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: Southern Cross Hamilton Hospital

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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 ☒ No ☐
Comment	

Consultation questions	Your response
Question 2. Do you agree with the overall structure of the proposed enrolled nurse competencies?	Yes ☐ No ☐

Comment: Why do the ENs have different titles to the Pous that the RNs have? The competencies are very complex and not easily understood and will be challenging for both portfolio candidates, peers and assessors, particularly in the private surgical environment

Pou One: Te Tiriti o Waitangi	
Question 3. Do you agree with the scope and focus of Pou One: Te Tiriti o Waitangi?	Yes ☐ No ☐ Partly ☒
Question 4. What would you strengthen, change, or add to Pou One?	Fewer competencies there are too many. Why to ENs have to pronounce Maori names correctly to achieve the competency. Who is going to assess the correct pronunciation?
Pou Two: Cultural Safety	
Question 5. Do you agree with the scope and focus of Pou Two: Cultural Safety?	Yes ☐ No ☐ Partly ☒
Question 6. What would you strengthen, change, or add to Pou Two?	Fewer competencies. Competency 2.4 does not meet the Domain Description – take it out
Pou Three: Knowledge Informed Practice	
Question 7. Do you agree with the scope and focus of Pou Three: Knowledge Informed Practice?	Yes ☐ No ☐ Partly ☒
Question 8. What would you strengthen, change, or add to Pou Three?	Fewer competencies there are too many. 3.2, 3.4 & 3.5 are very similar Join 3.6 & 3.7

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?	4.3- how do you envisage this being evidenced? 4.4 what is considered "continuing competence requirements" 4.4: Reword to: engages in ongoing professional development to ensure practice meets accepted evidence based guidelines
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?	5.1 & 5.3 should be merged
Other comments	
Question 13. Do you have any other comments?	The competency wordings need to be simplified., they are too wordy. Will there be additional guidance for portfolio preparation to provide some practice examples. An increase from 17 competencies to 29 competencies are far too many! Duplication needs to be removed as suggested in this submission

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 ☒ No ☐
Comment	Doubling the competencies certainly broadens the practice and will burden the workload of the RN, peers, and assessors.
Question 15. Do you agree with the overall structure of the proposed registered nurse competencies?	Yes ☒ No ☐
Comment	Still too many 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 ☐ No ☐ Partly ☒
Question 17. What would you strengthen, change, or add to Pou One?	1.3 - how would a nurse demonstrate this and how would a peer assess this for the RN? 1.4... this appears to be a repetition 1.5 – what determines "continuous" is it annual, monthly...?
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 ☒ No ☐ Partly ☒
Question 19. What would you strengthen, change, or add to Pou Two?	Some wording in the glossary of terms is not easy to understand or commonly used. E.g. epistemologies
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 ☐ No ☒ Partly ☐

Question 21. What would you strengthen, change, or add to Pou Three?	**Far too many competencies**
	3.1 – is a requirement to address assessment of all three, people, Whanau and communities, or is it acceptable to choose one group applicable to the workplace
	3.3 is covered in 2.2
	3.4 far too wordy. Does the person have to provide examples of all components, or can they choose just digital health or just artificial intelligence technologies one of the components to provide evidence of fro their portfolio
	3.9: Confused how culture of safety and continuous quality improvement will achieve equitable health care in the private sector?
	3.13: how do you envisage this being evidenced?

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?	

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?	**Far too many competencies** 5.4 How in a self-assessment can this be demonstrated? 5.5, 5.6, 5.7,5.8, could be combined to one competency

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?	6.1 & 6.6 should be merged 6.3 is talking about leadership for a competent RN?

Other comments	
Question 13. Do you have any other comments?	The competency wordings need to be simplified., they are too wordy.
	Will there be additional guidance for portfolio preparation to provide some practice examples.
	An increase from 20 competencies to 41 competencies are far too many!
	Duplication needs to be removed as suggested in this submission

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 ☒ No ☐
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?	