



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:

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	

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 checked="" type="checkbox"/>
Comment	<p>Nice to have the Pou with competencies underneath them. The principal that drove the review of the competencies was to reduce the number of competencies, clearly this has not been achieved. This aligns with feedback from nurses working on the floor.</p> <ul style="list-style-type: none"> • Repetitive competencies that could be reduced. • Competencies open to interpretation. • Some of these competences are assessed at undergraduate level. • Some of these competencies need to follow SMART principles. • Pou need to align – ENs are in English – RN in Maori and English. • Maori words need to be in glossary. • Preceptor and teaching need to be included.

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"/>
Question 4. What would you strengthen, change, or add to Pou One?	<ul style="list-style-type: none"> • Repetitive competencies that could be reduced. • Competencies open to interpretation. • Some of these competences are assessed at undergraduate level. • 1.1 Agree with competency one. • 1.2 Should be achieved at undergraduate level. Remove these competencies. • 1.3 Agree. • 1.4 Should be combined with 1.3. • 1.5 and 1.6 Should be achieved at undergraduate level. Remove these competencies.

	Evidence should be that they demonstrate that they can apply theory to practice.
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?	<ul style="list-style-type: none"> • Repetitive competencies that could be reduced. • Competencies open to interpretation. • Some of these competencies are assessed at undergraduate level. • 2.1 Agree • 2.2 Too wordy, principal is correct. • 2.3 Should be achieved at undergraduate level. Remove this competency. • 2.4 Open to interpretation, generally nurses on the floor will not have time to consider this competency - unrealistic. This is policy/procedure driven. Remove this competency
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?	<ul style="list-style-type: none"> • Repetitive competencies that could be reduced. • Competencies open to interpretation. • 3.1 and 3.2 Could be combined and reworded. • 3.2 and 3.1 Could be combined and reworded. • 3.3 Is already under Pou 1 and 2 competencies. Remove this competency.

	<ul style="list-style-type: none"> • 3.4 Agree but very wordy. • 3.5 Open to interpretation. More than one competency in this. Nurses on the floor will struggle with this. • 3.6 and 3.7 Could be reworded and combined. • 3.8 Agree. • 3.6-3.8 Why only identify 2 nurse care sensitive indicators and not the range.
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Pou Four: Professional Accountability and Responsibility

<p>Question 9. Do you agree with the scope and focus of Pou Four: Professional Accountability and Responsibility?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input checked="" type="checkbox"/></p>
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<p>Question 10. What would you strengthen, change, or add to Pou Four?</p>	<ul style="list-style-type: none"> • Repetitive competencies that could be reduced. • Competencies open to interpretation. • 4.1 Agree • 4.2 Very wordy – why not just say communicates effectively. • 4.3 Cannot dictate how nurses determine their personal wellbeing. This is a contract issue with individuals working for employers. Health Screening on employment and ongoing supported by manager. Remove this competency. • 4.4 Agree • 4.5 Agree but very wordy. • 4.6 Agree – this competency needs to be repeated in RN competencies.
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Pou Five: Partnership and Collaboration

<p>Question 11. Do you agree with the scope and focus of Pou Five: Partnership and Collaboration?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input checked="" type="checkbox"/></p>
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<p>Question 12. What would you strengthen, change, or add to Pou Five?</p>	<ul style="list-style-type: none"> • Repetitive competencies that could be reduced. • Competencies open to interpretation. • 5.1 Repetitive – addressed in 3.4 and 3.5. Remove this competency. • 5.2 Agree. • 5.3 Repetitive – addressed in competency 1.3. and 3.3 Remove this competency. • 5.4 Agree. • 5.5 Repetitive – addressed in competency 3.4. Remove this competency.
<p>Other comments</p>	
<p>Question 13. Do you have any other comments?</p>	

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 type="checkbox"/> No <input checked="" type="checkbox"/>
Comment	<ul style="list-style-type: none"> •Need to include preceptorship/mentoring. •Senior nurses in non-clinical role will not be able to meet these competencies.
Question 15. Do you agree with the overall structure of the proposed registered nurse competencies?	Yes <input checked="" type="checkbox"/> No <input checked="" type="checkbox"/>
Comment	<p>Nice to have the Pou with competencies underneath them. The principal that drove the review of the competencies was to reduce the number of competencies, clearly this has not been achieved. This aligns with feedback from nurses working on the floor.</p> <ul style="list-style-type: none"> •Repetitive competencies that could be reduced. •Competencies open to interpretation. •Some of these competences are assessed at undergraduate level. •Some of these competencies need to follow SMART principles. •Pou need to align – ENs are in English – RN in Maori and English. •Maori words need to be in glossary. •Preceptor and teaching need to be included.

