

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

Te Pūkenga

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	The competencies are broad enough to cover all practice areas. However, we suggest simplifying language used in the competencies.

Consultation questions	Your response
	We also note a number of inconsistencies between the EN and the RN competencies. Where possible the language and intent should be similar and consistent.
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	The enrolled nurse competencies are appropriately structured and clearly presented. Appropriate number of Pou have been identified. We suggest and 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 type="checkbox"/> No <input type="checkbox"/> Partly <input checked="" type="checkbox"/>
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Question 4. What would you strengthen, change, or add to Pou One?	We are comfortable with the intent of Pou One. Only suggestion is ensuring the language used is easily understandable for ākonga, kaimahi and clinicians.
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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?	Suggest a change to 2.1 "other priority groups" needs to be changed to "other groups/individuals."

Pou Three: Knowledge Informed Practice	
Question 7. Do you agree with the scope and focus of Pou Three: Knowledge Informed Practice?	Yes <input type="checkbox"/> No <input type="checkbox"/> Partly <input checked="" type="checkbox"/>
Question 8. What would you strengthen, change, or add to Pou Three?	Include Te Reo in title of the Pou as in RN competencies. Suggest the inclusion of health literacy.
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 type="checkbox"/> No <input type="checkbox"/> Partly <input checked="" type="checkbox"/>
Question 10. What would you strengthen, change, or add to Pou Four?	As above incorporate Te Reo in Pou heading.
Pou Five: Partnership and Collaboration	
Question 11. Do you agree with the scope and focus of Pou Five: Partnership and Collaboration?	Yes <input type="checkbox"/> No <input type="checkbox"/> Partly <input checked="" type="checkbox"/>
Question 12. What would you strengthen, change, or add to Pou Five?	As above include Te Reo in Pou title.
Other comments	
Question 13. Do you have any other comments?	In summary, the focus of the five Pou and associated competencies are appropriate for the new Diploma of Enrolled Nursing Scope of Practice. Potential changes to consider are to align language with RN Competencies, check to ensure language used is clearly understandable for ākonga, Kaimahi and clinicians.

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	The competencies are broad enough to cover all practice areas. However, we suggest simplifying language used in the competencies.
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	The six named Pou are both appropriate and relevant to contemporary nursing practice. We suggest changing reference to competences throughout to "standard descriptors".

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 checked="" type="checkbox"/> Partly <input type="checkbox"/>
Question 17. What would you strengthen, change, or add to Pou One?	Suggest the naming and descriptors are the same across both EN and RN.

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 checked="" type="checkbox"/>

	Partly <input type="checkbox"/>
Question 19. What would you strengthen, change, or add to Pou Two?	As above. We believe the naming and content of this Pou should be the same across both EN and RN.

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 type="checkbox"/> No <input type="checkbox"/> Partly <input checked="" type="checkbox"/>
Question 21. What would you strengthen, change, or add to Pou Three?	Ensure consistency of language, for example evidence based and evidence informed, health assessment, nursing assessment, comprehensive assessment. Need to name health literacy which may incorporate digital health. Check 3.7 to ensure it aligns with EN Scope as well as other health workers.

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 type="checkbox"/> No <input type="checkbox"/>
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	Partly <input checked="" type="checkbox"/>
Question 25. What would you strengthen, change, or add to Pou Five?	See general comments below.
Pou Six: Rangatiratanga and Leadership	
Question 26. Do you agree with the scope and focus of Pou Six: Rangatiratanga and Leadership?	Yes <input type="checkbox"/> No <input type="checkbox"/> Partly <input checked="" type="checkbox"/>
Question 27. What would you strengthen, change or add to Pou Six?	See general comments below.

Other comments	
Question 13. Do you have any other comments?	<p>Overall, we are supportive of the proposed changes. In addition to what has been identified above in our feedback:</p> <ol style="list-style-type: none"> 1. Revise and suggest where possible and appropriate, a reduction in descriptors. 2. Revise and where possible simplify the language used so that it is accessible to ākongā, kaimahi and clinicians. 3. Nurses who do not work in a patient-facing clinical role may have difficulty responding to each individual descriptor if this is indeed a requirement. Greater clarity of the requirements for those in non-patient-facing roles need to be clearly explicated. 4. Suggest changing the title to “Standards for Practice”.

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?	We are happy with the proposed amendments and believe the changes will support contemporary nursing practice.
Question 29. What would you strengthen, change, or add to the proposed registered nurse scope of practice	
Do you have any other comments?	Congratulations this is excellent work.

Proposed Registered Nurse Scope Statement

Registered Nurses in Aotearoa New Zealand reflect knowledge, concepts, and worldviews of both tangata whenua and tangata tiriti. Registered nurses uphold and enact Te Tiriti o Waitangi ngā mātāpono – principles, based on the Kawa Whakaruruhau framework for cultural safety, that promote equity, inclusion, diversity, and rights of Māori as tangata whenua.

Registered Nurses are accountable and responsible for their nursing practice, ensuring all health services they provide are consistent with their education, assessed competence, legislative requirements, and are supported by appropriate standards. This includes the right of Pacific peoples and other population groups to quality services that are culturally safe and culturally responsive.

The Registered Nurse works in partnership and collaboration with individuals, their whānau, communities, and the wider healthcare team to deliver equitable person/ whānau/ whakapapa-centred nursing care, advocacy, and health promotion across the life span in all settings. Registered nurses may practise in a variety of clinical contexts depending on their educational preparation and practice experience. Registered nurses may also use this expertise for leadership, management, teaching, evaluation, and research nursing practice.

Registered nurses utilise nursing knowledge and complex nursing judgment to assess health needs, provide care, and empower people to manage their health. Registered nurses practise independently, and in collaboration with other health professionals, perform general nursing functions and delegate and direct others involved in care. Registered nurses provide comprehensive assessments to develop differential diagnoses, provide an integrated plan of health care, implement interventions that require substantial scientific and professional knowledge, skills and clinical decision making, and evaluate care outcomes. This occurs in a range of settings in partnership with individuals, whānau, and communities.

Conditions may be placed on the scope of practice of some registered nurses according to their qualifications or experience limiting them to a specific area of practice. Some nurses who have completed the required additional experience, education and training will be authorised by the Council to prescribe some medicines within their competence and area of practice.