### The Accomplished EN

* Demonstrates advancing knowledge and skills in a specific clinical area within the enrolled nurse scope
* Develops partnerships with clients that implement Te Tiriti o Waitangi in a manner which the clients determine is culturally safe
* Contributes to the management of changing workloads
* Gains support and respect of the health care team through sharing of knowledge and making a demonstrated positive contribution
* Undertakes an additional responsibility within a clinical/quality team, e.g. resource nurse, health and safety representative, etc.
* Actively promotes understanding of legal and ethical issues
* Contributes to quality improvements and change in practice initiatives
* Acts as a role model and contributes to leadership activities

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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.**  For example, describe how you have addressed challenges in your service/area with ensuring professional, ethical and legislated requirements are upheld in your area of practice. |
| **Self-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.  **For example, describe your understanding of the Treaty as it relates to nursing practice and its relevance to the health of Māori.** |
| **Self-Assessment** |
| 1.3 | **Demonstrates understanding of the enrolled nurse scope of practice and the registered nurse responsibility and accountability for direction and delegation of nursing care.**  Consider a time when you had to report an incident, escalate, seek clarification or create a plan with the registered health professional.  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.   **For example, describe how you have addressed challenges with the processes of direction and delegation.** |
| **Self-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.  **For example, describe a time when you appropriately challenged practice to ensure health consumer safety and/or independence and/or quality of life and/or health.** |
| **Self-Assessment** |
| 1.5 | **Participates in ongoing professional and educational development.**  For example, describe a time that demonstrates self-directed learning. Provide evidence of delivering education to colleagues. |
| **Self-Assessment** |
| 1.6 | **Practises nursing in a manner that the health consumer determines as being culturally safe.**  Consider how you have modified your care to practice in a manner that the health consumer determined to be culturally safe. Culture includes but is not limited to: age, gender, sexual orientation, occupation and socioeconomic status, ethnic origin or migrant experience, religious or spiritual belief, and disability.  **For example, describe barriers to providing culturally safe care and what you have done to overcome these.** |
| **Self-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.  **For example, describe how you initiated contributing to the nursing team and helped plan and prioritise care.** |
| **Self-Assessment** |
| 2.2 | **Contributes to nursing assessments by collecting and reporting information to the registered nurse.**  Describe how you used an assessment tool in practice, how this assessment affected care planning and delivery and your discussion with the registered health professional.  **For example, describe a range of assessment techniques you have used including physical examination and why discussing your findings with the Registered Nurse helped plan care.** |
| **Self-Assessment** |
| 2.3 | **Recognises and reports changes in health and functional status to the registered nurse or directing health professional.**  Consider a time when you used knowledge and skill to recognise a change/deterioration in a health consumer’s condition and why you reported this to the registered health professional.  **For example, describe how you assisted the Registered Nurse to manage a clinical emergency while practicing within the Enrolled Nurse scope of practice.** |
| **Self-Assessment** |
| 2.4 | **Contributes to the evaluation of health consumer care.**  *Consider a time when you used your knowledge and skill to contribute to evaluated care.*  **For example, describe how you informed the health care team of a patient/client issue that changed the plan of care.** |
| **Self-assessment** |
| 2.5 | **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.  **For example,** describe how you helped address challenges in your service area with ensuring documentation meets the legal requirements and/or maintain patient/client confidentiality. |
| **Self-assessment** |
| 2.6 | **Contributes to health education of health consumers to maintain and promote health.**  Describe an example of education you gave to a health consumer or family/whānau 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).”  **For example, provide evidence of a resource you have developed to improve health consumer outcomes.** |
| **Self-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.  Consider a time when you created and maintained a therapeutic relationship and how did you achieve a formal ending to this relationship?  **For example,** describe how you facilitated others in your team to maintain professional boundaries with patients/clients when this has been challenging  OR  How you facilitated conclusion of therapeutic relationships when this has been challenging. |
| **Self-assessment** |
| 3.2 | **Communicates effectively as part 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. How do you use tools or approaches to optimise your communication with both health consumers and the healthcare team?Consider a time when you used a variety of communication techniques to communicate effectively with health consumers and members of the healthcare team.  **For example, describe barriers to good communication with the health care team and what you did to assist colleagues overcome this.** |
| **Self-assessment** |
| 3.3 | **Uses a partnership approach to enhance health outcomes for health consumers.**  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 worked in partnership with the health consumer to achieve a goal.  **For example, describe how you assisted a colleague to increase health consumer independence.** |
| **Self-assessment** |
|  | **Interprofessional health care & quality improvement** |
| 4.1 | **Collaborates and participates with colleagues and members of the health care team to deliver care.**  *Consider 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.*  For example, provide evidence of working with the health care team on a project about patient care delivery or quality improvement. |
| **Self-assessment** |
| 4.2 | **Recognises the differences in accountability and responsibilities of registered nurses, enrolled nurses and health care assistants.**  *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.* For example, describe how you assisted colleagues to understand the decision making process for delegation by a Registered Nurse. |
| **Self-assessment** |
| 4.3 | **Demonstrates accountability and responsibility within the healthcare team when assisting or working under the direction of a registered health professional who is not a nurse.**  *Consider a time when you used your understanding of the EN scope of practice when assisting a registered health professional.*  For example, describe how you assisted the health care team to ensure that you and other Enrolled Nurses are not asked to work outside your scope of practice and how you appropriately addressed issues with compliance. |
| **Self-assessment** |