

Competent

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|  | **Professional Responsibility** |
| 1.1 | **Accepts responsibility for ensuring that their nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.**  Consider what legislation, codes, guidelines or policies relate to your practice? How do these documents guide and impact on how you practice? Reading them is insufficient evidence, putting them into practice is required.  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**  Practises nursing in accord with relevant legislation/codes/policies and upholds health consumer rights derived from that legislation. **B**  Accepts responsibility for actions and decision making within scope of practice. **C**   Identifies breaches of law that occur in practice and reports them to the appropriate person(s). **D**   Demonstrates knowledge of, and accesses, policies and procedural guidelines that have implications for practice. **E**   Uses professional standards of practice. |
| **Self-Assessment** |
|  | **Peer assessment** |
| 1.2 | **Demonstrates the ability to apply the principles of the Treaty of Waitangi / Te Tiriti o Waitangi to nursing practice.**  This competency is about the Treaty and its relevance to the health of Māori, which is more specific than cultural safety. Describe the Principles of Treaty of Waitangi /Te Tiriti o Waitangi and describe how you apply each of them to your practice. Refer to documents that help you know what appropriate practice is eg NCNZ Cultural Safety, Treaty of Waitangi and organisational guidelines. Ensure your practice examples include your direct application of the principles, rather than simply referring to other services.  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**    Understands the Treaty of Waitangi/Te Tiriti o Waitangi and its relevance to the health of Māori in Aotearoa/New Zealand. **B**    Demonstrates knowledge of differing health and socio-economic status of Māori and non-Māori. **C**    Applies the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice. |
| **Self-Assessment** |
| **Peer assessment** |
| 1.3 | **Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses and others.**  Even if you do not actually work with ENs or unregulated workers, all RNs must demonstrate understanding of these requirements.  Consider the difference in RN and EN scope of practice and what this means in your work context. (Unregulated workers do not have a scope of practice their practice is determined by their role description and NCNZ guidelines.) Refer to NCNZ guidelines for direction and delegation to answer this performance indicator.   **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**   Understands accountability for directing, monitoring and evaluating nursing care by enrolled nurses and others. **B**   Seeks advice from a senior registered nurse if unsure about the role and competence of enrolled nurses and others when delegating work. **C**    Take into consideration the role and competence of staff when delegating work. **D**   Makes appropriate decisions when assigning care, delegating activities and providing direction for enrolled nurses, and others. |
| **Self-Assessment** |
| **Peer assessment** |
| 1.4 | **Promotes an environment that enables health consumer safety, independence, quality of life, and health.**  Environment in this indicator refers to the health consumer’s physical location, the structures and objects that impact on this and the risk associated with these.  Describe how you promote a physical environment that is safe for health consumers. Consider what actions reduce risk, promote safety and well being e.g. the prevention of cross infection, falls prevention, maintenance of skin integrity, nutrition and hydration.  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**    Identifies and reports situations that affect health consumers or staff members’ health or safety. **B**    Accesses, maintains and uses emergency equipment and supplies. **C**    Maintains infection control principles. **D**    Recognises and manages risks to provide care that best meets the needs and interests of health consumers and the public. **E**    Ensures up to date knowledge / certification relevant to area of practice. |
| **Self-Assessment** |
| **Peer assessment** |
| 1.5 | **Practises nursing in a manner that the health consumer determines as being culturally safe.**  Culture includes, but is not restricted to: age, gender, sexual orientation, occupation and socioeconomic status, ethnic origin or migrant experience, religious or spiritual belief and disability.  Describe how you modified your care to practice in a manner that the health consumer determined as being culturally safe.  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**   Applies the principles of cultural safety in own nursing practice. **B**   Recognises the impact of the culture of nursing on health consumer care and endeavours to protect the health consumer’s well-being within this culture **C**   Practises in a way that respects each health consumer’s identity and right to hold personal beliefs, values and goals. **D**  Assists the health consumer to gain appropriate support and representation from those who understand the health consumer’s culture, needs and preferences. **E**   Consults with members of cultural and other groups as requested and approved by the health consumer. **F**  Reflects on his/her own practice and values that impact on nursing care in relation to the health consumers age, ethnicity, culture, beliefs, gender, sexual orientation and/or disability. |
