

PDRP Newsletter: Issue 5

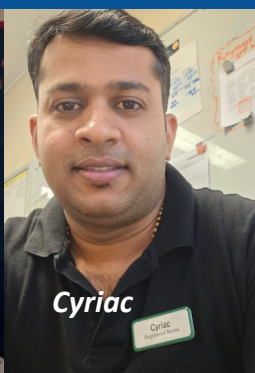
Starting off with some of our teams that have fantastic PDRP rates



The Gastroenterology department has an 92% PDRP rate! Needless to say, this is fantastic



The Infection control team's Clinical Nurse Specialists along with Charge Nurse Manager Aiddie, has a 100% PDRP rate!



Te Whatu Ora
Health New Zealand

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Will the PDRP change with the new standards of competence?

Most of you will have heard that NCNZ have published the new RN and EN scopes and competency standards. These came into effect from 20 January 2025.

A number of nurses have already asked what this means for the PDRP. There has been one significant change, in that the requirement for a peer assessment has been removed, and replaced by an "attestation" by a senior nurse, verifying that the nurse's self assessment is true and an accurate representation of their practice. Other than this, for the time-being nothing else is changing. Our PDRP programmes will continue as they are throughout 2025. The National DON group (Directors of Nursing for all Districts) is leading a project to update the PDRP Framework using these new standards of competence. This will take time to develop and then implement, so we do not anticipate any changes to our local PDRP programmes for some time.

From 1 April, APC declarations and NCNZ recertification audits reflect the new NCNZ EN and RN standards of competence.

Details can be found on the Nursing Council website www.ncnz.org.nz.

Ngā mihi -Jodie Pilkinton-Ching, Acting Nurse Director Policy & Practice

Our PDRP working group have agreed that for all **Expert and Senior Expert portfolios, one assessment can be completed in the clinical area** and one assessment at the Expert Panel.

This process was already in place but had not been used for a while, so it is simply putting this back into place and communicating this.

The result will mean that a greater number of portfolios can be assessed at the Expert panel, reducing the time wait, whilst still holding a high standard for assessment with moderation.

Just a couple of reminders from the last Newsletter:

- Role descriptions are removed from all PDRPS
- Competency 1.2– You must talk to the 5 enhanced principles of Te Tiriti. These can now be found in all PDRP templates
- The EN and RN Handbook has recently been updated and is available on the PDRP webpage. If you have any feedback please get in touch.



Sandy



Maria



Mandeep



Ashly



Penny



Ramneet



Linda



Marciano

Chantelle



Saranya



Princy



Change in PDRP Peer assessment

There has been a significant change to Peer assessment requirements, effective from April 1st 2025.

Portfolio submissions no longer require a written peer assessment against each of the competencies but require an attestation (verification/formal agreement) instead.

See below for full details

Memo

To:	All CCHV Managers and Educators of Nurses
From:	Acting Chief Nursing Officer Claire Jennings
Date:	8.4.25
Subject:	Updated: Change in Professional Development & Recognition Programme (PDRP) Peer assessment requirement effective 1 April 2025

Change in PDRP Peer Assessment requirement

We have been advised by Nursing Council New Zealand (NCNZ) and Health New Zealand | Te Whatu Ora that for our programmes there is a change in the PDRP peer assessment requirement effective from 1 April 2025.

These changes will be applied at CCHV as follows, effective immediately:

1. There will no longer be requirement for a nursing peer assessment against each of the NCNZ competencies
2. Instead the manager / delegated designated senior nurse is required to provide an attestation statement (formal verification/ agreement) that the competency self-assessments and examples from practice are a true reflection of the nurse's practice
3. **This will be implemented in CCHV PDRP as per the following:**
4. a. For Capital Coast paper portfolio documents: An attestation document (attached) is to be completed by the manager / designated senior nurse, printed and included within the portfolio
b. For Capital Coast, and Hutt Valley electronic portfolios / ePDRP: The designated senior nurse should write in the comments box beneath each Domain "This self-assessed evidence of competence is, to the best of my knowledge, an accurate reflection of this nurse's practice"
5. The expectation is that before providing this verification, the manager / delegated senior nurse will first check that each of the nurse's self-assessments meet the required PDRP portfolio standards and provide feedback to the nurse if they do not.
6. In the short term, those nurses part-way through a portfolio, who have a partially complete peer assessment, may choose to continue and complete the peer-assessment, or the remainder can be completed as per this new process. For nurses who have a completed peer assessment, a further attestation is not required.
7. All other requirements of the PDRP remain unchanged.

