

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:

**University of Otago, Centre for Interprofessional Education
Eileen McKinlay RN Director**

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Please keep this response confidential

The IPE Centre does not yet include ENs in its learning activities so I will solely comment on the RN competencies

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 type="checkbox"/> No <input type="checkbox"/>
Comment	
Question 2. Do you agree with the overall structure of the proposed enrolled nurse competencies?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Comment	

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 type="checkbox"/>
Question 4. What would you strengthen, change, or add to Pou One?	
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 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 type="checkbox"/> No <input type="checkbox"/>

	Partly <input type="checkbox"/>
Question 8. What would you strengthen, change, or add to Pou Three?	
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 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 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?	

Registered nurse competencies

Consultation questions	Your response
<p>Question 14. Do you think the proposed registered nurse competencies are broad enough to cover all practice areas?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>
<p>Comment</p>	<p>The RN competencies do not have enough emphasis on interprofessional collaborative practice (IPCP) which is now agreed internationally competency for all health and social care professionals. See the recent US report in which 22 health and social care disciplines have agreed to endorse the following IPCP competencies and require teaching and learning for their students. IPEC Core Competencies for Interprofessional Collaborative Practice: Version 3 (ipeccollaborative.org)</p> <p>I notice in your literature review that UK, Ireland and Ontario specifically include IPCP domains or competencies.</p>
<p>Question 15. Do you agree with the overall structure of the proposed registered nurse competencies?</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p>
<p>Comment</p>	<p>The domain and competency structure is clear</p> <p>In the scope statement The IPE Centre suggest adding</p> <ul style="list-style-type: none"> • P2, para 3, “The Registered Nurse works in partnership and collaboration with individuals, their whānau, communities, and the interprofessional healthcare team to deliver equitable person/ whānau/ whakapapa-centred nursing care, advocacy, and health promotion across the life span in all settings” • P2, para 4, “Registered nurses practise independently, and also increasingly in collaboration with other health and social care professionals”

Pou One: Te Tiriti o Waitangi, Ōritetanga and Social Justice

<p>Question 16. Do you agree with the scope and focus of Pou One: Te Tiriti o Waitangi, Ōritetanga and Social Justice?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input checked="" type="checkbox"/></p>
<p>Question 17. What would you strengthen, change, or add to Pou One?</p>	<p>“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 and collaborate with other health and social care professionals in the elimination of health inequities and the achievement of a health care system that delivers appropriate and equitable healthcare for all”</p> <p>General comment: Add to competency 1.4 something about ensuring a collaborative culture</p>
<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>	<p>“This pou supports the provision of holistic, collaborative and person-centred care, and ensures the nurse reflects on their own and other health and social care professionals values, biases and beliefs, and understands the impact of these on care provision.”</p> <p>General comment: Add to competency 2.2or another something about impact of own and other team roles</p>
<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>	<p>“This pou addresses critical thinking, analysis, research; use of evidence based and scientific knowledge and collaborative interprofessional learning in clinical and other settings to underpin practice; and being accountable and taking responsibility for own practice. This includes the use of a range of diagnostic and assessment tools appropriate to the practice environment and diverse populations.”</p> <p>General comment: add to competency 3.1 – a phrase about informing collaborative care planning</p> <p>General comment: Research and quality improvement is the hall mark of a self regulating professional group. I note quality improvement is mentioned in Pou three. Don't avoid the use of the word diagnosis.</p>
<p>Pou Four: Manaakitanga and People Centredness</p>	
<p>Question 22. Do you agree with the scope and focus of Pou Four: Manaakitanga and People Centredness</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input checked="" type="checkbox"/></p>
<p>Question 23. What would you strengthen, change, or add to Pou Four?</p>	<p>This pou refers to building trusting, compassionate, collaborative relationships with people and whānau facilitating holistic care focused on individual and collective wellbeing. This includes caring for others to uphold the mana of all concerned ((patient, whānau, kainga,) nurse, service, profession, organisation).”</p> <p>General comment: add to competency 4.1 – “integrated, relational, interprofessional and holistic”; add to competency 4.3 – a phrase about practising with professionalism leading to a therapeutic and collaborative relationship</p>
<p>Pou Five: Whakawhanaungatanga and Communication</p>	
<p>Question 24. Do you agree with the scope and focus of Pou Five: Whakawhanaungatanga and Communication?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p>

	Partly <input checked="" type="checkbox"/>
Question 25. What would you strengthen, change, or add to Pou Five?	<p>Pou Five: “This pou focuses on establishing and maintaining relationships through the use of effective and appropriate interpersonal skills and communication strategies and interprofessional collaborative competence.”</p> <p>General comment: add to competency 5.2 – establishes and maintains relationships with people, whānau and other health professionals; competency 5.9 – professional and interprofessional feedback 5.10 ability to resolve difference or conflict either with people or whanau or with other health and social care professionals</p>
Pou Six: Rangatiratanga and Leadership	
Question 26. Do you agree with the scope and focus of Pou Six: Rangatiratanga and Leadership?	<p>Yes <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Partly <input checked="" type="checkbox"/></p>
Question 27. What would you strengthen, change or add to Pou Six?	<p>“This pou focuses on leadership, professionalism, advocacy, teamwork and nurses as change agents. Rangatiratanga in the context of nursing practice refers to the inherent potential of all nurses to act as change agents, regardless of seniority or formal leadership positions. Rangatiratanga is exercised when nurses act as independent thinkers, intervene, speak out, advocate and follow processes to escalate concerns. Rangatiratanga is further demonstrated when nurses are proactive and interprofessionally collaborative in offering solutions and leading innovative change for improvement.”</p> <p>General comment: Pou 6 requires considerable reworking- it is conflating too many important but independent aspects of nursing practice- particularly key aspects of professionalism. By starting with leadership there is an implication that all these aspects are qualities that only formal leaders exhibit. Each stands in their own right and should be exercised by all nurses.</p> <p>Add to competency 6.2 – the development of healthcare systems and interprofessional teams</p>

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?	
Question 29. What would you strengthen, change, or add to the proposed registered nurse scope of practice	
Do you have any other comments?	<p>Scope of Practice</p> <p><i>Registered Nurses</i></p> <p>Registered nurses utilise nursing knowledge and complex nursing judgment to assess health needs and provide culturally safe care, and to advise and support people to manage or self manage their health. They are autonomous and accountable health professionals and practise independently and in collaboration with other health professionals, perform general nursing functions, and delegate to and direct enrolled nurses, health care assistants and others. They independently provide comprehensive assessments to develop, implement, and evaluate an integrated plan of health care, often working with other health and social care professionals and provide interventions that require substantial scientific and professional knowledge, skills and clinical decision making. This occurs in a range of settings and services in partnership with individuals, families, whānau and communities and other health and social care professionals. Registered nurses may practise in a variety of clinical contexts depending on their educational</p>

Consultation questions	Your response
	<p>preparation and practice experience. Registered nurses may also use this expertise to manage, teach, evaluate and research nursing practice. Registered nurses are accountable for ensuring all health services they provide are consistent with their education and assessed competence, meet legislative requirements and are supported by appropriate standards. There will be conditions placed in 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.</p>