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| **Competence assessment form for**  **Registered Nurse** |
| Name of nurse:  Registration number:  Date of birth:  Practice area:  Email address:  Date:  Signature (can be an electronic signature: |

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| **Pou One: Māori health**  Reflecting a commitment to Māori health, registered nurses must support, respect, and protect Māori rights while advocating for equitable and positive health outcomes. Nurses are also required to demonstrate kawa whakaruruhau by addressing power imbalances and working collaboratively with Māori. |
| The descriptors below identify the requirements for registered nurses working in partnership with Māori.  Descriptor 1.1 Engages in ongoing professional development related to Māori health, and the relevance of Te Tiriti o Waitangi articles and principles.  Descriptor 1.2 Advocate for health equity for Māori in all situations and contexts.  Descriptor 1.3 Challenges racism and discrimination in the delivery of nursing and healthcare.  Descriptor 1.4 Uses te reo and incorporates tikanga Māori into practice. |
| Write an example demonstrating how you have met  1.4 part of my role is to contact all patients who have had hip or knee joint replacement surgery. My written communication starts with Kia ora and concludes with Ngā mihi. I offer kanohi ke te kanohi (face to face) feedback with patients and encourage a whanau or support person to be included in discussions. |
| **Pou Two: Cultural safety**  Cultural safety in nursing practice ensures registered nurses provide culturally safe care to all people. This requires nurses to understand their own cultural identity, and its impact on professional practice, including the potential for a power imbalance between the nurse and the recipient of care. |
| The descriptors below identify the requirements to ensure culturally safe nursing practice.  Descriptor 2.1 Practises culturally safe care which is determined by the recipient.  Descriptor 2.2 Can describe the impact of colonisation and social determinants on health and wellbeing.  Descriptor 2.3 Engages in partnership with individuals, whānau and communities for the provision of healthcare.  Descriptor 2.4 Advocates for individuals and whānau, by including their cultural, spiritual, physical, and mental health to provide whakapapa-centred care.  Descriptor 2.5 Contributes to a collaborative team culture which respects difference, diversity, including intersectional identities, and protects cultural identity by acknowledging differing world views, values and practices. |
| Write an example demonstrating how you have met the pou:  2.4 When there was an outbreak of gastroenteritis – protocol is that visiting to the affected ward is limited. There were Māori patients in the ward and their Whanau were included in the discussion of how the whanau could safely care for their kiritaki. We implemented education on PPE use, hand hygiene, signs and symptoms of infection as well as minimising the number of whanau exposed to the outbreak. |

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| **Pou Three: Whanaungatanga and communication**  A commitment to whanaungatanga and communication requires registered nurses establish relationships through the use of effective communication strategies which are culturally appropriate and reflect concepts such as whānau-centred care, kawa whakaruruhau and cultural safety. An understanding of the need for different forms of communication enables the nurse to influence the interprofessional health care team, advocate for innovative change where appropriate, and influence the direction of the profession. |
| The descriptors below identify the requirements for effective communication with  individuals, whānau and the wider healthcare team.  Descriptor 3.1 Uses appropriate assessment strategies to determine the language and communication needs (verbal and non-verbal) of people, whānau and communities.  Descriptor 3.2 Incorporates professional, therapeutic and culturally appropriate communication in all interactions.  Descriptor 3.3 Communicates professionally to build shared understanding with recipients of care, their whānau and communities.  Descriptor 3.4 Promotes health literacy by using communication strategies to assess health-related knowledge, provide information and evaluate understanding.  Descriptor 3.5 Ensures documentation is legible, relevant, accurate, professional and timely.  Descriptor 3.6 Understands and complies with professional, ethical, legal and organisational policies for obtaining, recording, sharing and retaining information acquired in practice.  Descriptor 3.7 Uses digital and online communication as appropriate.  Descriptor 3.8 Provides, receives, and responds appropriately to constructive feedback. |
| Write an example demonstrating how you have met the pou:  Descriptor 3.4 There was a patient with a Multi Drug Resistant Organism alert of their NHI. The patient was unaware when or why the alert was added. The ward staff asked me to talk with the patient and their family.  When I entered the room, I asked if the patient was willing to have this conversation and if the wanted me to come back later when they were alone. They requested a conversation with there family there. I first found their level of understand and then provided information and answered their questions.  When the conversation concluded I provided my work contact details in case they had any further questions. |