| **Self-Assessment** |
| **Peer assessment** |
|  | **Management of nursing care.** |
| 2.1 | **Provides planned nursing care to achieve identified outcomes.**  An outcome is something that is expected to happen as a result of your planned care e.g. pain is reduced, wound heals, health consumer self-manages their condition.  Identify an expected outcome then describe how you plan your care to achieve this for your health consumer including the factors that influence your plan. Think about the steps taken to achieve the expected outcome and the influencing factors that can impact on the plan e.g. health consumer acuity, skill mix, health consumer’s functional level and health literacy.  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**    Contributes to care planning, involving health consumers and demonstrating an understanding of health consumers’ rights, to make informed decisions. **B**   Demonstrates understanding of the processes and environment that support recovery. **C**   Identifies examples of the use of evidence in planned nursing care. **D**   Undertakes practice procedures and skills in a competent and safe way. **E**   Administers interventions, treatments and medications (for example: Iv therapy, calming and restraint), within legislation, codes and scope of practice; and according to authorised prescription, established policy and guidelines. |
| **Self-Assessment** |
| **Peer assessment** |
| 2.2 | **Undertakes a comprehensive and accurate nursing assessment of health consumers in a variety of settings.**  Describe a comprehensive and accurate assessment you completed that required a combination of direct health consumer assessment and physiological or other clinical parameters.  Consider the assessment components needed to give an accurate clinical picture.  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**    Undertakes assessment in an organised and systematic way. **B**    Uses suitable assessment tools and methods to assist the collection of data. **C**   Applies relevant research to underpin nursing assessment. |
| **Self-Assessment** |
| **Peer assessment** |
| 2.3 | **Ensures documentation is accurate and maintains confidentiality of information.**  Consider the documentation standard and organisation requirements that address accuracy and confidentiality of information.  How do you ensure that your observations are recorded adequately? How you safeguard access to private electronic data/IT? Describe how you ensure your documentation is accurate and your use of information technology (IT) maintains confidentiality.  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**   Maintains clear, concise, timely, accurate and current health consumer records within a legal and ethical framework. **B**    Demonstrates literacy and computer skills necessary to record, enter, store, retrieve and organise data essential for care delivery. |
| **Self-Assessment** |
| **Peer assessment** |
| 2.4 | **Ensures the health consumer has adequate explanation of the effects, consequences and alternatives of proposed treatment options.**  Describe a time when you ensure that your health consumer has adequate explanation of the effects, consequences and alternatives of your interventions.Informed consent is a process rather than a one-off event. The essential elements of this process are effective communication, full information, and freely given, consent. How do you apply these elements to your health consumer care? “Consider a health literacy model such as the 3 step model for better health literacy. Step1 find out what people know, 2. Build people’s knowledge and skills to meet their needs (health literacy). 3 check you were clear (and if not go back to step 2).”  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**    Provides appropriate information to health consumers to protect their rights and to allow informed decisions. **B**   Assesses the readiness of the health consumer to participate in health education. **C**    Makes appropriate professional judgement regarding the extent to which the health consumer is capable of participating in decisions related to his/her care. **D**   Discusses ethical issues related to health care/nursing practice, (for example: informed consent, privacy, refusal of treatment and rights of formal and informal health consumers). **E**   Facilitates the health consumer’s access to appropriate therapies or interventions and respects the health consumer’s right to choose amongst alternatives. **F**   Seeks clarification from relevant members of the health care team regarding the individual’s request to change and/or refuse care. **G**  Takes the health consumer’s preferences into consideration when providing care. |
| **Self-assessment** |
| **Peer assessment** |
