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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**  Demonstrates knowledge of relevant legislation pertaining to the delivery of health consumer care.**B**  Ensures practice is within the scope of practice and adheres to legislated requirements and relevant ethical codes, policies and procedural guidelines.**C**   Accepts responsibility for actions and decision making within the enrolled nurse scope of practice.**D**   Identifies breaches of law that occur in practice and reports them to the registered nurse/manager. |
| **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.  **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**    Applies the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice.**C**    Demonstrates knowledge of differing health and economic status of Māori and non-Māori and how impacts on health outcomes. |
| **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. **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**   Recognises and acts in accordance with the enrolled nurse scope of practice, organisational policy and own level of competence.**B**   Demonstrates understanding of the registered nurse’s role to direct, delegate, monitor and evaluate nursing care.**C**    Consults with the registered health professional to ensure that delegated tasks and responsibilities are commensurate with own level of practice.**D**   Seeks guidance from a registered health professional when encounters situations beyond own knowledge, competence or scope of practice. |
| **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.**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 may impact on the safety of health consumers or staff.**B**    Adjusts the physical and social environment in order to maximise health consumer well-being.**C**    Adheres to standards and procedures related to restraint minimisation, infection control, safe handling, pressure area prevention and the administration of medicines.**D**    Initiates appropriate interventions in emergency situations.**E**    Supports the right of health consumers to maintain independent lifestyles with dignity in their own environment. |
| **Self-Assessment** |
| 1.5 | **Participates in ongoing professional and educational development.****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 regular review of own practice by engaging in reflection and identifying ongoing learning needs.**B**   Takes responsibility for own professional development and maintenance of competence.**C**   Takes opportunities to learn with others contributing to health care. |
| **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.**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**   Demonstrates ability to provide culturally safe care to meet health consumer’s individual needs, beliefs and values. **B**   Reflects on own practice and values that impact on cultural safety**C**   Takes opportunities to gain feedback from health consumers to determines own practice is culturally safe.**D**   Avoids imposing prejudice on others and reports any observed occurrences of prejudice to the registered nurse.**E**   Appropriately challenges practices that compromise health consumer safety, rights, privacy or dignity. |
| **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.**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 development of care plans in collaboration with the registered nurse and health consumers, and clarifies responsibilities for planned care with the registered nurse.**B**   Promotes independence while assisting health consumers to undertake activities of daily living, such as nutrition, hydration, elimination, mobility, social functioning and personal hygiene.**C**   Uses nursing knowledge and problem solving skills when carrying out professional responsibilities.**D**   Prioritises and manages time.**E**   Carries out procedures competently and safely**F** Administers nursing interventions and medications within legislation, codes, scope of practice and according to prescription, established organisational policy and procedures. |
| **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.**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**    Completes assessment tools as delegated by the registered nurse.**B**    Uses a range of data gathering techniques including observation, interview, physical examination and measurement.**C**   Assists with routine examinations and routine diagnostic interventions.**D** Applies understanding of the different developmental stages of the life span |
| **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.**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**   Observes for changes in health consumers’ health and functional status in the course of nursing practice.**B**    Communicates observations to the registered nurse and appropriate members of the health team.**C**    Reports changes in health status in a timely manner and is aware of procedures for responding to concerns which are escalating in the healthcare setting. |
| **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.***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**    Monitors and documents progress towards expected outcomes.**B**   Contributes to the review of care plans in collaboration with the registered nurse. |
| **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.**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**   Observes, reports, records and documents health status.**B**    Records information in a systematic way that is in line with organisational policy and procedures.**C**   Ensures written communication is comprehensive, logical, legible, clear and concise, using only acceptable abbreviations.**D**    Maintains confidentiality of documentation/records and interactions with others. |
| **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).”**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 accurate and culturally appropriate education to health consumers or groups to maintain or promote health in consultation with the registered nurse.**B**    Determines consumer understanding by seeking feedback on information given.**C**    Demonstrates an understanding of how health and disease are affected by multiple and interconnected factors. |
| **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?**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**   Establishes rapport and trust with the health consumers and or family/whānau.**B**   Demonstrates respect, empathy and interest in health consumers.**C**   Is able to establish relationships and effectively and culturally appropriately communicate with health consumers.**D**   Appropriately terminates therapeutics relationships.**E**   Understand therapeutic relationships and professional boundaries. |
| **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.**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**   Communicates orally and in writing appropriately and effectively.**B**   Demonstrates understanding of the need for different communication styles and approaches in different situations.**C**   Engages with colleagues to give and receive constructive feedback that enhances service delivery to health consumers.**D**   Contributes to a positive working environment. |
| **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.**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 and applies the principles of a recovery centred approach to nursing care within different health care settings.**B**    Understands the impact of stigma and discrimination on health outcomes for health consumers and is able to implement nursing interventions that enhance fairness, equality and self-determination.**C**   Understands and uses the resources in the health consumer’s community to improve health outcomes. |
| **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.***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 and values the roles, knowledge and skills of member of the health care team in relation to own responsibilities.**B**    Supports the therapeutic activities of other team members in the provision of health care.**C**    Provides other members of the team with accurate and relevant information to assist in decision making and provision of care.**D**    Contributes to discussion related to nursing practice, systems of care planning and 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.***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**    Clarifies enrolled nurse role and responsibilities in the context of health care settings.**B**    Acts as a resource and role model for nursing students and health care assistants.**C**    Prioritises the delivery of nursing care to health consumers as guided by the registered nurse.**D** Co-ordinates provision of care by healthcare assistants within the team as delegated by the 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.***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 enrolled nurse role and boundaries in relation to the scopes of practice of other registered health professionals.**B**   Practices within legislative requirements, organisational policy and refers issues outside scope to a registered nurse supervisor.**C**   Works under the direction of an identified health practitioner and reports observations, changes in health status and escalates concerns to that health practitioner. |
| **Self-assessment** |