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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, evidence of putting them into practice is required.* *Describe a time when you used legislation/ policy/code into your practice, include evidence of guiding/ teaching colleagues to use legislation/code/policies -what specific advice or education have you given to a colleague?*  **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 evidence that verifies practice consistently meets professional standards, scope of practice and relevant legislation and demonstrates the ability to integrate these requirements and role model this in the speciality area. **B**    Demonstrates ability to meet the standards of the professional, ethical and relevant legislated requirements, providing guidance and support to colleagues. **C** Applies ethical principles and reflection to nursing practice including support and education of colleagues with legislative and professional requirements. **D** Role models ethical principles in own practice, encourages discussions/debate on legal/ethical requirements. |
| **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. Reference documents that help you know what appropriate practice is e.g. 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. Include evidence of role modelling and supporting others to integrate processes appropriate for Māori. Examples could include but not limited to karakia, whanau hui, whakawhanaugatanga, care of taonga, care of tupapaku.*  **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**Applies Treaty of Waitangi principles in own nursing practice addressing disparities in health. **B** Acknowledges the need for integration of processes appropriate for Māori, through encouraging collaborative cultural relationships to facilitate education and support of others. **C**Demonstrates ability to apply the principles of the Treaty of Waitangi / Te Tiriti o Waitangi to nursing practice and role models to others the ability to integrate processes appropriate for Māori. For example whānau hui, karakia, whakawhanaungatanga. |
| **Self-assessment** |
| 1.3 | **Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses and others.**  *Even if you do not actually work with ENs or unregulated workers, all RNs must demonstrate understanding of these requirements.*  *Describe how you provide guidance to colleagues to use direction and delegation skills reflecting on the role of the EN/unregulated heath care worker and less experienced team members. Describe the differences in accountability and responsibility for the RN, EN and unregulated health care worker and how this impacts on the process of direction or delegation including references to NCNZ guidelines. 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.) Reference NCNZ guidelines for direction and delegation and/or organisational policy 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**   Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses and others, providing guidance to colleagues. **B**   Reflection on role of preceptor/teacher, including support of colleagues to accept greater responsibilities or to undertake new skills. **C**    Effectively assumes leadership responsibilities. **D**   Evaluates and manages workload demand, staffing levels and health consumer care, demonstrating effective use of resources and ensuring safety for all. **E**   Co-ordinates transfer of care (e.g. transfer of care, handover, communicating health consumer/community outcomes/ response/changes) in consultation with the health consumer and the wider health team. **F**   Preceptors nursing students, supervises and delegates to EN’s, HCA’s and less experienced team members. |
| **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 a time when you identified and responded to a situation that impacted on a health consumers safety, independence, quality of life and health. Describe an environmental issue or problem that was affecting health consumer safety, independence or quality of life and what you did to minimise the risk or problem.*  **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 responds to complex situations that impact on the physical and social environment to maximise health consumer safety, independence and quality of life and health. **B**   Contributes to the effectiveness and efficiency in the operational management of their area of practice to enable health consumer safety, independence, quality of life, and health. **C**   Evaluates and reflects on own practice and supports others to ensure health consumer/ colleague safety and risk reduction (e.g. knowledge and practice of medication administration, evidence based treatments and interventions). **D**   Actively involved in resource role for ensuring safe environments, e.g. infection control, health and safety, restraint minimisation / de-escalation, CPR instructor **E**  Demonstrates ability to match resources to demands and monitors health consumer outcomes. |
| **Self-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 guiding team members or students to access resources to enable culturally safe care to be delivered to a health consumer or family Reflect on an occasion when you adapted your usual practice to more appropriately meet a health consumer’s cultural needs.  Note: allowing family to be present is not sufficient evidence.*  **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 culturally safe practice to meet health consumers individual needs, beliefs and values. **B**  Guides colleagues to access resources to meet the individual needs, beliefs and values of health consumers (e.g. religious support, interpreters). **C**   Is a role model to colleagues and able to seek ways to increase the acceptance of diversity. **D**    Recognises the impact that organisational culture and the culture of nursing has on health consumer care and role models cultural responsiveness to other colleagues. **E**   Role models practice that assists the health consumer to gain appropriate support and representation from those who understand the health consumers’ culture, needs and preferences. |
| **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. 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.*  *Describe a time you assisted colleagues to provide planned holistic nursing care (e.g. Te Whare Tapa Wha) to achieve identified outcomes for Māori or other health consumers with complex needs, which is evidence based.*  **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 guide colleagues in planning and delivery of care. **B**    Role models best practice and acts as a resource in the teaching of colleagues in planning nursing care. **C**   Contributes at team level (MDT) in the management of complex cases. **D**   Demonstrates in depth understanding of complex factors that contribute to health consumer health outcomes. |
| **Self-assessment** |