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| **Pou Four: Pūkengatanga and evidence informed nursing practice**  Pūkengatanga and evidence informed nursing practice requires registered nurses to use critical thinking strategies informed by cultural and scientific knowledge to provide quality, safe nursing care. Evidence informed knowledge prepares and supports the nurse to differentially diagnose, identify appropriate interventions, plan care, lead the implementation and ensure that practice is constantly evaluated. |
| Descriptor 4.1 Undertakes comprehensive assessments to develop differential diagnoses and inform the plan of care.  Descriptor 4.2 Understands the range of assessment frameworks and uses the appropriate framework for the practice setting.  Descriptor 4.3 Implements and evaluates effectiveness of interventions and modifies the plan accordingly.  Descriptor 4.4 Appropriately coordinates and assigns care, delegates activities, and provides support and direction to others.  Descriptor 4.5 Based on pharmacotherapeutic knowledge, safely manages medicines, including their administration in accordance with policies and best practice guidelines.  Descriptor 4.6 Supports individual and whānau choice of alternative therapies by ensuring they have sufficient information to make informed decisions about treatment options.  Descriptor 4.7 Understands cultural preferences for treatment such as the use of Rongoā and supports integration into care.  Descriptor 4.8 Demonstrates digital capability and online health literacy to support individuals, whānau, and communities to use technology for managing health concerns and promoting wellbeing.  Descriptor 4.9 Applies infection prevention and control principles in accordance with policies and best practice guidelines.  Descriptor 4.10 Identifies, assesses and responds to emerging risks and challenging situations by adjusting priorities and escalating to the appropriate person.  Descriptor 4.11 Maintains awareness of trends in national and global nursing to inform change in practice and delivery of care. |
| Write an example demonstrating how you have met the pou:  4.9 As a hand hygiene auditor, I observe and collect hand hygiene compliance data. If there are areas for improvement, I follow up with the staff member in private to provide feedback and education. |

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| **Pou Five: Manaakitanga and people-centred care**  Manaakitanga and people-centred care requires nurses to demonstrate the values of compassion, collaboration and partnership to build trust and shared understanding between the nurse and the recipient of care – people, whānau or communities. These values underpin acceptable and effective decision-making related to the provision of care and appropriate interventions and ensures the integration of beliefs and preferences of people and their whānau. |
| The descriptors below identify the requirements for ensuring person and whānau-centred care  Descriptor 5.1 Demonstrates the values of compassion, collaboration and trust that underpin manaakitanga and people-centred care.  Descriptor 5.2 Ensures integrated relational and whakapapa-centred care to meet the needs of people and whānau.  Descriptor 5.3 Upholds the mana of individuals, whānau and the nursing profession by practising manaaki, kindness, honesty and transparency of decision-making in practice.  Descriptor 5.4 Facilitates opportunities for people and whānau to share their views and actively contribute to care planning, decision-making and related interventions.  Descriptor 5.5 Establish, maintain and conclude safe therapeutic relationships. |
| Write an example demonstrating how you have met the pou:  5.1 When there are staff who are required to be off work related to an infectious disease (e.g. COVID) there can be conflict related to a lack of sick leave. I work with the staff member to work how they can meet their needs for income and actions we can take to prevent infection in others. This can be work from home option (if the staff member is well enough), discussions with their manager and HR around discretionary sick leave or changing rostered work days. |

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| **Pou Six: Rangatiratanga and leadership**  Rangatiratanga in nursing practice is demonstrated when nurses proactively provide solutions and leads innovation to improve the provision of care. Rangatiratanga requires all nurses to act as change agents and lead change when appropriate. Fundamental to the integration of rangatiratanga is the need for nurses to act as independent thinkers and intervene, speak out, advocate, and follow processes to escalate concerns on behalf of or supporting, recipients of care or team members. |
| The descriptors below identify the requirements for the registered nurse to lead and work  effectively as part of an interprofessional health care team.  Descriptor 6.1 Actively contributes to a collaborative team culture of respect, support, and trust.  Descriptor 6.2 Demonstrates understanding of professional and ethical responsibilities and adheres to the Nursing Council of New Zealand Code of Conduct, relevant legislation and organisational policies and procedures in practice.  Descriptor 6.3 Understands lifelong learning and takes responsibility for own professional development.  Descriptor 6.4 Engages in quality improvement.  Descriptor 6.5 Identifies and responds appropriately to risk impacting the health, safety and wellbeing of self and others to practise safely.  Descriptor 6.6 Understands the impact of health care provision on global and local resources, demonstrates and supports the constant assessment and improvement of sustainability practices. |
| Write an example demonstrating how you have met the pou:  6.3 Lifelong learning is important. This year I have taken up the opportunity to deepen my knowledge and understanding of Te Tiriti o Waitangi. I have completed a Te Kaa course and am looking to increase my knowledge of te reo. My rationale for this learning it to better understand how the factors of health inequity for Māori have been impacted by historical events and colonisation. |