

Standards of Competence | Self assessments

Instructions:

Provide one specific example from your everyday nursing practice to demonstrate how you meet each standard of competence (pou).

Each pou includes an explanation and a set of descriptors that reflect what competent nursing practice looks like in relation to that pou.

In each Self-Assessment, reflect on your current practice and provide a meaningful example that demonstrates how you meet the pou. You are not required to provide evidence against each descriptor; however, the descriptors will provide guidance to the breadth of evidence required for each pou for each level of practice.

Read the information provided for each pou and add self-assessment evidence.

Refer to the *levels of practice* document for guidance if applying for proficient, expert or senior levels.

First name

Last name

Email address

Pou One: Māori health

Reflecting a commitment to Māori health, registered nurses support, respect and protect Māori rights while advocating for equitable and positive health outcomes. Nurses are also required to demonstrate **kawa whakruruhau** 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 Advocates for health equity for Māori in all situations and contexts.

Descriptor 1.3 Understands the impact of social determinants, such as colonisation, on health and wellbeing.

Descriptor 1.4 Uses te reo and incorporates tikanga Māori into practice where appropriate.

Pou One: Self assessment

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 Challenges racism and discrimination in the delivery of nursing and health care.

Descriptor 2.3 Engages in partnerships with individuals, whānau and communities for the provision of health care.

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 worldviews, values and practices.

Pou Two: Self assessment

Pou Three: Whanaungatanga and communication

A commitment to whanaungatanga and communication requires registered nurses to establish relationships through the use of effective communication strategies which are culturally appropriate and reflect concepts such as whānau-centred care and cultural safety. An understanding of the need for different forms of communication enables the nurse to influence the interprofessional healthcare 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 Understands and complies with professional, ethical, legal and organisational policies for obtaining, recording, sharing and retaining information acquired in practice.

Descriptor 3.2 Determines the language and communication needs (verbal and non-verbal) of people, whānau and communities.

Descriptor 3.3 Incorporates professional, therapeutic and culturally appropriate communication in all interactions.

Descriptor 3.4 Communicates professionally to build shared understanding with people, their whānau and communities.

Descriptor 3.5 Assesses health-related knowledge, provides information and evaluates understanding to promote health literacy.

Descriptor 3.6 Ensures documentation is legible, relevant, accurate, professional and timely.

Descriptor 3.7 Uses appropriate digital and online communication.

Descriptor 3.8 Provides, receives and responds appropriately to constructive feedback.

Pou Three: Self assessment

Pou Four: Pūkengatanga and evidence-informed nursing practice

Pūkengatanga and evidence-informed nursing practice requires registered nurses to use clinical skills, coupled with critical thinking and informed by high quality and current evidence, to provide quality, safe nursing care. Evidence-informed practice prepares the nurse to differentially diagnose, plan care, identify appropriate interventions, lead the implementation and evaluate care provision and outcomes.

The descriptors below identify the requirements for the registered nurse to coordinate, manage, lead and evaluate the delivery of quality care.

Descriptor 4.1 Understands the wide range of assessment frameworks and uses the appropriate framework to undertake comprehensive assessments in the practice setting.

Descriptor 4.2 Develops differential diagnoses based on a comprehensive assessment, clinical expertise and current evidence to inform the plan of care.

Descriptor 4.3 Implements and evaluates effectiveness of interventions and determines changes to the plan of care.

Descriptor 4.4 Coordinates and assigns care, delegates activities and provides support and direction to others.

Descriptor 4.5 Safely manages medicines based on pharmacotherapeutic knowledge, including administration in accordance with policies and best practice guidelines.

Descriptor 4.6 Supports individual and whānau choices of complementary therapies by ensuring they have sufficient information to make informed decisions about treatment options.

Descriptor 4.7 Understands cultural preferences for complementary 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 Understands and works within the limits of expertise and seeks guidance to ensure safe practice.

Descriptor 4.12 Maintains awareness of trends in national and global nursing to inform change in practice and delivery of care.

Pou Four: Self assessment

Pou Five: Manaakitanga and people-centred care

Manaakitanga and people-centred care requires nurses to demonstrate compassion, collaboration and partnership to build trust and shared understanding between the nurse and people, whānau or communities. Compassion, trust and partnership underpin effective decision-making in the provision of care to support 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 Ensures integrated relational and whakapapa-centred care to meet the needs of people and whānau.

Descriptor 5.2 Upholds the mana of individuals, whānau and the nursing profession by demonstrating respect, kindness, honesty and transparency of decision-making in practice.

Descriptor 5.3 Facilitates opportunities for people and whānau to share their views and actively contribute to care planning, decision-making and the choice of interventions.

Descriptor 5.4 Establishes, maintains and concludes safe therapeutic relationships.

Pou Five: Self assessment

Pou Six: Rangatiratanga and leadership

Rangatiratanga and leadership in nursing practice are demonstrated when nurses proactively provide solutions and lead innovation to improve the provision of care. Leadership requires all nurses to act as change agents and lead change when appropriate. Fundamental to the integration of leadership is the need for nurses to intervene, speak out, and advocate to escalate concerns on behalf of colleagues or recipients of care.

The descriptors below identify the requirements for the registered nurse to lead and work effectively as part of an interprofessional healthcare team.

Descriptor 6.1 Actively contributes to a collaborative team culture of respect, support and trust.

Descriptor 6.2 Demonstrates professional and ethical accountabilities in practice and adheres to the Nursing Council of New Zealand Code of Conduct, relevant legislation and organisational policies and procedures.

Descriptor 6.3 Understands continuous learning and proactively seeks opportunities for professional development.

Descriptor 6.4 Engages in quality improvement activities.

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 healthcare provision on global and local resources, demonstrates and supports the constant assessment and improvement of sustainability practices.

Pou Six: Self assessment