

Expert

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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.**  *Describe a time when you provided leadership/ role modelling to colleagues to use standards/ legislation/ policy/code within their practice.* *Consider what legislation, codes, guidelines or policies relate to your practice? How do these documents guide and impact on how you practice? What specific strategies have you used to assist your workplace with compliance?*  **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 leadership to colleagues in meeting the standards of the professional, ethical and relevant legislated requirements. **B**    Monitors and ensures that the team is managing health care within the ethical dimensions of activities such as policy and audit. **C**    Role models ethical principles in own practice and provides education, facilitation to encourage discussions/debate on legislated requirements in this area. **D**    Intervenes when care/practice is compromised by unsafe or potentially unsafe practices whilst maintaining professionalism. |
| **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.**  *Describe a time when you have taken a lead role and coached colleagues to integrate processes appropriate for Māori, ensuring specific cultural needs are included in care delivery. Could include, but not limited to: karakia, whanau hui, whakawhanaungatanga, care of taonga, care of tupapaku*  *Identify a disparity or inequality in the health status of Māori that relates to your area of practice and describe how you are strategically responding to a specific Māori health issue to reduce disparities or inequalities. A history of the Treaty or reasons for the disparities is not required, rather what actions are being taken to address them by you in your organisation. Answers must include actual example of what you did.*  **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**    Collaborates with others to ensure the principles of the Treaty of Waitangi / Te Tiriti o Waitangi are applied to nursing practice and facilitates skilled professionals to educate colleagues on how to integrate processes appropriate for Māori. **B**    Guides others in the application of Treaty of Waitangi principles, to ensure the integration of appropriate and safe processes for Māori. **C**    Developing approaches and policies to ensure all team members have an understanding of Tikanga Māori to enhance the effectiveness of the care provided within the practice environment. |
| **Self-assessment** |
| **Peer assessment** |
| 1.3 | **Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses and others.**  *Describe how you provide leadership / role modelling to colleagues to uses direction and delegation skills reflecting on the role of the EN/unregulated health care worker and less experienced team members. Describe the differences in accountability and responsibility for the RN, EN and unregulated health care worker and either how you take this into account when coordinating the area or describe the requirements for RN skill and knowledge in your area. Consider the difference in RN and EN scope of practice, what this means in your work context and how it affects your decisions when directing and delegating. (Unregulated workers do not have a scope of practice their practice is determined by their role description and NCNZ guidelines.) Reference NCNZ guidelines for direction and delegation and/or organisational policy to inform your answer.   Even if you do not actually work with ENs or unregulated workers, all RNs must demonstrate understanding of these requirements.*  **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**    Acts as a role model and provides leadership to colleagues, for directing, monitoring and evaluating nursing care that is provided by enrolled nurses and others. **B**    Involved in the evaluation of the competence of others. **C**    Assists in the growth, competence, and confidence of colleagues through the delegation of work assigned to them. **D**    Acts as a role model and coach by ensuring delegation/ direction is effectively managed and critiqued. **E**    Promotion of a safe staffing environment through the prioritisation of care, effective time management and team motivation. **F**    Coaches and supports the nursing team to provide safe health consumer care through the evaluation of health consumers with multiple needs. |
|  | **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. Consider the actions you proactively took to reduce risk, promote safety and wellbeing e.g. the prevention of cross infection; falls prevention; maintenance of skin integrity, nutrition and hydration.*  *Describe a time when you role modelled how you identified and responded to a complex situation that impacted on a health consumers safety, independence, or quality of life and health. Describe an environmental issue or problem that was affecting health consumer safety, independence or quality of life and your leadership in minimising the risk.*  **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**   Acts as a resource and guides colleagues in complex situations to maximise health consumer safety, independence and quality of life and health. **B**    Acts as a resource for the development of safe practice skills and provides clear insight and facilitates collective responsibility. **C**    Acts as a role model and leader in risk management, including knowledge and promotion of safe practice of medication administration, evidence based treatments and interventions. **D**    Is actively involved in resource role for ensuring safe environments, e.g. Infection control link nurse, health and safety / environmental safety, restraint minimisation / de-escalation, CPR instructor. |
