



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:**

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
<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 type="checkbox"/>
Comment	

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

<b>Pou One: Te Tiriti o Waitangi</b>	
<b>Question 3.</b> 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 type="checkbox"/>
<b>Question 4.</b> What would you strengthen, change, or add to Pou One?	
<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 type="checkbox"/>
<b>Question 6.</b> What would you strengthen, change, or add to Pou Two?	
<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 type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
<b>Question 8.</b> 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

No

Partly

**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

No

Partly

**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
<b>Question 14.</b> Do you think the proposed registered nurse competencies are broad enough to cover all practice areas?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Comment	The competencies are too broad and time it will take to complete these too great for both the RN the peer who has to also write the same number of scenarios and then the marker who has to read through them all.
<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	I like the way it is broken into the 6 areas

### Pou One: Te Tiriti o Waitangi, Ōritetanga and Social Justice

<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 type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
<b>Question 17.</b> What would you strengthen, change, or add to Pou One?	The scope is too broad. Too many examples required. May be an option to demonstrate multiple competencies with 1 scenario example. Competency 1.3 Would be challenging to find an exact example of this in elective surgical area.

### Pou Two: Kawa Whakaruruhau and Cultural Safety

<b>Question 18.</b> Do you agree with the scope and focus of Pou Two: Kawa Whakaruruhau and Cultural Safety?	Yes <input type="checkbox"/> No <input type="checkbox"/> Partly <input checked="" type="checkbox"/>
--	---

<b>Question 19.</b> What would you strengthen, change, or add to Pou Two?	Allow 1 scenario to demonstrate multiple competencies
<b>Pou Three: Pūkengatanga and Excellence in Nursing Practice</b>	
<b>Question 20.</b> Do you agree with the scope and focus of Pou Three: Pūkengatanga and Excellence in Nursing Practice?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Partly <input type="checkbox"/>
<b>Question 21.</b> What would you strengthen, change, or add to Pou Three?	Too many requirements. Too many competencies. Difficult to distinguish the difference between 2.2.and 3.3. In 3.4 Digital health is relevant but to my knowledge AI is not yet being used in NZ to perform health assessment. Having to write 41 scenarios of my practice in my own time will effect 3.13 negatively impact the time I put into my own health and well being
<b>Pou Four: Manaakitanga and People Centredness</b>	
<b>Question 22.</b> Do you agree with the scope and focus of Pou Four: Manaakitanga and People Centredness	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Partly <input type="checkbox"/>
<b>Question 23.</b> What would you strengthen, change, or add to Pou Four?	Allow 1 scenario and then link that scenario to multiple competencies
<b>Pou Five: Whakawhanaungatanga and Communication</b>	
<b>Question 24.</b> Do you agree with the scope and focus of Pou Five: Whakawhanaungatanga and Communication?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Partly <input type="checkbox"/>
<b>Question 25.</b> What would you strengthen, change, or add to Pou Five?	5.1 and 4.2 seem essentially the same. 5.3 and 5.5 again very similar difficult to determine what is required to answer these individually.

**Pou Six: Rangatiratanga and Leadership**

<p><b>Question 26.</b> Do you agree with the scope and focus of Pou Six: Rangatiratanga and Leadership?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p> <p>Partly <input type="checkbox"/></p>
<p><b>Question 27.</b> What would you strengthen, change or add to Pou Six?</p>	<p>6.1 and 4.1 again very similar difficult to work out the difference and what would be required. 6.2 RN's working the front line are often not consulted regarding the development of health care systems and therefore for a lot of the workforce this would be difficult to come up with a scenario. 6.5 Writing an example of how you demonstrate this would be difficult for a lot of RN's, beyond reading the news.</p>
<p align="center"><b>Other comments</b></p>	
<p><b>Question 13.</b> Do you have any other comments?</p>	<p>Working in a hospital who requires a 3 yearly portfolio with repeated competencies – the proposed changes are too extensive and would require a lot of time spent by the RN and the peer to complete. This is not manageable in work time so would have to be completed at home in RN's own time.</p> <p>Organisations that do not require 3 yearly portfolios will then be more attractive to RN's who will take the chance to be audited by nursing council. With the increase to workload this will require increased to by nursing council to assess and therefore may be assessing a smaller volume of RN's across the country. The onerous workload of competencies will ultimately result in RN's with years of practical experience choosing retirement rather than complete the increased number of competencies. This at a time when our work force is already under resourced. Writing competencies is not always a true reflection of an RN's standard of practice. An RN who is academic and finds writing easy may be able to project through creative writing scenarios that suggest they are practicing at a higher level than is reality. What impact will AI have on writing competencies and what is being done to ensure that scenarios used to illustrate competencies are not generated by chat GTP.</p>

## Registered nurse scope of practice statement amendments

Consultation questions	Your response
<p><b>Question 28.</b> Do you agree with the proposed amendments to the registered nurse scope of practice?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>
<p>Do you have any comments?</p>	<p>Unreasonable increase in work load ultimately in RN's own time outside of work. This requirement to prove that we are safe to practice exceeds the workload of other professions eg lawyers.</p>
<p><b>Question 29.</b> What would you strengthen, change, or add to the proposed registered nurse scope of practice</p>	<p>Consideration should be made to allowing scenarios that demonstrate multiple competencies. Removing indicators makes it very difficult to ascertain what is being requested with each competency. Difficult to ascertain levels of practice competent, proficient and expert.</p>
<p>Do you have any other comments?</p>	<p>I have concern about the large volume of RN's being recruited from overseas particularly with English as a second language and NZ Culture being a very new concept for them</p>