| 2.5 | **Acts appropriately to protect oneself and others when faced with unexpected health consumer responses, confrontation, personal threat or other crisis situations.**  Describe your actions to protect yourself, your health consumer and/or other colleagues during an unexpected situation. What happened, what was the risk, to whom, what did you do and why did you do it? What guided your actions?  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**   Understands emergency procedures and plans and lines of communication to maximise effectiveness in a crisis situation. **B**   Takes action in situations that compromise health consumer safety and well-being. **C** Implements nursing responses, procedures and protocols for managing threats to safety within the practice environment. |
| **Self-assessment** |
| **Peer assessment** |
| 2.6 | **Evaluates health consumer's progresss towards expected outcomes in partnership with health consumers.**  Describe what evaluation of care is and describe an example from your nursing practice of how you achieved this in partnership with health consumers.  Your example should highlight the importance of evaluation and partnership.  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**    Identifies criteria for evaluation of expected outcomes of care. **B**    Evaluates the effectiveness of the health consumer’s response to prescribed treatments, interventions and health education in collaboration with the health consumer and other health care team members. (Beginning registered nurses would seek guidance and advice from experienced registered nurses). **C**    Reflects on health consumer feedback on the evaluation of nursing care and health service delivery. |
| **Self-assessment** |
| **Peer assessment** |
| 2.7 | **Provides health education appropriate to the needs of the health consumer within a nursing framework.**  Describe an example of education you gave to a health consumer or family/whanau or significant other and how you evaluated its appropriateness.“Consider a health literacy model such as the 3 step model for better health literacy. Step 1 - find out what people know. Step 2 - build people’s knowledge and skills to meet their needs (health literacy). Step 3 - check you were clear (and if not go back to step 2).”  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**   Checks health consumers’ level of understanding of health care when answering their questions and providing information. **B**    Uses informal and formal methods of teaching that are appropriate to the health consumer’s or group’s abilities. **C**   Participates in health education, and ensures that the health consumer understands relevant information related to their health care. **D**   Educates health consumers to maintain and promote health. |
| **Self-assessment** |
| **Peer assessment** |
| 2.8 | **Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care.**  Reflection is about reviewing and evaluating practice experience. How do you do this to inform and change your practice? Describe how you reflect upon and evaluate care with peers and experienced nurses and why this is an important part of practice.  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**   Identifies one’s own level of competence and seeks assistance and knowledge as necessary. **B**   Determines the level of care required by individual health consumers. **C**   Accesses advice, assistance, debriefing and direction as necessary. |
| **Self-assessment** |
| **Peer assessment** |
| 2.9 | **Maintains professional development.**  This competency is about how you demonstrate a commitment to continuous professional development (CPD) of yourself and others.  Consider evidence of identifying gaps within your knowledge and seeking out appropriate professional development opportunities. Your CPD record provides supporting evidence for this competency.  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**   Contributes to the support, direction and teaching of colleagues to enhance professional development. **B**   Updates knowledge related to administration of interventions, treatments, medications and best practice guidelines within area of practice. **C**   Takes responsibility for one’s own professional development and for sharing knowledge with others. **D**   Attends education programmes relevant to developmental goals, revising and updating goals at least annually. |
| **Self-assessment** |
| **Peer assessment** |
|  | **Interpersonal relationships** |
| 3.1 | **Establishes, maintains and concludes therapeutic interpersonal interactions with health consumers.**  This competency is about therapeutic relationships and boundaries rather than communication. Consider how you establish, maintain and conclude a professional relationship with a health consumer.  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:**  **A**   Initiates, maintains and concludes therapeutic interpersonal interactions with health consumers. **B**   Incorporates therapeutic use of self and psychotherapeutic communication skills as the basis for nursing care for health consumers with mental health needs. **C**   Utilises effective interviewing and counselling skills in interactions with health consumers. **D**   Demonstrates respect, empathy and interest in health consumers. **E**   Establishes rapport and trust with the health consumers. |
| **Self-assessment** |
| **Peer assessment** |