| 2.2 | **Undertakes a comprehensive and accurate nursing assessment of health consumers in a variety of settings.**  *Show evidence of the accurate use of an assessment tool in practice and how this assessment affected care planning and delivery. Include evidence of being able to anticipate and recognise the need for change in focus of care and treatment goals*  **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**    Conducts a comprehensive and accurate nursing assessment of the health consumer with complex needs in a variety of settings. **B**   Demonstrates timely, systematic and holistic assessment skills in partnership with complex health consumers, educating and supporting colleagues in effective use of assessment tools. **C**    Provides evidence that verifies and describes use of advanced skill in undertaking clinical assessment and physical examination. **D**    Provides evidence that describes how clinical reasoning and decision-making is applied in practice. **E**  Educates, coaches and supports health team members in the use of appropriate assessment tools and methods. |
| **Self-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 guiding/assisting others to ensure a high standard of documentation is met. This might be through supporting colleagues with documentation, orientation, and/or documentation audits.*  *How do you ensure that your observations are recorded adequately? Consider the documentation standard and organisation requirements that address accuracy and confidentiality of information. How you safeguard access to private electronic data/IT? What specific advice or education have you given to a colleague?*  **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 accurate, legible and objective documentation that maintains confidentiality in line with organisational policies. **B**   Participates in ongoing reviews of documentation used within the practice setting to ensure documentation is effective and maintained within a legal and ethical framework. **C**   Ensures own nursing documentation is accurate, legible and objective as per organisational process, ensuring health consumer confidentiality is maintained in own nursing practice, educating and assisting colleagues with this. |
| **Self-assessment** |
| 2.4 | **Ensures the health consumer has adequate explanation of the effects, consequences and alternatives of proposed treatment options.**  *Describe how you proactively resolved a problem to enable your health consumer to have adequate explanation of the effects, consequences and alternatives of a proposed treatment option.  “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**   Guides and supports colleagues to use information and culturally appropriate communication to enable health consumers to make informed choices. **B**   Acts as a resource for colleagues in facilitating the health consumer’s access to appropriate therapies or interventions and respects the health consumer’s right to choose alternatives. **C**   Demonstrates knowledge of area specific treatments, interventions and alternatives. **D**  Role models advanced clinical knowledge and the ability to provide sound non-judgemental advice. |
| **Self-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 guiding unexpected/ unpredictably situations skilfully and provides support to colleagues. What happened, what was the risk, to whom, what did you do and why did you do it? What guided your actions, what did you learn?*  **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 lead or actively manage a critical or unexpected event. **B**   Role models prioritisation and co-ordination of health consumer care during an emergency / acute situation. **C**   Role models effective and appropriate responsiveness to changing health status of health consumers. **D**    Acts as a role model in responding to situations of unexpected health consumer responses, confrontation, personal threat or other crisis situations. **E**    Demonstrates ways to achieve highest professional standards of psychological and physical safety for self and other nurses. |
| **Self-assessment** |
| 2.6 | **Evaluates health consumer's progress towards expected outcomes in partnership with health consumers.**  *Think about the importance of evaluation and partnership. How do you do this, how and why was care altered as a result?*  *Evidence of working in partnership and advocating on behalf of the health consumer and guides colleagues to negotiate understanding of expected outcomes effectively with health consumers.*  **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 take a lead role in facilitating inter-professional team decision-making in partnership with health consumers to support best possible outcomes. **B**    Role models skilled advocacy in support of health consumer. **C**   Evaluates/ revises expected outcomes of care in partnership with the health consumer and guides less experienced colleagues in evaluating progress. **D**    Role models effective nursing interventions and health education with health consumers to achieve expected outcomes. **E**   Advises less experienced nurses to enable them to negotiate understanding of expected outcomes effectively with health consumers. **F**    Role models and collaborates in care planning with health consumers/whānau to achieve identified outcomes. |
| **Self-assessment** |
| 2.7 | **Provides health education appropriate to the needs of the health consumer within a nursing framework.**  *Describe how you support others to provide health education with a complex health consumer, including evaluation of health consumers understanding. Describe an example of education you gave to a health consumer, how you evaluated its appropriateness and what you learnt from this experience. What did you teach them? How did you do this in a way that was appropriate? What did you do to ensure that they understood and what was your learning? “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 evidence of complex discharge/ transfer/ rehabilitation/ palliative care coordination, demonstrating partnership and health education given to the health consumer. **B**    Provide evidence that verifies you implement health teaching and promotion appropriate to the health consumer and role models this to colleagues. **C**    Provides and supports others in the provision of health consumer health education to meet the complex needs of health consumers. **D**    Provides and facilitates an inter-professional approach to health consumer health education to meet the complex needs of health consumers. **E**  Actively participates in informal/formal teaching situations demonstrating the ability to identify learning needs of others. **F**   Development/review of health consumer education and/or health promotion resources. |
| **Self-assessment** |
