

Consultation document | Tuhinga whai tohutohu

# Proposed standards of competence for enrolled nurses and registered nurses

Including amendments to the registered nurse scope of practice statement  
July 2024

## Introduction | Kupu Whakataki

The Council is seeking views on the proposed standards of nursing competence for enrolled nurses (EN) and registered nurses (RN), and amendments to the RN scope of practice statement.

### How to submit

If you are submitting as an individual, you can choose to complete a short, anonymous [survey](#) or you can choose to provide more substantive feedback via this submission template.

If you are submitting on behalf of an organisation or group, please use this template.

If you have completed this template, please email it to [competenciesreview@nursingcouncil.org.nz](mailto:competenciesreview@nursingcouncil.org.nz) by **5pm Friday 2 August 2024**.

### What we will do with your submission

We will review and consider all feedback, which will inform advice to our Board. We will also publish a summary of the feedback on our website.

Template submissions may be published in part, or in their entirety, on our website. Please check the box below if you would like your response to be kept confidential to the Nursing Council.

*Please keep this response confidential*

### Are you submitting on behalf of an organisation or individual?

- Individual  
 Organisation

# Submitting on behalf of an organisation or group

1. What is your name?

Kate Weston (Executive Director) executivedirector@nurse.org.nz

Kiri Hunter (Kaihautu Projects Manager)

2. What is the name of your organisation?

The College of Nurses Aotearoa (CNA) – which includes Nurse Practitioners NZ (a Division of the CNA) - with a specific focus on the issues affecting Nurse Practitioner practice, and Nurse Executives Aotearoa - with a specific focus on the development and support of nursing leaders. Together we are a professional nursing organisation fully committed to te Tiriti o Waitangi. We are a leading voice for support, advancement, and valuing of the nursing profession and support excellence in nursing practice and health care.

We welcome the opportunity to comment on the revised proposed standards of competence for enrolled and registered nurse and amended RN scope of practice statement. The CNA has consulted with members and our response both acknowledges that these guiding documents are getting nearer to final version, and makes recommendations for further improvements.

3. What best describes your organisation?

- provider of health or disability support services
- A nursing professional association, union or other representative group
- non-nursing professional association, union or other representative group
- A representative or advocacy group for a specific condition, disease or group of health and disability services
- A central government agency
- A nursing provider
- Another organisation or group (please specify)

# Consultation questions | Ngā pātai whaitohutohu

## Enrolled nurse standards of nursing competence

This section relates to the [proposed enrolled nurse standards of nursing competence](#). If you only want to submit on the proposed registered nurse scope of practice and standards of nursing competence, please go to the next section.

To meet competence requirements, nurses will not need to provide evidence for each individual descriptor. Instead, evidence of the quality of nursing practice needs to be sufficient to reflect each pou.

Consultation questions	Your response
1. Do you support the general proposal to retain the pou as core standards, supported by a set of descriptors?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Please provide reasons to explain your answer	
2. Do you support the scope and focus of <b>Pou One – Te Tiriti o Waitangi</b> ?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Please provide reasons to explain your answer	
3. Do you support the scope and focus of <b>Pou Two – Cultural Safety</b> ?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Please provide reasons to explain your answer	<p>Descriptors 2.2 through 2.4 need further clarification:</p> <p>2.2 'Create equitable relationships with individuals and whanau in the provision of healthcare.' Is it even possible to create an equitable relationship? If so, what does this look like and how would we assess</p>

Consultation questions	Your response
	<p>competence? May be reframed as 'Strive to create an equitable relationship...'</p> <p>2.3 'Advocates for individuals and whānau, by including their cultural, spiritual, physical, and mental health to provide whakapapa centred care'. May be reframed as 'Advocates for individuals and whānau to receive whakapapa centred care based around their cultural, spiritual, physical and mental health needs.</p> <p>2.4 There should be a full stop after diversity and a new sentence starting with 'Protects'.</p>
<p>4. Do you support the scope and focus of <b>Pou Three – Knowledge Informed Practice?</b></p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>Please provide reasons to explain your answer</p>	
<p>5. Do you support the scope and focus of <b>Pou Four – Professional Accountability and Responsibility?</b></p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>Please provide reasons to explain your answer</p>	
<p>6. Do you support the scope and focus of <b>Pou Five – Partnership and Collaboration?</b></p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>Please provide reasons to explain your answer</p>	
<p>Do you have any additional comments you would like to make on the proposed enrolled nurse standards of nursing competence?</p>	<p>The language differs between the EN and RN pou titles. We question that if there is an intention to build from scope to scope with an ara poutama staged approach, that there isn't greater commonality in how thee pou are title – i.e., with</p>

Consultation questions	Your response
	increasing complexity in the expectation at each level from EN, RN and eventually also NP when that scope is reviewed.

## Registered nurse scope of practice statement

This section relates to the [proposed registered nurse scope of practice](#). If you only want to submit on the proposed registered nurse standards of competence, please go to the next section.

