



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:

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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	UoA are keen to feedback on both the EN and RN competencies because we believe it is important we provide feedback on EN Competencies as we produce RN's who will work with EN's. We think the competencies are

Consultation questions	Your response
	broad enough to cover all areas of EN practice but would suggest simplifying some of the language and use 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	UoA support the recognition of Te Reo and this should be included for each Pou title. This would align with the RN document.

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?	Suggest Pou one is the same across both EN and RN and should be the same title with descriptors. We support the Pou structure and think the first Pou should be used across EN and RN competencies.
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?	Suggest the inclusion of health literacy. Support use of Te Reo in the title.
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?	In summary, UoA support the focus of the five Pou and associated competencies and believe they are appropriate for the new Diploma of Enrolled Nursing Scope of Practice. Potential changes to consider are to align language with 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	UoA support the RN competencies however, we suggest the name is changed away from the term competencies . We suggest Registered Nurse Standards for Practice. Suggest Using standard descriptors for each detailed component rather than numbered competencies to move away from the need to demonstrate each individual competency but provide a case study which demonstrates the meaning of the Pou. UoA also supports the opportunity for some merging and collapsing of the numbered competencies to simplify the tool and reduce repetition.
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	UoA support the six Pou structure.

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?	UoA support the scope and focus of Pou One and suggest it is used consistently across both EN and RN. Decide on one name, Te Tiriti O Waitangi would be good across all Scopes of Practice EN, RN and NP. Pou One: <i>This pou requires evidence of critical consciousness and nursing practice which gives effect to Te Tiriti o Waitangi and human rights advocacy. Nurses have an ethical responsibility to lead in the elimination of health inequities and the achievement of a health care system that delivers appropriate and equitable healthcare for all.</i> Comment: This pou does not make the bicultural nature of the

	TOW explicit. It has a very general approach to TOW including health inequities. It would be better to make clear that in terms of the TOW the relationship is between Maaori and the Crown and the inequity here is specific to Maaori and Maaori health. Competencies 1.2 – 1.3 are therefore too general and should focus on the relationship with Maaori
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 checked="" type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
Question 19. What would you strengthen, change, or add to Pou Two?	<p>UoA believe the name and content of this Pou should be the same across both EN and RN and would support either Kawa Whakaruruhau and Cultural safety or just cultural safety as a title for this Pou.</p> <p>This domain has to do with cultural safety and makes explicit that the nurse's values, biases and beliefs are important and would be strengthen with some recognise that patients/clients have a right to be cared for in a culturally safe way which is really determined by them. Competency 2.3 could rather go to Pou One.</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?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
Question 21. What would you strengthen, change, or add to Pou Three?	<p>UoA supports the use of terms such as Differential diagnosis and scientific evidence used in this Pou to support the demonstration of critical thinking and expert practice of the RN.</p> <p>UoA support the use of consistent language throughout rather than various terms to describe the same activity e.g. evidence based, evidence informed.</p>

	Suggest health literacy is named here and may incorporate digital health.
Pou Four: Manaakitanga and People Centredness	
Question 22. Do you agree with the scope and focus of Pou Four: Manaakitanga and People Centredness	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
Question 23. What would you strengthen, change, or add to Pou Four?	
Pou Five: Whakawhanaungatanga and Communication	
Question 24. Do you agree with the scope and focus of Pou Five: Whakawhanaungatanga and Communication?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
Question 25. What would you strengthen, change, or add to Pou Five?	UoA support this important Pou. And the use of Te Reo Maori is fully supported.
Pou Six: Rangatiratanga and Leadership	
Question 26. Do you agree with the scope and focus of Pou Six: Rangatiratanga and Leadership?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
Question 27. What would you strengthen, change or add to Pou Six?	UoA support the importance of clinical leadership for excellence in patient care. Clinical leadership can be demonstrated at all levels of healthcare.
Other comments	
Question 13. Do you have any other comments?	Overall UoA supports the proposed changes. Revise and where possible reconsider the number of descriptors from 20 to 41.

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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?	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?	UoA would support a review of clinical hours requirements for practice. We support the requirements for 360 hours of continuous practice. All Maori terms used in the competencies should be included in the glossary.