| **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 a time when you adapted your practice to meet a health consumers cultural need in a manner that the health consumer considers acceptable, include evidence of leading  team members to enable culturally safe care to be delivered to a health consumer or family/ whānau.  Reflect on an occasion when you advocated for adapting practice to more appropriately meet a health consumer’s cultural 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**    Takes a lead role in the implementation of culturally safe practice to meet health consumers individual needs, beliefs and values. **B**   Coaches colleagues to respond to the individual needs, beliefs and values of health consumers in complex situations. **C**    Role models education and coaching of health team members to ensure culturally appropriate communication and information is used to ensure an effective outcome for the health consumer. **D**    Guides others to access resources/education that assist in understanding of cultural differences (e.g. beliefs, gender, sexual orientation or disability) and the impact beliefs and values can have on own practice. **E**    Anticipates health consumers’ social, cultural, spiritual, physical, emotional and/or intellectual needs and role models the identification of suitable resources. **F**    Contributes to strategies that influence changes in practice to avoid the imposition of prejudice on others and provides advocacy when prejudice is apparent. |
|  | **Self-assessment** |
|  | **Peer assessment** |
|  | **Management of nursing care.** |
| 2.1 | **Provides planned nursing care to achieve identified outcomes.**  *Consider evidence of advanced skill in planning and providing leadership to colleagues regarding delivering nursing care to achieve identified outcomes for Māori or health consumers with complex needs (e.g. Te Whare Tapa Whā). Include evidence of coordinating care for assigned health consumers and assisting colleagues with care planning/delivery.  Expert level practice must include evidence of innovation to reduce the incidence and/or impact of chronic conditions, mortality or morbidity or improve end-of life care.*  **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 planned holistic nursing care to achieve identified outcomes for health consumers with complex needs, guiding colleagues in planning and delivery of care. **B**    Acts as a resource and leads opportunities for teaching and coaching colleagues in the planning of holistic nursing care. **C**   Role models and coaches others in the application of evidence based knowledge, judgement and decision making in the planning of individualised, holistic, and complex health consumer care. **D**    Provides evidence that verifies a lead role in the transfer or referral of care (e.g. transfer, shift handover, discharge communicating health consumer/community outcomes/ response/changes) in consultation with the health consumer their family/whānau and the health team. **E**    Coaches and supports colleagues in the management of health consumers with multiple/complex needs. |
| **Self-assessment** |
| **Peer assessment** |
| 2.2 | **Undertakes a comprehensive and accurate nursing assessment of health consumers in a variety of settings.**  *Show evidence of your leadership in the accurate use of speciality specific assessment tools in practice and how this assessment affected care planning and delivery. Include evidence of being able to anticipate (where possible) and recognise the need for change in focus of care and treatment goals at critical decision points in the course of a life-limiting illness.*  **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**    Leads and acts as a resource in the comprehensive and accurate nursing assessment of the health consumer with complex needs. **B**    Role models expert practice/ advanced assessment and enquiry skills with the complex health consumer, educating, coaching and supporting health team members in the use of appropriate assessment tools and methods. **C**    Demonstrates use of critical analysis, reflection, advanced / expert diagnostic and enquiry skills and clinical knowledge in own nursing practice and communication to the health care team. **D**    Recognised by other nurses as being skilled in nursing assessment, self-auditing and measuring effectiveness of own assessment and coaching skills. **E**   Implements and coaches others in the use of advanced skills in clinical and social assessment, physical examination and diagnostic reasoning. |
| **Self-assessment** |
| **Peer assessment** |
| 2.3 | **Ensures documentation is accurate and maintains confidentiality of information.**  *Describe your documentation including how your documentation is accurate, legible, and objective and maintains confidentiality. Include evidence of taking a lead role supporting others to ensure a high standard of documentation is met. This might be through supporting colleagues with documentation reviews, audits or orientation/ teaching colleagues. Demonstrates accurate, legible and objective documentation that maintains confidentiality in line with organisational policies, guiding others to document information necessary for continuity of care and recovery.*  **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**    Takes a lead role in reviewing documentation compliance in line with organisational policies in the practice setting. **B**    Role modelling, education and coaching of colleagues to ensure documentation consistently meets legislative and organisational documentation standards. **C**    Demonstrates expertise and research strategies in developing documentation based on best practice. **D**    Prepares and analyses achievement of documentation standards for the service. |
| **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 you took a lead role and coached colleagues in a complex situation to use culturally appropriate communication to enable health consumer to make an informed choice. 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, competent consent. What was the issue with this and how did you resolve it?*  *“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**    Provides role modelling, education, coaching, and support of health team members to ensure that organisational consent process is met. **B**    Is a recognised leader within the service providing in-depth knowledge and clinical over view of the treatment resources within the organisation available to health consumers. **C**    Takes a lead role and coaches colleagues in effective communication techniques that enable health consumers to make informed treatment choices. |