Consultation questions	Your response
1. Do you agree with how the proposed registered nurse scope of practice statement describes the registered nurse role?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Please provide reasons to explain your answer	<p>The third paragraph final sentence: 'Nurses who have additional experience and have completed the required education will be authorised by the Council to prescribe some medicines within their area of practice and level of competence', is potentially limiting future opportunities to shift nurse prescribing into undergraduate or new graduate programmes. A more generic and enabling statement is required, particularly now that differential diagnosis is included in the scope.</p> <p>The fourth paragraph: 'RNs use substantial scientific and nursing knowledge to inform comprehensive assessments...' should appear much earlier in the scope statement as this description clearly illustrates what nurses actually do.</p>

# Registered nurse standards of nursing competence

This section relates to the [proposed registered nurse standards of nursing competence](#).

To meet competence requirements, nurses will not need to provide evidence for each individual descriptor. Instead, evidence of the quality of nursing practice needs to be sufficient to reflect each pou.

Consultation questions	Your response
1. Do you support the general proposal to retain the pou as core standards, supported by a set of descriptors?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Please provide reasons to explain your answer	
2. Do you support the scope and focus of <b>Pou One – Te Tiriti o Waitangi</b> ?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Please provide reasons to explain your answer	
3. Do you support the scope and focus of <b>Pou Two – Cultural Safety</b> ?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Please provide reasons to explain your answer	(Noting that these suggestions are the same as those in the enrolled nurse standards.)  Descriptors 2.2 through 2.4 need further clarification:  2.2 'Create equitable relationships with individuals and whanau in the provision of healthcare.' Is it even possible to create an equitable relationship? If so, what does this look like and how would we assess competence? May be reframed as 'Strive to create an equitable relationship...'

Consultation questions	Your response
	<p>2.3 'Advocates for individuals and whānau, by including their cultural, spiritual, physical, and mental health to provide whakapapa centred care'. May be reframed as 'Advocates for individuals and whānau to receive whakapapa centred care based around their cultural, spiritual, physical and mental health needs.</p> <p>2.4 There should be a full stop after diversity and a new sentence starting with 'Protects'.</p>
<p>4. Do you support the scope and focus of <b>Pou Three – Whanaungatanga and Communication?</b></p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>Please provide reasons to explain your answer</p>	
<p>5. Do you support the scope and focus of <b>Pou Four – Pūkengatanga and Evidence Informed Nursing Practice?</b></p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>Please provide reasons to explain your answer</p>	
<p>6. Do you support the scope and focus of <b>Pou Five – Manaakitanga and People Centredness?</b></p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>Please provide reasons to explain your answer</p>	
<p>7. Do you support the scope and focus of <b>Pou Six – Rangatiratanga and Leadership?</b></p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>
<p>Please provide reasons to explain your answer</p>	<p>This pou does not provide guidance for nurses working in leadership positions. Should there be a further statement here or does the statement on Non direct clinical nursing roles p. 4 suffice?</p>

Consultation questions	Your response
	<p>Descriptor 6.4 should be 'Participates and leads quality improvement activities'.</p>
<p>8. Do you have any additional comments you would like to make on the proposed registered nurse standards of nursing competence?</p>	<p>Considerable work has gone into re-presenting the competencies – thank you.</p> <p>However, most of the descriptors are generic and could relate to clinical or non-clinical roles in other health professions.</p> <p>Most of the descriptors will be challenging to measure or hold nurses and/or nursing departments to account.</p> <p>Mental health practice has been excluded from the descriptors.</p> <p>The descriptors fail to capture e-health advances (telehealth, virtual, AI).</p> <p>The descriptors don't comply fully with requirements of HPCA Act in terms of patient safety goals.</p> <p>Overall, despite the rewording using cultural principles and language, the intent is not changed substantially. The new documents will need nurse re-education as they may find the emphasis a challenge without explanation and education, especially new nurses to Aotearoa New Zealand with limited understanding of cultural safety.</p>
	<p><b>Glossary of Terms suggested amendments:</b></p> <p>The Fundamentals of Care Framework<sup>11</sup> requires referencing to author/s and year of publication in the footnote.</p> <p>There is no definition of 'nurse', only nursing practice. The earlier version of the document included definitions of Enrolled and Registered Nurses - but not Nurse Practitioner - these 3 definitions should be included.</p> <p>Nurses should be included in the definition of 'Registered health practitioner'.</p>



Consultation questions	Your response
	<p>The glossary should be in alphabetical order – i.e., Cultural Safety needs to be placed after Competent, Te ao Māori before Te Tiriti, Whakawhanaungatanga and Whānau after Whakapapa centred care.</p> <p>Regarding the <b>Differentiation between the enrolled nurse and proposed registered nurse scopes of practice</b> document, <b>Professional accountability and responsibility statement</b> - 'This includes the rights of Pacific peoples and all population groups to access quality service that are culturally safe and responsive'. It is not clear why 'Pacific people' are particularly named.</p>