| 3.2 | **Practices in a negotiated partnership with the health consumer where and when possible.**  Nurses work in partnership with health consumers to ensure their needs and goals are met where possible. This competency is about treating health consumers and family/whānau with courtesy, respect and compassion involving health consumers and family/whānau in care and decision making. Consider an example from practice that describes how you negotiated partnership to meet the health consumers’ needs.  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators: A**   Undertakes nursing care that ensures health consumers receive and understand relevant and current information concerning their health care that contributes to informed choice. **B**    Implements nursing care in a manner that facilitates the independence, self-esteem and safety of the health consumer and an understanding of therapeutic and partnership principles. **C**   Recognises and supports the personal resourcefulness of people with mental and/or physical illness. **D**   Acknowledges family/whānau perspectives and supports their participation in services. |
| **Self-assessment** |
| **Peer assessment** |
| 3.3 | **Communicates effectively with health consumers and members of the health care team.**  Effective communication occurs when your message is understood and there are no misunderstandings. Consider the differences between communicating with adults, children, people with hearing or language difficulties.Consider a time when you used a range of communication skills to communicate effectively with health consumers, colleagues or the healthcare team.  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators: A**   Uses a variety of effective communication techniques. **B**   Employs appropriate language to context. **C**   Provides adequate time for discussion. **D**   Endeavours to establish alternative communication methods when health consumers are unable to verbalise. **E**   Accesses an interpreter when appropriate. **F**   Discussions concerning clients are restricted to settings, learning situations and or relevant members of the health care team. |
| **Self-assessment** |
| **Peer assessment** |
|  | **Interprofessional health care & quality improvement** |
| 4.1 | **Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care.**  *Describe how you collaborate with students, beginning practitioners or new staff members to facilitate care. Think about the skills needed when working with others to positively influence care outcomes.*  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**   Promotes a nursing perspective and contribution within the inter professional activities of the health care team. **B**    Collaborates with the health consumer and other health team members to develop plan of care. **C**    Maintains and documents information necessary for continuity of care and recovery. **D**    Develops a discharge plan and follow up care in consultation with the health consumer and other members of the health care team. **E**   Makes appropriate formal referrals to other health care team members and other health related sectors for health consumers who require consultation. |
| **Self-assessment** |
| **Peer assessment** |
| 4.2 | **Recognises and values the roles and skills of all members of the health care team in the delivery of care.**  *Provide an example of valuing the role and skill of a non-nursing member of the health care team and describe the effect on the team when all members are valued. Consider the health care team members’ skills, knowledge and roles. Think about the value and contribution of team members and the colleagues you work most closely with.*  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**    Contributes to the coordination of care to maximise health outcomes for the health consumer. **B**    Collaborates, consults with and provides accurate information to the health consumer and other health professionals about the prescribed interventions or treatments. **C**    Demonstrates a comprehensive knowledge of community services and resources and actively supports service users to use them. |
| **Self-assessment** |
| **Peer assessment** |
| 4.3 | **Participates in quality improvement activities to monitor and improve standards of nursing.**  *Consider why participation in quality improvement processes is important and provide an example of an improvement process within your area/service that you participated in; what was your role? how it improve standards of nursing?*  *Key words: patient safety, reducing errors, efficiency, effectiveness, systems, processes, outcomes, audit.*  **In your self-assessment you must choose one of the indicators to provide your evidence for and provide a specific example of practice which demonstrates you have met that indicator. Please clearly identify which indicator you have chosen.**  **Indicators:** **A**   Reviews policies, processes, procedures based on relevant research. **B**   Recognises and identifies researchable practice issues and refers them to appropriate people. **C**   Distributes research findings that indicate changes to practice to colleagues. **D**  Integrates principles of quality improvement into all aspects of nursing practice. **E**   Identifies areas for improvement in nursing practice and service delivery and communicates to appropriate personnel. **F**   Contributes to policy planning, protocols, procedures and other Quality Improvement initiatives. |
| **Self-assessment** |
| **Peer assessment** |