|  | **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.**  *Evidence of leading and manages unexpected/ unpredictably situations skilfully and provides support to colleagues. What happened, what was the risk, to whom, what were your thoughts and concerns and how did you ensure the safety of everyone?*  **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**    Actively manages and coaches colleagues to respond to unexpected health consumer responses, confrontation, personal threat or other crisis situations. **B**    Able to use expert knowledge to anticipate potential crises and initiate early interventions to pre-empt or prevent. **C**    Applies expert knowledge in anticipating changes to health consumer health status, including education, coaching and support of colleagues. **D**    Management of a critical or unexpected event, and initiation of changes and/or education for emergency management. **E**    Provide evidence that verifies skilful leadership in emergency situations supporting skill development of less experienced colleagues. **F**    Manages an unstable situation until resolved setting priorities and delegating appropriately as required. |
| **Self-assessment** |
| **Peer assessment** |
| 2.6 | **Evaluates health consumer's progress towards expected outcomes in partnership with health consumers.**  *Evidence of advocating on behalf of a health consumer and advising colleagues to negotiate understanding of expected outcomes effectively with the health consumer.  Describe your participation in audit to evaluate care or service delivery. Describe the strategies proposed or put in place as a result of the findings. Provide references to support the change. Evaluation of practice is evidenced by audit results. Description of the audit itself should be brief as emphasis is on the strategy to improve health consumer 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**   Provides leadership to colleagues when evaluating progress in partnership with health consumers, and revises/audits nursing care to ensure expected outcomes are met. **B**   Takes a lead role in facilitating inter professional team decision making in partnership with health consumers to support best possible outcomes. **C**    Provides nursing leadership/collaborative approach in guiding and supporting others to evaluate the effectiveness of the health consumer’s response to prescribed treatments and interventions in collaboration with the health consumer. |
|  | **Self-assessment** |
| **Peer assessment** |
| 2.7 | **Provides health education appropriate to the needs of the health consumer within a nursing framework.**  *Describe a time when you provided leadership to others to provide health education to a complex health consumer, describe any tools/ resources/ inter-professional approach that was used. Consider the actual or potential impact of what you taught. Describe an example of education you gave to a health consumer to reduce a disparity in health status, reduce the incidence or impact of a chronic condition or increase family or whānau involvement in care.  Consider a health literacy model such as the 3 step model for better health literacy: Step 1 - 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 and facilitates an inter-professional approach to health consumer health education to meet the complex needs of Māori and other health consumers. **B**   Provides leadership to colleagues in the coordination/development of education that is appropriate to the health consumer’s needs, and evaluates the effectiveness of this with the health consumer. **C**  Arranges/coordinates programmes to enhance health education appropriate to the needs of health consumers within the service. **D**    Development/revision and implementation of health consumer education and/or health promotion resources. |
| **Self-assessment** |
| **Peer assessment** |
| 2.8 | **Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care.**  *Describe your involvement in a debrief with colleagues to enable reflection on practice.  Reflection is about reviewing and evaluating practice experience. Expert nurses are expected to facilitate, coach and support this process for less experienced nurses. Explores practice and decision making using an evidence base to facilitate the growth and development of own and nurse colleagues’ clinical and cultural 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**   Coaches and supports colleagues to reflect and evaluate their management of health consumers with multiple/complex needs. **B**   Contributes towards the effective management of the service, including evaluation of its effectiveness within the wider community. **C**   Facilitation/coordination of formal and informal debriefing processes, assisting colleagues to reflect and evaluate the effectiveness of nursing care. **D**   Explores evidence based practice and decision-making to facilitate the growth and development of own and others practice. **E**    Explores evidence-based practice and decision-making to lead the growth and development of others practice. **F**  Contributes to nursing strategies at a local/regional/national. |
|  | **Self-assessment** |
| **Peer assessment** |
| 2.9 | **Maintains professional development.**  *Describe how you share knowledge gained with colleagues. If applicable, include teaching plan, presentation, poster, quality improvement project and feedback to validate your example.*  **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**   Contribution to nursing at a local regional / national level e.g. committee involvement at organisational/ regional / national committees, working parties etc. **B**    Provides leadership and mentoring for other staff members encouraging them to participate in professional development. **C**    Provide evidence that verifies formal education that is evidence-based to extend nursing practice. |
| **Self-assessment** |
| **Peer assessment** |
|  | **Interpersonal relationships** |
