



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

Enrolled Nurse Section NZNO/ Melissa Peterson

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	Overall the feedback that we have had has been very positive. Competencies are looking good but there is question around not understanding what it is NCNZ are asking/ and how do they explain how they are to meet

Consultation questions	Your response
	some of the competencies. A matrix/template of examples would have been good to see how it was going to work.
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	Overall structure is good happy with 5 Pou. Great that Te Tiriti O Waitangi and Cultrual Safety has been separated. There has been feedback around to many competencies within the 5 Pou and that people struggled with the amount beforehand. Also, some feedback about not having indicators is going to make it harder to explain how we meet 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 <input type="checkbox"/> No <input type="checkbox"/> Partly <input checked="" type="checkbox"/>
Question 4. What would you strengthen, change, or add to Pou One?	1.1 Agree 1.2 Change Recognises to Understands 1.3 Agree 1.4 Agree 1.5 Change wording to Develops an awareness and the ability to use Maori Models of Health. 1.6 Move into Pou Two make 2.5
Pou Two: Cultural Safety	
Question 5. Do you agree with the scope and focus of Pou Two: Cultural Safety?	Yes <input type="checkbox"/> No <input type="checkbox"/> Partly <input checked="" type="checkbox"/>

<p>Question 6. What would you strengthen, change, or add to Pou Two?</p>	<p>The Pou statement: How is it measured – What is a diverse population/ what, who is priority. Reword statement to read: This domain contains competencies to ensure Cultural Safety In practice. This requires Enrolled Nurses to reflect on their own values, biases and beliefs, to deliver care to everyone of all cultures, beliefs and backgrounds.</p> <p>2.1 What are the other priority groups. The definition in the glossary needs to be expanded to include/name the other priority groups – if not any other priority groups other than those already in the definition then other priority groups needs to be removed out of 2.1.</p> <p>2.2 Agree</p> <p>2.3 Agree</p> <p>2.4 Move this to Pou Four.</p>
<p>Pou Three: Knowledge Informed Practice</p>	
<p>Question 7. Do you agree with the scope and focus of Pou Three: Knowledge Informed Practice?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input checked="" type="checkbox"/></p>
<p>Question 8. What would you strengthen, change, or add to Pou Three?</p>	<p>3.1 Agree</p> <p>3.2 Remove words “where appropriate” this is restrictive.</p> <p>3.3 Agree</p> <p>3.4 Agree</p> <p>3.5 Change Whanau and replace with Whakapapa.</p> <p>3.6 Combine with 3.7 to read “Applies knowledge of medications, recognizing side effects, adverse reactions and demonstrates the principles of safe and effective administration of medicine in accordance with legal obligations”.</p> <p>3.7 Delete this competency as combined with 3.6.</p> <p>3.8 becomes 3.7 and reword to read, “Applies infection prevention and control principles in accordance with evidence-based practice.</p>
<p>Pou Four: Professional Accountability and Responsibility</p>	
<p>Question 9. Do you agree with the scope and focus of Pou Four: Professional Accountability and Responsibility?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p>

	Partly <input checked="" type="checkbox"/>
Question 10. What would you strengthen, change, or add to Pou Four?	<p>4.1 Agree</p> <p>4.2 add in NCNZ before words code of conduct.</p> <p>4.3 Delete this competency as this is a breach of Nurses privacy and also subjective.</p> <p>4.4 Agree</p> <p>4.5 Take out words "a culture of safety and"</p> <p>4.6 Agree</p> <p>Add competency 2.4 here.</p> <p>Add competency 5.5 here</p>
Pou Five: Partnership and Collaboration	
Question 11. Do you agree with the scope and focus of Pou Five: Partnership and Collaboration?	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input checked="" type="checkbox"/></p>
Question 12. What would you strengthen, change, or add to Pou Five?	<p>5.1 change to safe and effective care from just safe care.</p> <p>5.2 Agree</p> <p>5.3 reword to read, collaborates with individuals, carers and multidisciplinary team alongside Whanau to build and maintain trusted partnerships to meet health goals.</p> <p>5.4 Agree</p> <p>5.5 Important competency to have, but does it belong in Pou five. Remove "to maintain care and reduce risk as appropriate" Move competency to Pou four.</p>
Other comments	
Question 13. Do you have any other comments?	<p>Glossary: need to add a definition for partnership.</p> <p>Suggestion for definition:</p> <p>Looking at the RN Scope Statement, this seems to be a mirror of the EN Scope Statement which we have no problem with, we feel honored that they have used our wording, but we are concerned that nowhere in their Scope Statement does it mention working with Enrolled Nurses.</p>

	<p>Enrolled Nurses that work in Theatre are concerned and not sure how they are going to meet some of the competencies.</p> <p>Has there been any discussion about some "Management" competencies for Enrolled Nurses who are working in areas that are non-patient contact. A EN struggles to answer the competencies currently when doing her PDRP and has been using the RN management competencies to complete her PDRP.</p>
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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 type="checkbox"/>
Comment	
Question 15. Do you agree with the overall structure of the proposed registered nurse competencies?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Comment	

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 type="checkbox"/>
Question 17. What would you strengthen, change, or add to Pou One?	
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 <input type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
Question 19. What would you strengthen, change, or add to Pou Two?	
Pou Three: Pūkengatanga and Excellence in Nursing Practice	

<p>Question 20. Do you agree with the scope and focus of Pou Three: Pūkengatanga and Excellence in Nursing Practice?</p>	<p>Yes <input 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>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 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 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 type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input type="checkbox"/></p>

Question 27. What would you strengthen, change or add to Pou Six?	
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 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?	