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"/>
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<p>Question 17. What would you strengthen, change, or add to Pou One?</p>	<ul style="list-style-type: none"> • Repetitive competencies that could be reduced. • 1.1 Agree. • 1.2 Agree. • 1.3 Repetitive – addressed in competency 1.1. Remove this competency. • 1.4 Agree. • 1.5 Agree.
<p>Pou Two: Kawa Whakaruruhau and Cultural Safety</p>	
<p>Question 18. Do you agree with the scope and focus of Pou Two: Kawa Whakaruruhau and Cultural Safety?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input checked="" type="checkbox"/></p>
<p>Question 19. What would you strengthen, change, or add to Pou Two?</p>	<ul style="list-style-type: none"> • Repetitive competencies that could be reduced. • 2.1 Agree. • 2.2 Repetitive – addressed in competency 2.1. Remove this competency. • 2.3 Repetitive – addressed in competency 1.5. Could be reworded and incorporate both competencies. Remove this competency.
<p>Pou Three: Pūkengatanga and Excellence in Nursing Practice</p>	
<p>Question 20. Do you agree with the scope and focus of Pou Three: Pūkengatanga and Excellence in Nursing Practice?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input checked="" type="checkbox"/></p>
<p>Question 21. What would you strengthen, change, or add to Pou Three?</p>	<ul style="list-style-type: none"> • Repetitive competencies that could be reduced. • Competencies open to interpretation. • 3.1 Agree. • 3.2 Agree but very wordy.

	<ul style="list-style-type: none"> • 3.3 Repetitive – addressed in competency 2.1 and 2.2. Remove this competency. • 3.4 Open to interpretation. More than one competency in this. Nurses on the floor will struggle with this. • 3.5, 3.6, 3.7 Addressed in competency 3.11. Remove these competencies. • 3.8 Agree. • 3.9 Agree. • 3.10 Addressed in competency 3.11. Remove this competency. • 3.11 Agree • 3.12 Agree. • 3.13 Cannot dictate how nurses determine their personal wellbeing. This is a contract issue with individuals working for employers. Health Screening on employment and ongoing supported by manager. Remove this competency.
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 type="checkbox"/> No <input type="checkbox"/> Partly <input type="checkbox"/>
Question 23. What would you strengthen, change, or add to Pou Four?	<ul style="list-style-type: none"> • Repetitive competencies that could be reduced. • Competencies open to interpretation. • 4.1, 4.2 could be reworded in 4.3 Remove 4.1 and 4.2. • 4.3 Reword to incorporate 4.1 and 4.2.
Pou Five: Whakawhanaungatanga and Communication	
Question 24. Do you agree with the scope and focus of Pou Five:	Yes <input type="checkbox"/> No <input type="checkbox"/>

Whakawhanaungatanga and Communication?	Partly <input checked="" type="checkbox"/>
<p>Question 25. What would you strengthen, change, or add to Pou Five?</p>	<ul style="list-style-type: none"> • Repetitive competencies that could be reduced. • Competencies open to interpretation. • 5.1 Addressed in competency 3.12. Remove this competency. • 5.2 Addressed in competency 4.3. Remove this competency. • 5.3 Agree. • 5.4 Addressed in competency 1.5. Remove this competency. • 5.5 Addressed in competency 5.3. Remove this competency. • 5.6, 5.7, 5.8 Addressed in competency 3.11. Remove these competencies. • 5.9 and 5.10 Combined into competency 3.12.
Pou Six: Rangatiratanga and Leadership	
<p>Question 26. Do you agree with the scope and focus of Pou Six: Rangatiratanga and Leadership?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input checked="" type="checkbox"/></p>
<p>Question 27. What would you strengthen, change or add to Pou Six?</p>	<ul style="list-style-type: none"> • Repetitive competencies that could be reduced. • Competencies open to interpretation. • 6.1 Agree but include 6.2. • 6.2 Reword and include in 6.1. • 6.3 Not well worded – define leader. • 6.4 Open to interpretation, generally nurses on the floor will not have time to consider this competency - unrealistic. This is policy/procedure driven. Remove this competency • 6.5 Agree.

	<ul style="list-style-type: none"> • 6.6 Addressed in competency 3.1 and 3.2. Remove this competency. • 6.7 Addressed in competency 3.11. Remove this competency.
Other comments	
Question 13. Do you have any other comments?	

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?	No
Question 29. What would you strengthen, change, or add to the proposed registered nurse scope of practice	
Do you have any other comments?	