations rather than give effect to. Might be easier language for those with English as a second language
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?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
Question 19. What would you strengthen, change, or add to Pou Two?	

Pou Three: Pūkengatanga and Excellence in Nursing Practice

Question 20. Do you agree with the scope and focus of Pou Three: Pūkengatanga and Excellence in Nursing Practice?

- Yes
- No
- Partly

Question 21. What would you strengthen, change, or add to Pou Three?

3.1 bring in the word differential diagnosis. This has had a specific meaning in health. Is it the right phrase here. perhaps just 'diagnose'?

All references to Digital health should read 'Data and digital health technologies'.

Competency 3.4 - the emphasis needs to be on digital health. AI is a part of this that needs to be considered, but not the whole.

Pou Four: Manaakitanga and People Centredness

Question 22. Do you agree with the scope and focus of Pou Four: Manaakitanga and People Centredness

- Yes
- No
- Partly

Question 23. What would you strengthen, change, or add to Pou Four?

Pou Five: Whakawhanaungatanga and Communication

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

- Yes
- No
- Partly

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

5.3 - Include "...communication strategies including digital..."

Pou Six: Rangatiratanga and Leadership

<p>Question 26. Do you agree with the scope and focus of Pou Six: Rangatiratanga and Leadership?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input checked="" type="checkbox"/></p>
<p>Question 27. What would you strengthen, change or add to Pou Six?</p>	<p>6.2 – include “...healthcare systems, including digital technology...”. Also, it is very hard to evidence as it talks of system rather than service or area. We were ahead of other professions recognizing the breadth of nursing practice.</p> <p>We wonder if we are losing something by not having separate competencies as we do now. Maybe a sub section in leadership for those in advanced leadership roles.</p>
<p>Other comments</p>	
<p>Question 13. Do you have any other comments?</p>	<p>Highly recommend including a competency (or adding as part of an existing competency) the following: “Use devices, apps and other digital tools to benefit practice and the health experience and outcomes of people and whanau”. Strengthening (whilst not being repetitive) the importance of digital technology and documentation is of utmost importance to ensure our workforce is effective now and into the future. This is particularly important for the RN competencies as leadership in this area is crucial for engagement with and usage of digital technology across all of nursing. Nurses are leaders in this area – and this needs to be further developed, strengthened and acknowledged. Having this explicit in our competencies is of utmost importance.</p> <p>To develop differential diagnoses has a very specific meaning, should this read diagnose. Are we losing something not having specific competencies identified for those in leadership/education and policy and non-traditional nursing roles and roles that are clinical but not specific to nursing.</p>

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?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Do you have any comments?	
Question 29. What would you strengthen, change, or add to the proposed registered nurse scope of practice	
Do you have any other comments?	