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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**    Practices in accord with relevant legislation/codes/policies and upholds client rights derived from that legislation.**B**  Accepts responsibility for actions and decision making within scope of practice.**C**   Identifies breaches of law that occur in practice and reports them to the appropriate person(s).**D**  Demonstrates knowledge of, and accesses, policies and procedural guidelines that have implications for practice.**E**  Uses professional standards 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.  **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**   Demonstrates knowledge of differing health and socioeconomic status of Māori and non-Māori.**C**   Applies the Treaty of Waitangi/Te Tiriti of Waitangi to nursing practice. |
| **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. 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**   Understands accountability for directing, monitoring and evaluating nursing care provided by enrolled nurses and others.**B**   Seeks advice from a senior registered nurse if unsure about the role and competence of enrolled nurses and others when delegating work.**C**    Takes into consideration the role and competence of staff when delegating work.**D**   Makes appropriate decisions when assigning care, delegating activities and providing direction for enrolled nurses and others. |
| **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**   Acts as a resource and guides colleagues in complex situations to maximise health consumer safety, independence and quality of life and health.**B**   Acts as a resource for the development of safe practice skills and provides clear insight and facilitates collective responsibility.**C**   Acts as a role model and leader in risk management, including knowledge and promotion of safe practice of medication administration, evidence based treatments and interventions.**D**    Is actively involved in resource role for ensuring safe environments, e.g. Infection control link nurse, health and safety / environmental safety, restraint minimisation / de-escalation, CPR instructor. |
| **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 how you modified your care to practice in a manner that the health consumer determined as being culturally safe. **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**    Takes a lead role in the implementation of culturally safe practice to meet health consumers individual needs, beliefs and values.**B**    Coaches colleagues to respond to the individual needs, beliefs and values of health consumers in complex situations.**C**    Role models education and coaching of health team members to ensure culturally appropriate communication and information is used to ensure an effective outcome for the health consumer.**D**    Guides others to access resources/education that assist in understanding of cultural differences (e.g. beliefs, gender, sexual orientation or disability) and the impact beliefs and values can have on own practice.**E**    Anticipates health consumers’ social, cultural, spiritual, physical, emotional and/or intellectual needs and role models the identification of suitable resources.**F**    Contributes to strategies that influence changes in practice to avoid the imposition of prejudice on others and provides advocacy when prejudice is apparent. |
| **Self-Assessment** |
|  | **Management of nursing care (Direct Patient Care)** |
|  | **Complete this domain if you regularly provide direct care, AND/OR Complete Domain 2 for Education, Management, Policy or Research** |
| 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 care planning, involving health consumers and demonstrating an understanding of health consumers’ rights, to make informed decisions.**B**   Demonstrates understanding of the processes and environment that support recovery.**C**   Identifies examples of the use of evidence in planned nursing care.**D**   Undertakes practice procedures and skills in a competent and safe way.**E**   Administers interventions, treatments and medications (for example: Iv therapy, calming and restraint), within legislation, codes and scope of practice; and according to authorised prescription, established policy and guidelines. |
| **Self-Assessment** |
| 2.2 | **Undertakes a comprehensive and accurate nursing assessment of health consumers in a variety of settings.**Describe a comprehensive and accurate assessment you completed that required a combination of direct health consumer assessment and physiological or other clinical parameters. Consider the assessment components needed to give an accurate clinical picture.**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 assessment in an organised and systematic way.**B**    Uses suitable assessment tools and methods to assist the collection of data.**C**   Applies relevant research to underpin nursing assessment. |
| **Self-Assessment** |
| 2.3 | **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**   Maintains clear, concise, timely, accurate and current health consumer records within a legal and ethical framework.**B**    Demonstrates literacy and computer skills necessary to record, enter, store, retrieve and organise data essential for care delivery. |
| **Self-Assessment** |
| 2.4 | **Ensures the health consumer has adequate explanation of the effects, consequences and alternatives of proposed treatment options.**Describe a time when you ensure that your health consumer has adequate explanation of the effects, consequences and alternatives of your interventions.Informed consent is a process rather than a one-off event. The essential elements of this process are effective communication, full information, and freely given, consent. How do you apply these elements to your health consumer care? “Consider a health literacy model such as the 3 step model for better health literacy. Step1 find out what people know, 2. Build people’s knowledge and skills to meet their needs (health literacy). 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 appropriate information to health consumers to protect their rights and to allow informed decisions.**B**   Assesses the readiness of the health consumer to participate in health education.**C**    Makes appropriate professional judgement regarding the extent to which the health consumer is capable of participating in decisions related to his/her care.**D**   Discusses ethical issues related to health care/nursing practice, (for example: informed consent, privacy, refusal of treatment and rights of formal and informal health consumers).**E**   Facilitates the health consumer’s access to appropriate therapies or interventions and respects the health consumer’s right to choose amongst alternatives.**F**   Seeks clarification from relevant members of the health care team regarding the individual’s request to change and/or refuse care.**G**  Takes the health consumer’s preferences into consideration when providing care. |
