Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand

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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

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Ngā pātai whaitohutohu | Consultation questions

Name of organisation/submitter:
Nursing Leadership team Te Whatu Ora Capital, Coast & Hutt Valley

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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	Suggest: The term 'Pou' needs to be used consistently as sometimes the term 'domains' are used within the document.

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

Pou One: Te Tiriti o Waitangi

Consultation questions	Your response
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?	1.1 Good 1.2 Good 1.3 Good 1.4 Good but consider changing develops to **Uses appropriate pronunciation**. 1.5 & 1.6 "Develops" is not suitable for a competency. Suggest 1.5 **"Recognises the importance of Māori models of health and understanding of kawa whakaruruhau"** **Suggest remove 1.6. as this is addressed in competency 2.3.**

Pou Two: Cultural Safety

Consultation questions	Your response
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?	All are good. Suggestion: Competency 2.4 needs to move to Pou three.

Pou Three: Knowledge Informed Practice

Consultation questions	Your response
Question 7. Do you agree with the scope and focus of Pou Three: Knowledge Informed Practice?	**Good heading and introduction** Yes ☐ No ☐ Partly ☒
Question 8. What would you strengthen, change, or add to Pou Three?	3.1 Good

	3.2 Remove "**comprehensive**". Suggest instead: **"Where appropriate, undertakes nursing assessment etc.**
	The process of evaluation needs to be added to this competency. Suggest: **Evaluates effectiveness of care plan and adjusts plan accordingly, with consultation as appropriate**
	3.3 Good
	3.4 Suggest: **"Demonstrates nursing knowledge and skills... <mark>escalating</mark> care as required**."
	Remove "reporting findings" as this is done through documentation and the appropriate escalation process.
	3.5 Consider shortening this competency. Suggest: "**Demonstrates the knowledge and skills, and the place of digital health and AI technologies to perform a range of nursing procedures."**
	3.6 and 3.7 similar, do not need two separate competencies relating to medication management – **Suggest combining 3.6 and 3.7.**
	3.6 Suggest: **"Demonstrates the principles of safe and effective medication administration in accordance with local and national policies.**
	3.8 Good

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?	41. Suggest "Consistently works within legal, ethical <mark>and organisational</mark> requirements"
	4.2 Good
	4.3 Good
	4.4 Suggest instead **"reflects on own practice, seeks feedback and engages in ongoing professional development and learning to meet continuing competence requirements**.
	4.5 Good
	4.6 Good

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 Good 5.2 Good 5.3 Good 5.4 Good 5.5 Good
Other comments	
Question 13. Do you have any other comments?	

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	
Question 15. Do you agree with the overall structure of the proposed registered nurse competencies?	Yes ☐ No ☐ Partly ☒
Comment	Overall there are too many competencies and quite a bit of repetition and overlap. In particular note comments regarding overlap between Pou four and five. Note also comments regarding Pou 6.

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?	Definition of Ōritetanga is not in the glossary 1.1 "Gives effect to" is not common phrasing. Suggest different phrasing eg: **Utilises Te Tiriti o Waitangi**… 1.2 Good. 1.3 **Tino Rangatiratanga** should be used instead of self-determination. 1.4 Good 1.5 Oddly written. Unclear quite what this means and we question the responsibility of an RN for ensuring the practice of the whole healthcare team. Suggest **"Engages in continuous professional development to support utilisation of Te Tiriti o Waitangi in practice for self and others.**

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?	Suggest change to Pou statement: This pou supports the provision of **Whakapapa centered** and holistic care etc. 2.1 Good 2.2 Good 2.3 Good 2.4 consider additional competency to include– **Demonstrates sustainability practices and promotes the importance and responsibility to te taiao.**
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?	Definition of Pūkengatanga is not in the glossary. 3.1 Suggest: "develop ==working== differential diagnoses". **Do you mean differential diagnosis for biomedical model?** Suggest: removing the term **accurate** or add it to all competencies for consistency – i.e. either accuracy is assumed at all times or needs to be spelt out every time Suggest: Consolidate the nursing process of assessment, implementation and evaluation in the same competency. 3.2 Good. 3.3 Covered in Pou two, 2.2. Suggest removing from this Pou. 3.4. Consider shortening this competency. **Leads** and demonstrates the knowledge and skills, and the place of digital health and AI technologies to perform a range of nursing procedures 3.5 Good 3.6 Good 3.7 Good 3.8 suggest removing 3.8 as incorporated in 3.1 3.9 Suggest: rewording to **equitable health outcomes** 3.10 Good 3.11 Good

	3.12 good
	3.13 Good

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 Four and Five are quite similar and have cross-over – would it be clearer to combine? New Pou four to read" Manaakitanga, People Centeredness and Communication" 4.1 Suggest: removing **"relational"** "integrated relational holistic care' – this is not common phrasing – ambiguous. 4.2 Good 4.3 Remove 4.3 as addressed in 4.1

Pou Five: Whakawhanaungatanga and Communication	
Question 24. Do you agree with the scope and focus of Pou Five: Whakawhanaungatanga and Communication?	Yes ☐ No ☐ Partly ☒ Pou Four and Five are quite similar and have crossover – would it be clearer to combine?
Question 25. What would you strengthen, change, or add to Pou Five?	5.1-Good 5.2-Good 5.3- Good 5.4- Good 5.5- Good 5.6- Suggest: removing as covered in suggested edit for Pou 3.1 5.7- Suggest: removing as covered in 5.8 5.9- Good 5.10- Suggest: incorporating into 5.1

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?	Rangatiratanga is not incorporated into the glossary. 6.1 Good 6.2 Suggest: adding **"identifies opportunities and influences development"** 6.3 – Suggest: rewording to **"demonstrates leadership when appropriate"** 6.4 – Suggest: removing as, per above, sits in new competency 2.4 6.5- Good 6.6-Suggest: removing as covered in numerous other competencies 6.7- Suggest: removing as covered in 3.10
Other comments	
Question 13. Do you have any other comments?	Like how Rangatiratanga has been defined in the clinical context. This Pou strengthens and makes explicit the role of the RN as a change agent

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?	See below

Consultation questions	Your response
Question 29. What would you strengthen, change, or add to the proposed registered nurse scope of practice	Third paragraph: suggest rewording to "The Registered Nurse works in partnership etc. to deliver ==equitable outcomes== through person/whānau/ whakapapa centered nursing care. Registered nurses provide advocacy across the life span depending on etc." Paragraph four: Sentence three- Suggest rewording to "Registered Nurses provide comprehensive to develop ==working== differential diagnoses etc." Sentence five- Suggest rewording to "This occurs in a range of settings in partnership with ==colleagues==, individuals etc.
Do you have any other comments?	