



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 checked="" type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
Question 4. What would you strengthen, change, or add to Pou One?	1.2 – could strengthen to work towards improving outcomes in their practice.
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?	Could add in the word attitudes into top statement: nurses reflect on their own values, biases, beliefs and attitudes...
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?	

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?

4.1 Need to stipulate organisational policies and procedures (this is not mentioned elsewhere)

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?

5.5 – Would suggest more specificity eg. as per organisational policy/procedure.

Other comments

Question 13. Do you have any other comments?

When reading both the RN comps and then the EN comps. There was not the same inspirational pull towards capturing, holistic care. The RN comps have a te ao Māori uara flow which is really contemporary, and equity focused.

Registered nurse competencies

Consultation questions	Your response
<p>Question 14. Do you think the proposed registered nurse competencies are broad enough to cover all practice areas?</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p>
<p>The existing Competencies for RNs does not cover the same breath as the proposed RN comps. The proposed Comp doc extensively covers in depth the following -</p> <ol style="list-style-type: none"> 1. Te Tiriti o Waitangi to nursing practice & Social Justice. - Focuses on the critical consciousness, human rights advocacy, and responsibilities around being proactive in being a change agent for decreasing health inequities. 2. Culturally Safety - Outlines holistic practice where the nurse reflects on their own values, biases and beliefs and the impact on care provision. 3. Excellence in Nursing Practice – Reiterates that each nurse is accountable and responsible for their own nursing practices. Highlights what care should incorporate i.e. the use of critical thinking, using evidence based, quality research in all nursing practices. This includes using culturally responsive tools to support improved health outcomes. 4. People Centredness / Manaakitanga Understanding we are all connected through trusting, compassionate, collaborative relationships with individual people, their whānau and community, collective wellbeing. The importance of upholding and enhancing the mana we are all born with! 	

Consultation questions	Your response
<p>5. Communication / whakawhanaungatanga – The way we establish relationships through the effective, interpersonal skills and communication strategies.</p> <p>6. Leadership / Rangatiratanga – Highlights nurses reflect on how they view themselves as leaders, be change agents regardless of seniority, formal rules. This support nurses to offer solutions and lead innovative change for improvement. Speak out, be independent thinkers and advocate for those they serve. Quality Management / continuous quality improvement.</p>	
<p>Question 15. Do you agree with the overall structure of the proposed registered nurse competencies?</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p>
	<p>The proposed competencies use language that is designed to get nurses' to consciously reflect on their accountabilities and responsibilities in a more reflective, holistic, insightful way.</p> <p>The current Competencies for Registered Nurses at times perpetuates some of the potential power imbalances between nurses and those they serve e.g. whānau / families / individuals simply by some of the words that are used to describe practice.</p> <p>The word domain is too close to the word dominant (having the power and influence over others). The word 'domain' is only used once at the beginning of the doc and in the glossary at the end. The word 'pou' is used instead (symbol of strength), to me this highlights the essence, meaning of what each pou is meant to do i.e. strengthen and support nurses to reflect holistically on their practice, develop their practice where they consciously enter a partnership with individual, whānau and community with the outcome of improved health outcomes.</p> <p>Each competency description is written in a way that enables the reader to reflect and describe evidence pertaining to the pou denoting the need for indicators.</p>

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 is very well written, covers a broad scope of TOW and Social Justice. The rationale is clear.

1.1- could this be broken into two sentences as it would separate the focus on personal responsibility from focus on influence on others

1.2 – recommend changing challenges to recognises impact of. Or works toward reducing...promote equitable outcomes.

1.5 – This would be strengthened by separating to reflect individual vs healthcare team.

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?

Pou 2 is well written but would benefit from the addition of the word attitudes.

2.1 - We would suggest the addition of the word attitudes into top statement: nurses reflect on their own values, biases, beliefs and **attitudes...**

2.2 - We would suggest the addition of cultural responsiveness rather than purely cultural safety to this competency. Rainbow community or LGBTQI+ -how do these groups describe their groups?

2.3 - We would suggest dropping ...where appropriate ... these two words seem unnecessary as tikanga should always be a consideration

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 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>Well written although we would suggest the first sentence contains too many concepts and would be better divided after the; Could there be consideration of grouping of the competencies?</p> <p>3.1- There has been a mix of the words people and individual-this needs to be consistent. We would also suggest replacing differential diagnosis with an analysis of need to inform the plan of care.</p> <p>3.2- we would suggest rewording and adding nursing knowledge to this competency</p> <p>3.3- Suggest adding available resources to end of this sentence.</p> <p>3.10- should follow 3.8 to support understanding and flow.</p> <p>3.13- Could reflective practice to support identification of promoting self and others wellbeing and self-care. This would recognise our responsibility under the HPCA act to promote safe care for clients by ensuring carers are safe and recognising impact of stress on Care provision.</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>Well written.</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>

	Partly <input checked="" type="checkbox"/>
Question 25. What would you strengthen, change, or add to Pou Five?	<p>Well written- we would suggest adding and maintaining to stem.</p> <p>There is no acknowledgement of the importance of communication with allied health or community resources.</p> <p>5.2 - If Whakawhanaungatanga is a fundamental element (but distinct concept, different to the European interpretation found here) of developing a therapeutic relationship – why is this not a competency for RN's vs stated in EN? (eg. Hui process)</p> <p>5.3, 5.4, 5.5 – could these be combined? In reality – there is so much cross over between these that examples (evidence) will just be repeated as above.</p> <p>5.5 remove 'plain' from competency</p>
Pou Six: Rangatiratanga and Leadership	
Question 26. Do you agree with the scope and focus of Pou Six: Rangatiratanga and Leadership?	<p>Yes <input checked="" 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?	<p>Well written</p> <p>6.6 could be under section 3</p> <p>6.7 – suggest to add in word as per organisational policies/procedures.</p> <p>Missing preceptorship/mentoring/supervision?</p>
Other comments	
Do you have any other comments?	<p>There needs to be clear recognition that cs and kawa wharuruhau are outcomes of all of the individual competencies and needs to be measured against all of the pou rather than appear only in one.</p> <p>Really like the proposed competencies, they are written with strength-based language that is inclusive, culturally responsive, equity and diversity focused.</p> <p>This is a document that assesses not just the theory behind knowledge, but attitudes, values, and beliefs.</p>

	<p>Removing the indicators is a strength and though it has increased competencies, they are relevant and applicable to the contemporary context of RN practice.</p> <p>Clear to see the relationship between the competencies and their use to demonstrate the varying levels of competence and expertise for Registered Nurses.</p> <p>They are clearly applicable to Nurses who practice outside the secondary care setting- thank you.</p>
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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?	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p>
Do you have any comments?	It covers and acknowledges the wide scope of RN practice in the contemporary context. Recognises primary as well as secondary care settings and the leadership, education, research and management roles.
Question 29. What would you strengthen, change, or add to the proposed registered nurse scope of practice	
Do you have any other comments?	<p>There is widespread and general feedback and enquiry about how these competencies will relate to the PDRP process.</p> <p>Consider rewriting second para to include Māori, Pacific and other population groups including ethnicity, disability, and LGBTQI+ to reflect right to Evidence based care and equity of care.</p> <p>How often is Nursing Council expecting assessment within these competencies? is it once every 3 years? and if so what are expectations regarding assessments- clinical observations and self-assessments/manager assessment appraisals). This was general feedback given the removal of indicators.</p>

Consultation questions	Your response
	This is a lengthy assessment document. Will each competency be required to have an example from practice as before?