| **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.**Describe your actions to protect yourself, your health consumer and/or other colleagues during an unexpected situation. What happened, what was the risk, to whom, what did you do and why did you do it? What guided your actions?**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 emergency procedures and plans and lines of communication to maximise effectiveness in a crisis situation.**B**   Takes action in situations that compromise health consumer safety and well-being.**C** Implements nursing responses, procedures and protocols for managing threats to safety within the practice environment. |
| **Self-assessment** |
| 2.6 | **Evaluates health consumer's progress towards expected outcomes in partnership with health consumers.**Describe what evaluation of care is and describe an example from your nursing practice of how you achieved this in partnership with health consumers.  Your example should highlight the importance of evaluation and partnership.**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 criteria for evaluation of expected outcomes of care.**B**    Evaluates the effectiveness of the health consumer’s response to prescribed treatments, interventions and health education in collaboration with the health consumer and other health care team members. (Beginning registered nurses would seek guidance and advice from experienced registered nurses).**C**    Reflects on health consumer feedback on the evaluation of nursing care and health service delivery. |
| **Self-assessment** |
| 2.7 | **Provides health education appropriate to the needs of the health consumer within a nursing framework.**Describe an example of education you gave to a health consumer or family/whanau 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**   Checks health consumers’ level of understanding of health care when answering their questions and providing information.**B**    Uses informal and formal methods of teaching that are appropriate to the health consumer’s or group’s abilities.**C**   Participates in health education, and ensures that the health consumer understands relevant information related to their health care.**D**   Educates health consumers to maintain and promote health. |
| **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? Describe how you reflect upon and evaluate care with peers and experienced nurses and why this is an important part of practice.**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 one’s own level of competence and seeks assistance and knowledge as necessary.**B**   Determines the level of care required by individual health consumers.**C**   Accesses advice, assistance, debriefing and direction as necessary. |
| **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.Consider evidence of identifying gaps within your knowledge and seeking out appropriate professional development opportunities. Your CPD record provides supporting evidence for this competency.**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 support, direction and teaching of colleagues to enhance professional development.**B**   Updates knowledge related to administration of interventions, treatments, medications and best practice guidelines within area of practice.**C**   Takes responsibility for one’s own professional development and for sharing knowledge with others.**D**   Attends education programmes relevant to developmental goals, revising and updating goals at least annually. |
| **Self-assessment** |
| **Management of nursing care (Nurse involved in Management)** |
| 2.1 | **Promotes an environment that contributes to ongoing demonstration and evaluation of competencies.***What do you do to assist nurses to meet the competencies? How do you monitor or measure this?***There are no indicators for this competency. Please write an example of practice that demonstrates you meet the NCNZ Competency.** |
| **Self-assessment** |
| 2.2 | **Promotes a quality practice environment that supports nurses’ abilities to provide safe, effective and ethical nursing practice.***What do you do to assist nurses to provide safe, effective and ethical care?***There are no indicators for this competency. Please write an example of practice that demonstrates you meet the NCNZ Competency.** |
| **Self-assessment** |
| 2.3 | **Promotes a practice environment that encourages learning and evidence-based practice.***What have you done to assist nurses to learn and promote evidence-based practice?***There are no indicators for this competency. Please write an example of practice that demonstrates you meet the NCNZ Competency.** |
| **Self-assessment** |
| 2.4 | **Participates in professional activities to keep abreast of current trends and issues in nursing.***What professional activities are you involved in:  groups, committees, colleges? Evidence of meeting this competency is also in the PD record. Provide a specific example.***There are no indicators for this competency. Please write an example of practice that demonstrates you meet the NCNZ Competency.** |
| **Self-assessment** |
| **Management of nursing care (Nurse involved in Education)** |
| 2.1 | **Promotes an environment that contributes to ongoing demonstration and evaluation of competencies.***How do you educate nurses to meet competencies? Please provide a specific example.***There are no indicators for this competency. Please write an example of practice that demonstrates you meet the NCNZ Competency.** |
| **Self-assessment** |
| 2.2 | **Integrates evidence-based theory and best practice into education activities.***Provide examples of your use of evidence-based theory and best practice into education activities.**What do you do to encourage or assist with audit and monitoring of use of evidence-based knowledge?***There are no indicators for this competency. Please write an example of practice that demonstrates you meet the NCNZ Competency.** |
| **Self-assessment** |
