



# **Scope of practice and standards of competence for nurses 2025**

Council webinar  
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# Why the changes?

The Nursing Council has introduced changes to the scope of practice and is implementing new standards of competence for registered nurses.

The Nursing Council, under the Health Practitioners Competence Assurance Act 2003 (the Act), is required to determine scopes of practice and standards of competence.

The Council regularly reviews these documents to ensure nurses are equipped to meet the challenges of today's complex healthcare environment. The current scope and standards of competence (previously called competencies) were last reviewed in 2016.

The revised scopes and new standards reflect the complexity of today's and future healthcare challenges



# Incorporating te reo Māori and Māori concepts:

The Council recognises the importance of Te Tiriti o Waitangi in nursing practice and education.

The standards of competence include both Māori kupu (words) and English terms. These are not direct translations but are used together to add depth and meaning.

The *pou* (pillar) is a significant symbol in Māori culture, representing identity, heritage and the connection to land and traditions. In this context, the *pou* tells the story of core nursing values and the integration of a Māori worldview into professional practice.

Māori kupu explained: kawa whakaruruhau, whakapapa centred care, whanau, tikanga Māori, Maanaki, rongoa



# Common kupu in scope and standards of competence

**Pou:** a pillar or anchor that supports and guides the foundations of practice.

**Whakapapa centred care:** understanding relationships and ancestry.

**Manaakitanga:** care, respect, and hospitality.

**Whanaungatanga:** forming and maintaining relationships.

**Kawa Whakaruruhau:** cultural safety in Māori context.

**Pūkengatanga:** expertise, skill, competence, depth of knowledge and ability.

**Rangatiratanga:** in nursing upholds the dignity, rights and values of all, addressing the needs and aspiration of Māori.

**Rongoā:** Traditional Māori medicine.



# Changes – enrolled nurse scope

Recognises **Te Tiriti o Waitangi and kawa whakaruruhau (cultural safety in the Māori context) and cultural safety** as foundational to nursing practice.

Recognises the accountability of the enrolled nurse to provide nursing care to their level of **education, assessed competence and experience**.

Introduces new concepts such as **whakapapa-centred care**.

Must work with **access to, and seek when appropriate**, guidance from a registered nurse or other registered health professional

Scope has expanded the potential of enrolled nurse practice – across the lifespan and all practice settings



# Changes – registered nurse scope

Recognises **Te Tiriti o Waitangi and kawa whakaruruhau (cultural safety in the Māori context) and cultural safety** as foundational to nursing practice.

Recognises the importance of **substantive scientific and nursing knowledge** to inform comprehensive assessments, determine health needs, **develop differential diagnoses**, plan care and determine appropriate interventions. Interventions are evaluated based on clinical, professional and scientific knowledge.

Responsible for delivering **whakapapa-centred** care across the life span.

Responsible for providing support and guidance to enrolled nurses and directing and delegating to other team members.



# Standards of competence

The standards integrate:

- Cultural - Māori health and cultural safety
- Evidence informed knowledge and leadership - scientific and clinical
- Relational - communication and compassion

Enrolled Nurse - 5 pou

Registered Nurse 6 pou



# Standards of competence – Pou one and two – enrolled and registered nurse

## **Pou one: Māori health**

Reflecting a commitment to Māori health, enrolled and registered nurses must support, respect and protect Māori rights while advocating for equitable and positive health outcomes. Nurses are also required to demonstrate kawa whakaruruhau by addressing power imbalances and working collaboratively with Māori.

## **Pou two: Cultural safety**

Cultural safety in nursing practice ensures enrolled and registered nurses provide culturally safe care that is inclusive, responsive and equitable. This requires nurses to reflect on their practice and understand their cultural identity and the power imbalances between the nurse and the recipient of care.



# Pou three and four – registered nurse

## **Pou three: Whanaungatanga and communication**

A commitment to whanaungatanga and communication, requires registered nurses to establish relationships through the use of effective communication strategies which are culturally appropriate and reflect concepts such as whānau-centred care and cultural safety. An understanding of different forms of communication enables the nurse to engage with the interprofessional healthcare team, advocate for innovative change where appropriate and influence the direction of the profession.

## **Pou four: Pūkengatanga and evidence-informed nursing practice**

Pūkengatanga and evidence-informed nursing practice requires registered nurses to use clinical skills, coupled with critical thinking informed by high quality and current evidence to provide quality, safe nursing care. Evidence-informed practice prepares the nurse to differentially diagnose, plan care, identify appropriate interventions, lead the implementation and evaluate care provision and outcomes.



# Pou five and six – registered nurse

## **Pou five: Manaakitanga and people-centred care**

Manaakitanga and people-centred care requires nurses to demonstrate compassion, collaboration and partnership to build trust and shared understanding between the nurse and people, whānau or communities. Compassion, trust and partnership underpin effective decision-making in the provision of care to support the integration of beliefs and preferences of people and their whānau.

## **Pou six: Rangatiratanga and leadership**

Rangatiratanga and leadership in nursing practice is demonstrated when nurses proactively provide solutions and lead innovation to improve the provision of care. Leadership requires all nurses to act as change agents and lead change when appropriate. Fundamental to the integration of leadership is the need for nurses to intervene, speak out, and advocate to escalate concerns on behalf of, colleagues or recipients of care.



# Pou three, four and five – enrolled nurses

## **Pou three: Whanaungatanga, partnership and communication**

A commitment to whanaungatanga, partnership and communication requires enrolled nurses to work in partnership, using a range of communication techniques, to work effectively with individuals, whānau, communities and the interprofessional healthcare team.

## **Pou four: Pūkengatanga and knowledge-informed practice**

Pūkengatanga and knowledge-informed practice requires enrolled nurses to use clinical knowledge and expertise to undertake a nursing assessment, inform clinical decision-making and provide safe care to individuals, whānau and communities. Enrolled nurses integrate clinical and cultural expertise and acknowledge people's unique and diverse values and circumstances.

## **Pou five: Mana hautū, professional accountability and responsibility**

Mana hautū, professional accountability and responsibility in nursing practice, requires enrolled nurses to provide care within professional, ethical and legal boundaries to ensure safe quality nursing practice that upholds people's rights, confidentiality and dignity.



# The recertification audit is changing

Your professional development must be relevant and appropriate to your scope of practice.

You must be able to link your professional development to the standards of competence.

For evidence of continuing competence, you are required to provide an example that evidences your practice for each pou



# The recertification audit is changing

You will be asked to declare that you have not used AI to generate practice examples

You will be asked for a declaration by a senior nurse who can confirm that your evidence provided reflects your practice

A peer review is no longer required



# Questions / pātai?

For all queries please contact:

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