Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand

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

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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 ☒ No ☐
Comment	

Consultation questions	Your response
Question 2. Do you agree with the overall structure of the proposed enrolled nurse competencies?	Yes ☐ No ☒
Comment	There is duplication and some competencies are too specific and may be difficult to demonstrate. Managing self-care 4.3 should not be a competency.

Pou One: Te Tiriti o Waitangi	
Question 3. Do you agree with the scope and focus of Pou One: Te Tiriti o Waitangi?	Yes ☐ No ☐ Partly ☒
Question 4. What would you strengthen, change, or add to Pou One?	Feel there is too much emphasis on Te Tiriti combining Pou 1 and 2 would continue to provide the emphasis on the Te Tiriti and Cultural safety and remove what could be duplication
Pou Two: Cultural Safety	
Question 5. Do you agree with the scope and focus of Pou Two: Cultural Safety?	Yes ☐ No ☐ Partly ☒
Question 6. What would you strengthen, change, or add to Pou Two?	As above elements could be combined
Pou Three: Knowledge Informed Practice	
Question 7. Do you agree with the scope and focus of Pou Three: Knowledge Informed Practice?	Yes ☐ No ☐ Partly ☒

Question 8. What would you strengthen, change, or add to Pou Three?	Not sure what 3.1 means feels too specific. 3.3 is covered in Pou 1 & 2. 3.5 is too specific. Other competencies read well.
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?	4.3 shouldn't be a competency it should be covered in H&S and is a personal responsibility – may not like to share how you do this outside of work.
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?	Great that we have moved to give greater clarity to EN's and support how RN's, Managers and Employers work with RN's Duplication should be considered. Not sure there has been a focus on how the EN will demonstrate these across a range of practice settings.

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	In discussion with clinical teams and leaders the overwhelming response is that these are too broad, there is duplication within the competencies and some aspects are covered in other legislation are covered in day to day operations
Question 15. Do you agree with the overall structure of the proposed registered nurse competencies?	Yes ☐ No ☒
Comment	Too much emphasis on Te Tiriti O Waitangi and Cultural safety, combine. From an operational point of view they will be very hard to operationalise. Organisations with compulsory programs will be disadvantaged. Peer reviews will be hard to get due to an already tired/exhausted workforce. A number of these competencies should fall under legislation and operational management.

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?	Pou 1&2 should be combined and allow for a greater emphasis on nursing practice at the bedside that encompasses Te Tiriti and Cultural Safety.
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?	As per Q17

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?	3.3 – could be covered in cultural safety 3.4 – while agree we are moving to a digital platform - feel this is too specfic 3.7 – we have moved away from the direction and delegation language for EN's could this be reframed to support that. 3.9 duplicated in Cultural Safety 3.10 covered in 3.2 3.13 shouldn't be a competency

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?	4.1 & 4.2 should be combined. 4.2 is too specific

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?	5.2 could be covered in 4.1 5.4 can we mandate this – doesn't feel right 5.6/5.7 covered in privacy legislation 5.9/5.10 – covered in code of conduct
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?	6.2 too specific
Other comments	
Question 13. Do you have any other comments?	The increase in competencies has not added to demonstrating competence to practice. Feedback from the Registered Nurses has been less than complementary. We understand that the assessment of these competencies is a different piece of work however we suggest that you can't separate them as nurses need to understand how they will be required to demonstrate these in practice. Understanding the requirements or not for peer review is also relevant. This is the biggest barrier for a nursing workforce under pressure.

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?	Mostly Agree
Question 29. What would you strengthen, change, or add to the proposed registered nurse scope of practice	
Do you have any other comments?	Direction and Delegation features if this is to be removed from the EN Scope then we need to find alternative language otherwise risk getting more of the same barriers to work with EN's. Recognise there is the need to D&D to unregulated workers – can that be added for clarity Paragraph 1 & 2 should be swapped.