

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: New Zealand Blood Service - Combined response from Nurses following consultation

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	80% agree

Consultation questions	Your response
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	70% agree with the proposed structure although most think there are too many competencies and some question why the EN Pous and competencies don't align with the RN Pous and competencies

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?	50% agree, 40 % partly agree Competencies should be similar or the same for RN and EN especially 1.2 . Why is Te Reo not used in the EN Pous as it is in the RN ones?

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?	75% agree, 18% partly agree Most think that there is overlap with other competencies in other Pous. Why is the term "Priority Groups" used?

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?	Nobody disagreed with the scope and focus but commented that there is overlap and some competencies could easily be merged. Some felt that the competencies could align more closely with the RN ones and wording could be the same.
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?	Everyone agreed with scope and focus but again there are too many competencies created by double ups
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?	Everybody agreed/ partly agreed with the scope and focus. Merge Pou 4 and 5.
Other comments	

Question 13. Do you have any other comments?

Lots of overlaps with other competencies

EN competencies are much easier to understand than RN competencies.

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	92% agree that the proposed scope and competencies are broad enough to cover practice areas within NZBS
Question 15. Do you agree with the overall structure of the proposed registered nurse competencies?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Comment	64% disagree with the structure of the competencies, with most wanting to keep the current competencies. They think there are too many competencies which will mean more work done on their own time. There is not enough emphasis on nursing skill and the competencies are too complicated without Indicators Competencies should be more specific, realistic and goal orientated Again the question is asked Why don't they align with EN Pous? Legal/ ethical perspective is not as visible as it is in the existing competencies.

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?	97% agree/ partly agree with scope and focus but most felt the current competencies were better.

	<p>Strengthen 1.2 as this competency is the only one focussed on health inequities</p> <p>Remove 1.5 and make a mandatory training requirement</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 checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input type="checkbox"/></p>
<p>Question 19. What would you strengthen, change, or add to Pou Two?</p>	<p>97% agree/ partly agree with scope and focus. Most comments suggested small word changes rather than major review.</p> <p>Change the wording in Competency 2.2 :</p> <p>“Practises culturally safe care (as determined by people receiving care). This supports all cultures and ethnicities, disabled people, rainbow community and other priority groups to meet their health and wellness goals.”</p> <p>Change the wording in Competency 2.3:</p> <p>“Takes action to support the integration of tikanga and te ao Māori and/or the integration of other cultural beliefs in practice where appropriate.”</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>88% agree/ partly agree with scope and focus. Feedback here focussed on too many competencies, redundant or duplication of competencies. Some are not sure where Digital Health fits at NZBS.</p> <p>3.13 unnecessary - remove</p> <p>Why is EN 3.4 not in the RN competencies?</p>

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?

83 % agree with scope and focus but do think that this Pou could be merged with Pou 5.
 4.2 change wording to "shows compassion and empathy"

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?

91% agree/ partly agree with the scope and focus.
 Suggestions to merge multiple competencies to reduce number of competencies
 Pous 4 and 5 could be merged into one Pou and a lot of the competencies could be merged
 5.4 should include reference to other languages or move to Pou 1.

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?

89% agree/ partly agree with scope and focus although most suggested merging multiple competencies to reduce overlap and number of competencies.
 6.1 is highly relevant and would be strengthened by merging with 6.2 and 6.5.

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 <input type="checkbox"/> No <input checked="" type="checkbox"/>
Do you have any comments?	77% of respondents did not agree with the proposed ammendments to the RN scope of practice.
Question 29. What would you strengthen, change, or add to the proposed registered nurse scope of practice	
Do you have any other comments?	<p>EN competency suggestions:</p> <p>Pou 1: Make 1.1 Mandatory Education rather than a competency Merge 1.2 and 1.5 Merge 1.3 and 1.4 Keep 1.6</p> <p>Pou 2: Merge 2.1 and 2.2 Merge 2.3 and 5.3 Add 4.2 to this Pou</p> <p>Pou 3: 3.2 and 3.3 are the same – remove 1. wording in 3.6 could match RN 3.5 Remove 3.5 or merge with 3.2 3.8 could match RN 3.6</p> <p>Order is wrong: 3.2,3.7 (merge with 3.6), 3.4, 3.1, 4.4 (add to this Pou)</p>

Consultation questions	Your response
	<p>Pou 4:</p> <p>4.3 unnecessary</p> <p>Move 4.2 to Cultural Safety</p> <p>Move 4.4 to Knowledge Informed Practice</p> <p>Pou 5:</p> <p>5.4 is the same as 4.6</p> <p>Not all workplaces have HCAs/ kaiawhina</p> <p>Merge Pou 4 and 5:</p> <p>4.1, 4.3, 4.5, 5.5, 5.2, 5.4 (merge with 4.6), 2.4 (add to this Pou), 5.1</p> <p>RN competencies:</p> <p>Add translations for Te Reo into the text rather than as a glossary</p> <p>Pou 1:</p> <p>Remove 1.3 and 1.4 and put elsewhere</p> <p>Move 2.3 to Pou 1, add 4.1</p> <p>Pou 5:</p> <p>merge 5.7 and 5.8</p> <p>merge 5.1 and 5.10</p> <p>Pou 6:</p> <p>Merge some of Pou 3 with Pou 6:</p> <p>3.1 (merge with 6.3), 3.7, 6.7, 3.9, 3.12, 3.13</p> <p>Remove 6.2, 6.5, 6.4 - use as additional competencies for Proficient/ Expert</p>