Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand

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: Manukau Institute of Technology (MIT) School of Nursing

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☐ *Please keep this response confidential*

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 ☒ No ☐
Comment	The more prescriptive competencies provide a clearer example of what is required, particularly the competencies focused on legislation, cultural safety and critical thinking.

Consultation questions	Your response
Question 15. Do you agree with the overall structure of the proposed registered nurse competencies?	Yes ☐ No ☒
Comment	There are just too many competency examples to address. The excessive number of competencies raises concern about workload for RNs to prepare their portfolios and for those who are assessing competencies. There was concern raised regarding overlap among many competencies, although there was support for te tiriti being threaded throughout. It was suggested that many of the competencies separated theory and practice rather than integrating these essential components of nursing. Some competencies used multiple verbs within one example, such as '*recognising*' and '*responding*', which require different actions from the nurse. 1.5 There was discussion about verbs such as '*ensure*' in regards to individuals 'ensuring' other team members' responsibilities. It was suggested that verbs such as '*promote*' or '*encourage*' were more appropriate. Specifics**:** There was a query whether 3.4 is redundant given the requirement of all people to be competent in the understanding and use of digital technology. Competencies 6.7 and 3.10 both cover emergency situations: 3.10 Recognises and responds to unexpected or changing situations, adjusts priorities and takes appropriate action. 6.7 Responds in emergencies and other challenging or unexpected situations to maintain care and reduce risk.

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 ☒ No ☐ Partly ☐
Question 17. What would you strengthen, change, or add to Pou One?	It is not possible for the individual nurse to 'ensure' the healthcare team gives effect to Te Tiriti o Waitangi in practice. The individual RN can promote or encourage

	others but can only ensure this action for themselves. The competency should be assessing the competency of the individual RN and their role in the team, but the RN cannot be responsible for other team members.
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 ⊠ No ☐ Partly ☐
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?	Some competencies are complicated and some could be integrated. For example, there was discussion that 3.1. & 3.2 are describing the integration of theory and practice and it should be expected that one informs and is informed by the other E.g., 3.1 Undertakes comprehensive and accurate nursing assessments of people, whānau or communities to develop differential diagnoses and inform the plan of care; AND 3.2 Demonstrates critical thinking and the use of scientific knowledge to provide care that is safe, well-reasoned, ethical, evidence informed, timely and based on the best available information. 3.4 might be redundant, given the expectation that all people are competent in the understanding and use of digital technology.
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?	
Pou Six: Rangatiratanga and Leadership	
Question 26. Do you agree with the scope and focus of Pou Six: Rangatiratanga and Leadership?	Yes ☒ No ☐ Partly ☐
Question 27. What would you strengthen, change or add to Pou Six?	There was strong support for the leadership competencies that recognises the professionalism of nursing and the role of nursing in a sustainable and socially just global environment.
Other comments	
Question 13. Do you have any other comments?	

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 ☒ No ☐
Do you have any comments?	The scope reads well
Question 29. What would you strengthen, change, or add to the proposed registered nurse scope of practice	
Do you have any other comments?	