### The Proficient EN

* Utilises broad experiential and evidence-based knowledge to provide care
* Develops partnerships with clients that implement Te Tiriti o Waitangi in a manner which the client determines is culturally safe
* Has an in-depth understanding of enrolled nurse practice
* Contributes to the education and / or preceptorship of enrolled nurse students, new graduate EN, care givers/healthcare assistants, competent and proficient EN
* Acts as a role model to their peers
* Demonstrates increased knowledge and skills in a specific clinical area
* Is involved in service, professional or organisational activities
* Participates in change

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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.**  Think about how you role model to ensure professional, ethical or 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 *how you assist colleagues* to apply the principles of the Treaty to their nursing practice.** |
| **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 the accountability and responsibilities of an Enrolled Nurse when delegated work by a Registered Nurse and *how you assist others* to comply with this.** |
| **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 how you have promoted an environment that enables 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 when you have shared knowledge with colleagues through informal teaching. |
| **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 how cultural differences have impacted on nursing care delivery and *how you assisted your colleagues* to avoid imposing prejudice on others.** |
| **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, discuss how you planned and prioritised your care under the direction of a Registered Nurse.** |
| **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 how you have completed a nursing assessment of a health care consumer using a specific assessment tool and how your reported findings assisted in planning care with the registered nurse.** |
| **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 change/deterioration in the patient/clients status** |
| **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 your contribution to the evaluation of care affected the health outcome.** |
| **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 supported colleagues to ensure patient documentation meets the legal requirements and maintains 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, describe how you used a range of resources 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 established a therapeutic relationship while maintaining professional boundaries, and why this can be 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 how you used different communication styles with the health care team, in what context, and how you know they were appropriate and effective.** |
| **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 increased a patient/client’s independence or family/Whanau participation in their care.** |
| **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, describe how you assisted the health care team to resolve a clinical issue. |
| **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 the health care team to understand the difference in accountability and responsibilities of Registered Nurses, Enrolled Nurses and Healthcare Assistants. |
| **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 a nursing activity in your area that is outside the scope of practice of an Enrolled Nurse and what you do if asked to do this activity. |
| **Self-assessment** |