

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

School of Nursing, Midwifery, and
Health Practice
Te Kura Tapuhi Hauora



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Thank you for the opportunity to provide a submission on this important consultation. As the oldest School of Nursing in Aotearoa we have consulted widely with our colleagues on this response and generally are in support of the intent to align the proposed frameworks with some key areas for consideration as detailed in our submission.

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 checked="" type="checkbox"/> No <input type="checkbox"/>
Comment	We think the competencies are broad enough to cover all areas of EN practice but would suggest simplifying some of the language and using them all consistently across both EN and RN competencies where possible.
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	We support the Pou structure of the proposed enrolled nurse competencies. However, we recommended that Pou One and Two be the same for both EN and RN scopes.

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 checked="" type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
Question 4. What would you strengthen, change, or add to Pou One?	
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?	
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?	Recommend the inclusion of health literacy.
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?	
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"/>
Question 12. What would you strengthen, change, or add to Pou Five?	
Other comments	
Question 13. Do you have any other comments?	We endorse the five Pou structure. However, we have concerns about the increased number of competence statements for the EN. Furthermore, we are concerned about the inconsistency in the language between and within the EN and RN competencies. Our suggestion is to align the language between the EN and RN competencies to promote a scaffolding approach to nursing practice.

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"/> No <input checked="" type="checkbox"/>
Comment	<p>There are no competencies for nurses in research, scholarship, education, management, digital technology, or policy. We suggest this is a gap which requires some attention.</p> <p>Considering the increased number of competencies (n= 41), it seems burdensome for nurses to demonstrate evidence for each competency. We suggest moving away from competencies and ask for consideration of using an alternative approach <i>Registered Nurse Standards of Practice</i>, as this may provide the opportunity for nurses to present a case study to demonstrate overall capability within an individual Pou. We appreciate that ultimately terminology needs to align with the requirements of the HPCA Act 2003 e.g. Sections 115 and 118 (i).</p>
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	While we agree with the Pou structure, we are concerned about the number of competencies and the lack of alignment in the language used. Therefore, we ask the NCNZ, and the Design groups to review and reassess the contribution of each competency to the enhancement of public safety.

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"/> No <input type="checkbox"/> Partly <input checked="" type="checkbox"/>
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<p>Question 17. What would you strengthen, change, or add to Pou One?</p>	<p>As previously mentioned, we suggest that Pou One be consistent across both EN and RN, using only one title.</p> <p>We prefer, Te Tiriti o Waitangi, Ōritetanga and Social Justice</p>
<p>Pou Two: Kawa Whakaruruhau and Cultural Safety</p>	
<p>Question 18. Do you agree with the scope and focus of Pou Two: Kawa Whakaruruhau and Cultural Safety?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input checked="" type="checkbox"/></p>
<p>Question 19. What would you strengthen, change, or add to Pou Two?</p>	<p>As previously mentioned, we suggest that Pou Two be consistent across both EN and RN, using only one title.</p> <p>We prefer, Kawa Whakaruruhau and Cultural Safety</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>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input type="checkbox"/></p>
<p>Question 21. What would you strengthen, change, or add to Pou Three?</p>	<p>We support the use of terms such as Differential diagnosis and scientific evidence used in this Pou to support the demonstration of critical thinking and the practice of the RN. However, there are challenges, while RNs do use differential diagnosis, this level of critical thinking develops with practice from novice to expert. Further, the skills of differential diagnosis have been previously used to define the Nurse Practitioner role. Therefore, we ask for debate and further consultation about this term and how it will be defined.</p> <p>The School of Nursing, Midwifery and Health Practice supports the use of consistent language throughout rather than various terms to describe the same activity e.g. evidence based, evidence informed.</p> <p>We suggest the inclusion of both health literacy and research would strengthen Pou three.</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>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input type="checkbox"/></p>
<p>Question 23. What would you strengthen, change, or add to Pou Four?</p>	
<p>Pou Five: Whakawhanaungatanga and Communication</p>	
<p>Question 24. Do you agree with the scope and focus of Pou Five: Whakawhanaungatanga and Communication?</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input type="checkbox"/></p>
<p>Question 25. What would you strengthen, change, or add to Pou Five?</p>	
<p>Pou Six: Rangatiratanga and Leadership</p>	
<p>Question 26. Do you agree with the scope and focus of Pou Six: Rangatiratanga and Leadership?</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input type="checkbox"/></p>
<p>Question 27. What would you strengthen, change or add to Pou Six?</p>	<p>We support the critical importance of clinical leadership in nursing practice for excellence in patient care. Clinical leadership can and is demonstrated at all levels of health care.</p>
<p>Other comments</p>	
<p>Question 13. Do you have any other comments?</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?	We support the requirements for 360 hours of continuous practice in the final year of the programme. However, VUW (as part of CDNM) would support a review of clinical hours requirements for practice.