If you have any questions on this, please contact:

Sara Robinson – for Capital Coast & MHAIDS PDRP Sara.Robinson@ccdhb.org.nz
Ellie Jessop – for Hutt Valley PDRP Ellie.Jessop@huttvalleydhb.org.nz

A recap

- If you are completing a paper-based portfolio then a senior nurse completes the Senior nurse verification form. These are on the PDRP webpage
- If you are completing an electronic portfolio (ePDRP) the Senior nurse verification is copied and pasted into the Comments box at the end of Domain one, two, three and four.

Please email: PDRP@ccdhb.org.nz if you have any questions

For all of our nurses who have completed peer assessments throughout the years.... Thankyou. I think we can all acknowledge the amount of mahi that went into the written examples for peer assessments. These changes will save time for our nurses

For our assessors- There will need to be an attestation (Senior nurse verification) form included with the submission of each portfolio. The PAT/Marking tools have all been updated to include this requirement.
If there is a peer assessment already completed please assess with this (no need to complete a separate attestation form)

Donna



Deb



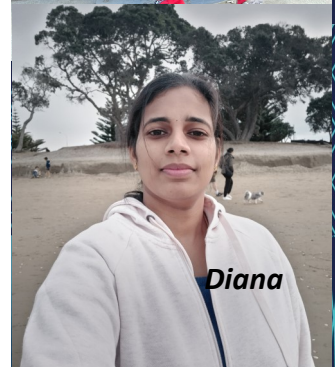
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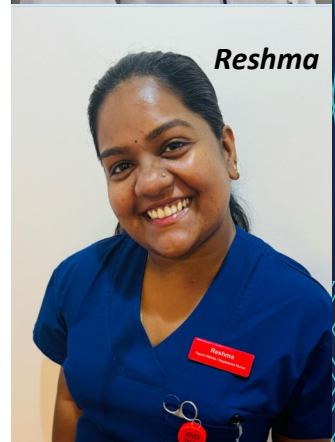
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Diana



Reshma



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Michaela



Following a project to review, update and align **nursing performance review documents across the district**, the new documents for CCHV have been uploaded onto the intranet

Capital Coast & MHAIDS: Click on the relevant box (EN / RN / Senior nurses) and then the relevant PDRP level for the full three yearly performance review; and see Revalidation performance review at the bottom of the page for documents to use in the intervening years

The Professional Development & Career Plan, along with the Professional Development Record are on these pages and should be used for each annual performance review.

These documents may be used from now, and from **1 June** all performance reviews should be completed using these new templates.

The screenshot shows the 'Capital Coast Annual Performance Review Registered Nurse Competent Full Self-Assessment' form. It includes fields for Employee Name, Employee Number, APN Number and expiry, Position Title, Department, Current PDRP Level, Manager / Delegate Name, Manager / Delegate Position, and Manager Employee number. Below this is the 'Annual Performance Review process' section, which explains the purpose of the document and the steps involved in the review process. It also mentions that the document is to be completed as part of a full PDRP and should be reviewed as part of the full Portfolio Assessment. The form is divided into two parts: Part A: General Questions and Part B: Reflections on the last year.

CCHV Nursing Leadership Team

PDRP confirmation letters are emailed to every nurse who maintains their current level on the PDRP. We will still email these but will **no longer be printing and then posting a physical copy of these confirmation letters** to every individual nurse. We will still continue to send certificates and badges (for nurses progressing to another PDRP level).

Please remember: **No names or initials are to be included in your PDRP**

Please don't use Mrs X, Mr Red etc., just use the patient, the client, the healthcare user, them, they, he, she.

Any health consumer personal details or identifiers **must not** be included in a portfolio. The nurse must abide by the Privacy Act which advises that information collected for the purpose of a person's care is used only for that purpose

'Identifiers' relates not only to a person's specific information such as birth date, address or NHI, it can relate to a context or situation whereby if that situation is described, it will identify the person in any way. If a pseudonym is used, e.g. Mr A, Mrs B, then it must be clearly stated that this is a pseudonym and not the initial of the health consumer. E.g. "Mrs B (Pseudonym)" or "Mrs B (this is not their real name)"

This also applies to colleagues, no names of staff are to be included.