| 3.1 | **Establishes, maintains and concludes therapeutic interpersonal interactions with health consumers.**  *Describe how you role model and coach others to establish, maintain, conclude a relations and address challenges that may arise. Expert nurses are expected to have an in-depth understanding of how these boundaries can be crossed and support less experienced nurse to prevent this.*  **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**   Role models and coaches others to establish, maintain and conclude therapeutic interpersonal relationships with health consumers with complex needs. **B**    Role modelling/ coaching of negotiation of therapeutic partnership with the health consumer, ensuring input of family/ whānau as appropriate.  **C**    Role modelling of professional boundaries and application to nursing practice, including education, coaching and support of team members in complex situations. **D**    Provides leadership that enhances constructive working relationships with a strong commitment toward self-care. **E**   Coaches others in the resolution of complex issues. **F**    Challenge service strategies that do not demonstrate respect, empathy and interest in health consumer or health consumer groups. |
| **Self-assessment** |
| **Peer assessment** |
| 3.2 | **Practices in a negotiated partnership with the health consumer where and when possible.**  *Evidence of treating health consumers and family/whānau with courtesy, respect and compassion, involves health consumer/ family/ whānau in care and decision making, describe the leadership you provided others to assist them to negotiate a partnership with the 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**    Facilitates large and/ or broad scope health consumer/ whānau discussions, achieving positive outcomes and actions. **B**Coaches less experienced colleagues to understand and practice effective facilitation of therapeutic interpersonal relationships with health consumers. **C**Role models/ coaches colleagues in effective advocacy skills, ensuring appropriate support and representation for health consumers. |
| **Self-assessment** |
| **Peer assessment** |
| 3.3 | **Communicates effectively with health consumers and members of the health care team.**  *Describe a time when you utilised different methods of communication and how you role model and coach others to use appropriate communication. Could include but not limited to: verbal, phone, email, referrals, discharges, pamphlets etc.*  **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**    Role models a variety of effective communication techniques. Is skilled in presenting complex information effectively with health consumers/ families/ whānau and colleagues.  **B**    Proactively models behaviours that support effective team functioning. A skilled communicator and problem solver and facilitates collaborative collegial relationships.  **C**    Leadership role in communication and collaborates with health consumer and health care team members, including advocacy for and promotion of nursing within the health care team. **D**    Demonstrates advanced negotiation skills achieving effective outcomes and resolutions. |
|  | **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 a time you provided leadership to others, to coordinate care to assisting health consumers to progress through the continuum of care and recovery. Could include but not limited to: referrals, transfers, discharges*  **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 leadership that enhances collaborative working relationships and strong interpersonal interactions between members of the health care team. **B**    Facilitates group discussions as a means to promote cohesive care and motivate others to plan/achieve positive outcomes for health consumer/service. **C**    Role models and coaches colleagues in information sharing for care coordination, implementation of change, and problem solving, and recognises team diversity. **D**    Provides leadership through effective communication and networking to assist health consumers with complex needs to progress through the continuum of care (e.g. referrals, transfers, discharges). **E**    Demonstrates collaboration in research/changes to practice relevant to area. |
| **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.**  *Describe a time when you actively participated in a multidisciplinary process to contribute to  a positive environment for change and how you provide leadership to colleagues.*  **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 leadership to colleagues in identification and access of appropriate health care team members and culturally appropriate services to maximise health consumer outcomes. **B**    Actively coordinates the skills of all members of the team to provide practice innovations that are evidence based. **C**   Provides mentoring and role modelling to colleagues by promoting and facilitating their engagement in the delivery of inter-professional health care. **D**    Provides evidence of involvement and leadership and influence in service/organisation/professional issues. |
| **Self-assessment** |
| **Peer assessment** |
| 4.3 | **Participates in quality improvement activities to monitor and improve standards of nursing.**  *Describe a quality initiative to contribute to the change process to improve the standard of nursing care. Describe your engagement with the key stakeholder/ wider service/ organisation to achieve this goal.*  **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**   Researches, promotes and distributes findings that to inform and improve changes to nursing practice. **B**    Evidence of leadership, development and implementation of the service plan and quality improvement projects within your area of practice, demonstrating significant improvement in health consumer outcomes. **C**    Initiates and guides quality monitoring and auditing processes demonstrating continuous improvement within area of practice. **D**    Takes a lead role in planning, implementing and evaluating evidence based quality improvement activities to improve standards of nursing. **E**    Engages with Māori and other key stakeholders to identify appropriate processes for their participation in quality improvement. **F**   Creates an environment in which innovative ideas and suggestions are encouraged. |
| **Self-assessment** |
| **Peer assessment** |