| 2.8 | **Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care.**  *Reflection is about reviewing and evaluating practice experience. How do you do this to inform and change your practice and what was your learning?*  *Evidence of seeking feedback on own performance and recognise limitations in own knowledge. Include evidence of supporting colleagues to reflect on their practice. What you have learnt about effective nursing care as a result of this process?*  **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**   Uses and supports others to use reflective processes to explore their clinical and cultural decision-making and actions. **B**  Uses audits to evaluate the effectiveness of nursing care within the service. **C**   Explores evidence-based practice and decision-making to facilitate the growth and development of own and others practice. **D**   Participates in debriefing and in the development of colleagues in both formal and informal debriefing technique/processes. **E**   Actively participates and supports others in the use of reflection and evaluation as a tool to ensure the effectiveness of nursing care delivery. |
| **Self-assessment** |
| 2.9 | **Maintains professional development.**  This competency is about how you demonstrate a commitment to continuous professional development (CPD) of yourself and others.  *Describe a time when you shared knowledge with colleagues through informal teaching.*  **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 clinical learning and is proactive in seeking professional development opportunities to extend own and others practice. **B**    Develops increased knowledge and skills in a specific clinical area and shares this knowledge with others (e.g. teaching, preceptorship, conference presentations, quality initiatives). **C**    Engages in formal nursing education to extend own and other practice. **D**    Actively receives, and or provides clinical supervision. |
| **Self-assessment** |
|  | **Interpersonal relationships** |
| 3.1 | **Establishes, maintains and concludes therapeutic interpersonal interactions with health consumers.**  **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**   Initiates, maintains and concludes therapeutic interpersonal interactions with clients. **B**   Incorporates therapeutic use of self and psychotherapeutic communication skills as the basis for nursing care for clients with mental health needs. **C**   Utilises effective interviewing and counselling skills in interactions with clients. **D**   Demonstrates respect, empathy and interest in client. **E**   Establishes rapport and trust with the client. |
| **Self-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 how you provided guidance to others to negotiate care in 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**  Undertakes nursing care that ensures clients receive and understand relevant and current information concerning their health care that contributes to informed choice. **B**    Implements nursing care in a manner that facilitates the independence, self-esteem and safety of the client and an understanding of therapeutic and partnership principles. **C**    Recognises and supports the personal resourcefulness of people with mental and/or physical illness. **D**    Acknowledges family/whānau perspectives and supports their participation in services. |
| **Self-assessment** |
| 3.3 | **Communicates effectively with health consumers and members of the health care team.**  *Describe how you use to communication techniques to communicate effectively with health consumers and members of the health care team when it is challenging. Consider the challenges that can occur. How do you use tools or approaches to optimise your communication with both health consumers and the health care team to overcome these?*  **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**   Uses a variety of effective communication techniques. **B**   Employs appropriate language to context. **C**   Provides adequate time for discussion. **D**   Endeavours to establish alternative communication methods when clients are unable to verbalise. **E**   Accesses an interpreter when appropriate. **F**    Discussions concerning clients are restricted to settings, learning situations and or relevant members of the health care team. |
| **Self-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 guided others to coordinate care to assist health consumers to progress through the continuum of care and recovery. Could include but not be 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**   Demonstrates ability, and supports others, when assisting health consumers to progress through the continuum of care (e.g. referrals, transfers, discharges). **B**   Role models the ability to work collaboratively and to participate effectively with colleagues and other members of the healthcare team. **C**    Acts as a role model in providing a nursing perspective and contribution within the inter-professional activities of the health care team. **D**    Verify that your opinion on issues or problems is sought by others – both peers and managers. **E**   Proactive participation to represent the nursing perspective in care e.g. MDT, daily care. |
| **Self-assessment** |
| 4.2 | **Recognises and values the roles and skills of all members of the health care team in the delivery of care.**  *Describe how you shared your knowledge of the health care team and culturally appropriate services with a colleague.  Give an example of valuing the role and skill of a non-nursing member of the health care team and describe the effect on the team when all members are valued. 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. Consider the implications of 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**    Uses a collaborative approach with other disciplines to negotiate changes. **B**    Demonstrates and shares with colleagues an in depth understanding of the roles and skills of all members of the health care team and their role in the delivery of holistic health consumer care. **C**   Actively works in partnership and role models the consultation and sharing of information with other health professionals on delivery of care to health consumers. |
| **Self-assessment** |
| 4.3 | **Participates in quality improvement activities to monitor and improve standards of nursing.**  *Describe a time when you initiated discussion in department/organisation quality improvement activities or describe a time when you participated in improve the standard of nursing 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**   Initiates and guides quality improvement principles in nursing practice and contributes to quality improvement within area of practice including support and encouragement of others. **B**   Contributes to planning/ evaluation/ development/ review of area policy, participation in audits, evidence based practice. **C**   Contributes to change processes to improve standards of nursing care. **D**   Provides evidence that verifies involvement in quality improvement activities (e.g. auditing, quality group) Contributes to or reviews nursing protocols, policies and assessments based on relevant research. |
| **Self-assessment** |