If you would like to read more on The subject: New Zealand Nurses Organisation (NZNO, 2016) [Guideline- privacy, confidentiality and consent in the use of exemplars of practice, case](#)

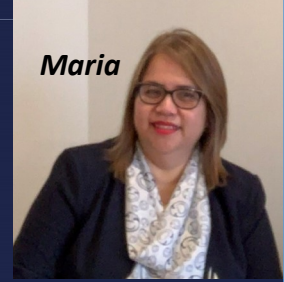
Donna



Amaina



Maria



Allaine



Justine



Carmen

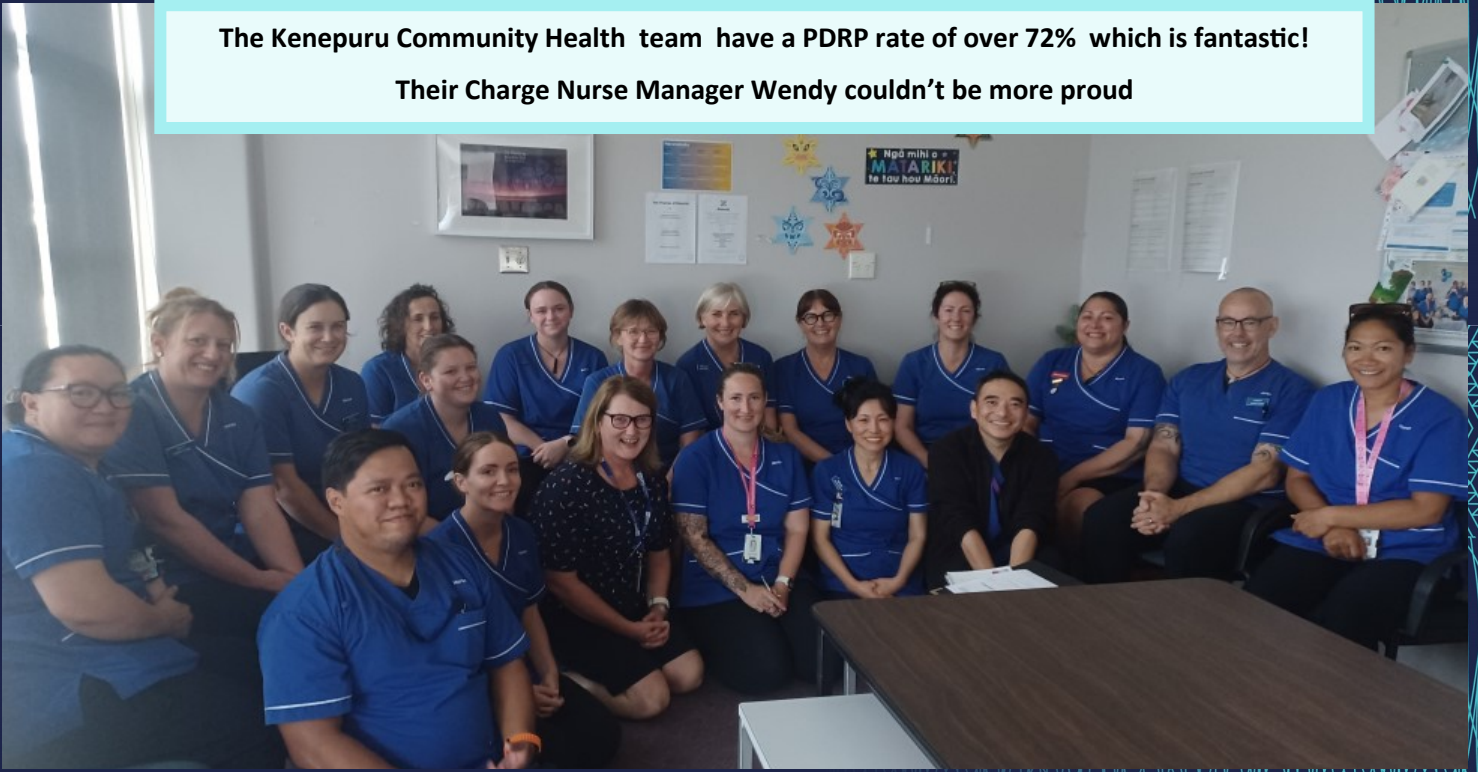


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Finishing with some of our teams that have fantastic PDRP rates

The Kenepuru Community Health team have a PDRP rate of over 72% which is fantastic!

Their Charge Nurse Manager Wendy couldn't be more proud



For our senior nurses and managers— Did you know there is a PDRP report showing PDRP stats for all of your nurses that can be sent to your email automatically, every month. To request this all you need to do is email payrollsupport and ask for the R500 Report that shows PDRP statistics. You will need approval from your manager for this access.

The Accident and Medical clinic at Kenepuru Hospital has a PDRP rate currently at 90% !!!

**Here we have
Lis, Sam, Mason, Fiona
and manager Karen.**

The ORA community team are proud to have a 100% PDRP rate for their team of nurses. Representing the team here is CNS Maxine and manager Melissa.

The rest of team are Mary, Fiona, Jenny, Christine, Pauline, and Helen