| 2.3 | **Participates in professional activities to keep abreast of current trends and issues in nursing.***What professional activities are you involved in: groups, committees, colleges? Evidence of meeting this competency is also in the PD record.***There are no indicators for this competency. Please write an example of practice that demonstrates you meet the NCNZ Competency.** |
| **Self-assessment** |
| **Management of nursing care (Nurse involved in Policy)** |
| 2.1 | **Utilises research and nursing data to contribute to policy development, implementation and evaluation.**Explain how you ensure policies are evidence based, how you socialise them into use and how you evaluate their usage and compliance.**There are no indicators for this competency. Please write an example of practice that demonstrates you meet the NCNZ Competency.** |
| **Self-assessment** |
| 2.2 | **Participates in professional activities to keep abreast of current trends and issues in nursing.**What professional activities are you involved in: groups, committees, colleges? Evidence of meeting this competency is also in the PD record.**There are no indicators for this competency. Please write an example of practice that demonstrates you meet the NCNZ Competency.** |
| **Self-assessment** |
| **Management of nursing care (Nurse involved in Research)** |
| 2.1 | **Promotes a research environment that supports and facilitates research mindedness and research utilisation.**What do you do to encourage participation in, and uptake of, research?**There are no indicators for this competency. Please write an example of practice that demonstrates you meet the NCNZ Competency.** |
| **Self-assessment** |
| 2.2 | **Supports and evaluates practice through research activities and application of evidence-based knowledge.**Provide examples of your use of evidence-based theory and best practice into education activities.What do you do to encourage or assist with audit and monitoring of use of evidence-based knowledge?**There are no indicators for this competency. Please write an example of practice that demonstrates you meet the NCNZ Competency.** |
| **Self-assessment** |
| 2.3 | **Participates in professional activities to keep abreast of current trends and issues in nursing.**What professional activities are you involved in: groups, committees, colleges? Evidence of meeting this competency is also in the PD record.**There are no indicators for this competency. Please write an example of practice that demonstrates you meet the NCNZ Competency.** |
| **Self-assessment** |
| **Interpersonal relationships** **(Nurse involved in Management, Education, Policy and/or Research)** |
| 3.1 | **Establishes and maintains effective interpersonal relationships with others, including utilising effective interviewing and counselling skills and establishing rapport and trust.**Although nurses involved in management, education, research and policy making are exempt from being assessed against the direct health consumer care competencies in domain three, you are required to provide evidence of how you contribute to interpersonal relationships.Effective communication occurs when your message is understood and there are no misunderstandings. Consider the different communication skills you use related to the requirements of your role. Consider how you show leadership in this competency.**There are no indicators for this competency. Please write an example of practice that demonstrates you meet the NCNZ Competency.** |
| **Self-assessment** |
| 3.2 | **Communicates effectively with members of the health care team, including using a variety of effective communication techniques, employing appropriate language to context and providing adequate time for discussion.**Although nurses involved in management, education, research and policy making are exempt from being assessed against the direct health consumer care competencies in domain three, you are required to provide evidence of how you contribute to interpersonal relationships.Consider the different requirements for communicating with the different health care team members and the different skills needed for specific circumstances. Consider how you demonstrate leadership and/or evidence-based practice when communicating.**There are no indicators for this competency. Please write an example of practice that demonstrates you meet the NCNZ Competency.** |
| **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 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**   Promotes a nursing perspective and contribution within inter-professional activities of the healthcare team.**B**   Provides guidance and support to those entering as students, beginning practitioners and those who are transferring into a new clinical area.**C**   Collaborates with the client and other health team members to develop a plan of care.**D**   Maintains and documents information necessary for continuity of care and recovery.**E**  Develops a discharge plan and follow up care in consultation with the client and other members of the healthcare team.**F**   Makes appropriate formal referrals to other health care team members and to other health related sectors for clients who require consultation. |
| **Self-assessment** |
| 4.2 | **Recognises and values the roles and skills of all members of the health care team in the delivery of care.***Provide 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.***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 co-ordination of care to maximise health outcomes for client.**B**   Collaborates, consults with, and provides accurate information to the clients and other health professionals about the prescribed interventions or treatments.**C**   Demonstrates a comprehensive knowledge of community services and resources and actively supports service users to use them. |
| **Self-assessment** |
| 4.3 | **Participates in quality improvement activities to monitor and improve standards of nursing.***Consider why participation in quality improvement processes is important and provide an example of an improvement process within your area/service that you participated in; what was your role? how it improve standards of nursing?**Key words: patient safety, reducing errors, efficiency, effectiveness, systems, processes, outcomes, audit.***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**   Reviews policies, processes, procedures based on relevant research.**B**   Recognises and identifies researchable practice issues and refers them to appropriate people.**C**   Distributes research findings that indicate changes of practice to colleagues. |
| **Self-assessment** |