

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 <input checked="" type="checkbox"/> No <input type="checkbox"/>
Comment	

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	

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?	Competency 1.4 will need significant resourcing particularly for IQNs needing to meet this competency.
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"/>
Question 6. What would you strengthen, change, or add to Pou Two?	Is this the best fit for competency 2.4 te taiao? Is Pou 3 or 4 more appropriate? Reword Comp 2.3 to read <i>"Takes action to support the integration of tikanga and te ao Māori including te reo Māori in practice."</i> This may mean that Comp 5.4 can be deleted.
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"/>

<p>Question 8. What would you strengthen, change, or add to Pou Three?</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 checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input type="checkbox"/></p>
<p>Question 10. What would you strengthen, change, or add to Pou Four?</p>	
<p>Pou Five: Partnership and Collaboration</p>	
<p>Question 11. Do you agree with the scope and focus of Pou Five: Partnership and Collaboration?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input checked="" type="checkbox"/></p>
<p>Question 12. What would you strengthen, change, or add to Pou Five?</p>	<p>Rewording Comp 2.3 means Comp 5.4 can be deleted</p>
<p>Other comments</p>	
<p>Question 13. Do you have any other comments?</p>	

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	There is some discomfort about the use of the term ' <i>differential diagnosis</i> ' in the scope of practice statement and Comp 3.1. A definition in the glossary of this term as its used here would be appropriate.
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	Recommendations below suggest combining some competencies to reduce the number of 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 type="checkbox"/> No <input type="checkbox"/> Partly <input checked="" type="checkbox"/>
Question 17. What would you strengthen, change, or add to Pou One?	An addition to the glossary defining <i>Ōritetanga</i> Combine Comp 1.2 and 1.5 to read " <i>Challenges racism, discrimination, exclusion, prejudice and stigma as barriers to equitable healthcare and creates opportunities for ongoing learning that supports practice in this pou.</i> "
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 checked="" type="checkbox"/>
Question 19. What would you strengthen, change, or add to Pou Two?	<p>Reword Comp 2.3 to read <i>"Takes action to support the integration of tikanga and te ao Māori including te reo Māori in practice."</i> This may mean that Comp 5.4 can be deleted.</p> <p>Move Comp 3.3 <i>"Integrates clinical and cultural expertise with evidence ... incorporates peoples unique values and circumstances."</i> to this Pou.</p>
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?	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input checked="" type="checkbox"/></p>
Question 21. What would you strengthen, change, or add to Pou Three?	<p>Does Comp 3.3 <i>"Integrates clinical and cultural expertise with evidence ... incorporates peoples unique values and circumstances."</i> fit better in Pou 2?</p> <p>Merge Comps 3.2 and 3.4 to read: <i>"Demonstrates critical thinking and the use of scientific knowledge and digital health technologies to provide whanau centred care that is safe, well-reasoned, ethical, evidence informed, timely and based on the best available information."</i></p> <p>Merge Comps 3.5 and 3.11 to read: <i>"Demonstrates understanding of professional responsibilities and adheres to the code of conduct, relevant legislation and organisational policies and procedures in the area of practice including administering interventions and medications."</i></p> <p>Comp 3.10 to read: <i>"Recognises and responds to unexpected and changing situations; conflict and tension, adjusting priorities and taking appropriate action."</i></p> <p>NZNO recommends the removal of Comp 3.13 as inappropriate as it is inherent in many other competencies pertaining to safety to practice and is more closely related to employment matters than the ability of an individual to demonstrate competence.</p>
Pou Four: Manaakitanga and People Centredness	

<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 checked="" type="checkbox"/></p>
<p>Question 23. What would you strengthen, change, or add to Pou Four?</p>	<p>The competencies would be strengthened by using the term whakapapa centred care as in the EN competency 3.3. This is a valuable concept given the aspirations and goals of Pae Ora.</p> <p>Suggested change to wording of the Pou 4 descriptor. The 2nd sentence to read: <i>'This includes caring for others to uphold the mana of all concerned (nurse, service, <u>organisation, profession</u>).'</i></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 checked="" type="checkbox"/></p>
<p>Question 25. What would you strengthen, change, or add to Pou Five?</p>	<p>Rewording Comp 2.3 means Comp 5.4 can be deleted</p> <p>Merge:</p> <ul style="list-style-type: none"> • Comp 5.3 and 5.5 • Comp 5.7 and 5.8 <p>Delete Comp 5.10 merging with 3.10</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 checked="" type="checkbox"/></p>
<p>Question 27. What would you strengthen, change or add to Pou Six?</p>	<p>Recommended changes:</p> <ul style="list-style-type: none"> •Comp 6.2 to read <i>"Brings a nursing perspective to the development of healthcare systems, valuing all roles and their importance within the healthcare system."</i>

	<ul style="list-style-type: none"> • Comp 6.3 to read <i>"Identifies opportunities and undertakes a leadership role appropriately"</i> • Comp 6.4 to read <i>"Develops sustainable practices and advocates to minimize impact on te taiao"</i>. • Comp 6.7 to read <i>"Responds in emergencies and other challenges or unexpected situations, where it is safe to do so, to maintain care and reduce risk."</i>
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 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	<p>The addition of specific mention of te taiao would strengthen the RN scope of practice statement given the overwhelming evidence of the impact of climate change on the health and wellbeing of individuals, whanau and communities.</p> <p>Further glossary inclusions:</p> <ul style="list-style-type: none"> • Whanau • Ōritetanga • Pūkengatanga • rangatiratanga • Differential diagnosis <p>To ensure understanding of the significance of these terms in <u>this context</u>.</p>
Do you have any other comments?	<p>These draft competencies have generated a significant amount of feedback from members. The letter accompanying this submission presents thematically a summary of feedback from members and addresses the purpose and intent of the competency review and the</p>

Consultation questions	Your response
	potential for unintended consequences for nurses and their ability to practice safely and demonstrate and provide evidence for competence.