NURSING COUNCIL OF NEW ZEALAND

Examples for self assessment and senior nurse assessment for the registered nurse scope of practice

These selected practice examples are provided to assist in the completion of the competence assessment form. They are provided as **guidance only** and must not be copied into your assessment forms.

Please also refer to the Council guidelines for competence assessment.

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Examples Only

Competence assessment form
for the registered nurse scope of practice

Self assessment and senior nurse assessment

This form is for registered nurses in clinical practice. *Registered nurses who are working management, education, policy and/or research should access a form with the specific competencies related to their area of practice.*

Please refer to the competencies for the registered nurse scope of practice included at the back of this form for the specific indicators for each competency. Sufficient comments must be completed under each competency to substantiate the assessment.

Please complete all the details in the following boxes:

Name of nurse .....**Registration Number**…….....

Date of birth……**Practice area**……..

number/s……..**and / or email address**……

Senior nurse assessor

Assessors Name (please print).....……**Signature**…….

Registration number……**Job title**……..……

Address ……**Date**…….....

Phone number/s……**and / or email address**……

There are four domains of competence for the registered nurse scope of practice. Evidence of safety to practise as a registered nurse is demonstrated when the nurse meets all the competencies within all four domains.

Registered nurses who are working in management, education, policy and/or research should access a form with specific competencies related to their area of practice.

Examples Only

Domain one: Professional responsibility			
Competency	**Met / Not Met** Please complete this box	**SELF ASSESSMENT** **Please supply a supporting comment of how you have met each competency, this can be an action or an example** *Please refer to the indicators in the registered nurse scope of practice for each competency.*	**SENIOR NURSE ASSESSMENT** **Please supply a supporting comment of how you think the nurse has met each competency, this can be an action or an example.** You must supply a comment not a statement that agrees with the nurse's self assessment. *Please refer to the indicators in the registered nurse scope of practice for each competency.*
Competency 1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.			
Competency 1.2 Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice**.**			
Competency 1.3 Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses and others.	Met	I have a role with coordinating the department I work in. I delegate appropriate tasks to the health care assistants (HCA) and the enrolled nurses (EN). When I delegate a task to a colleague such as HCA or EN, I bear in mind their capability, competence and their limitations as per scope of their practice. I delegate tasks such as assist in toileting patients, changing linen, other bedside patient cares and setting up infection control signage and equipment. I check to see that the task has been done to the required standard. Another example of direction and delegation is (provide a specific practice example).	Nurse M is aware of the differing scopes of practice of her colleagues and understands that as a RN she is accountable for the care provided by enrolled nurses, pool nurses, and student nurses. She will take this into consideration when allocating patients and on one occasion swapped patients with an enrolled nurse because their patient had been prescribed a blood transfusion. Another example of direction and delegation I have observed with Nurse M is (provide a specific practice example).

Examples Only

Competency 1.4 Promotes an environment that enables client safety, independence, quality of life, and health.			
Competency 1.5 Practises nursing in a manner that the client determines as being culturally safe.	Met	I am regardful of the differences between people and endeavour to provide care that the client considers to be respectful and culturally safe. An example is that I acknowledge the value of significant relationships for the client regardless of sexual orientation. Recently I worked with a client who was in a same sex relationship. I involved their partner to the extent determined by the client, so not to diminish or demean the importance of the relationship or to disempower the client or their support systems. The client thanked me for being sensitive to her needs in what she found to be a difficult time. Another example to demonstrate nursing practice in a culturally safe manner as determined by the client is (provide a specific practice example).	I have observed Nurse C who is always respectful and actively engages the wider family/whanau in planning care. Nurse C is aware of health consumer rights, cultural identity, practices and norms and if unsure will seek guidance from colleagues or other sources (give example). For instance, Nurse C has helped a Pacific health consumer with breast cancer to inform her family and has attended appointments with her, when the health consumer's family could not cope with doing so. The health consumer said she was very grateful for her support. Another example of Nurse C in a culturally safe manner as determined by the client was (provide a specific practice example).

Examples only

Domain two: Management of nursing care			
Competency	**Met / Not Met** Please complete this box	**SELF ASSESSMENT** **Please supply a supporting comment of how you have met each competency, this can be an action or an example** *Please refer to the indicators in the registered nurse scope of practice for each competency.*	**SENIOR NURSE ASSESSMENT** **Please supply a supporting comment of how you think the nurse has met each competency, this can be an action or an example.** You must supply a comment not a statement that agrees with the nurse's self assessment. *Please refer to the indicators in the registered nurse scope of practice for each competency.*
Competency 2.1 Provides planned nursing care to achieve identified outcomes.			
Competency 2.2 Undertakes a comprehensive and accurate nursing assessment of clients in a variety of settings.	Met	I have used many assessment and screening tool in my practice area of mental health. I have attended training on using the Edinburg Postnatal Depression screening tool and attend yearly updates in using the tool. I know that it is important to explain the tool to the mother before screening and answer any questions to help allay anxieties. Research shows that if this does not occur, mothers may not answer honestly as they may be concerned that if they score high, their baby may be removed from them. Another example of utilising assessment is (provide a specific practice example).	Nurse E uses a clear consistent assessment process using a systems approach to assessment. I have observed Nurse E use a wide range of assessment tools such as the Edinburgh Postnatal depression scale. She introduced the tool to the mother before using it and explained the scoring and what would be recommended and discussed depending on the score. The mother had questions about the screening which nurse answered confidently and I could see that the mother felt reassured by her explanation. Another example of utilising assessment I have observed with Nurse E was (provide a specific practice example).
Competency 2.3 Ensures documentation is accurate and maintains confidentiality of information.			

Examples Only

Competency 2.4 Ensures the client has adequate explanation of the effects, consequences and alternatives of proposed treatment options.	Met	I provide verbal education and written material to parents prior to vaccinations. I include the purpose of vaccinations, what their child would be vaccinated against, a short summary of the illnesses they are preventing and possible reactions. I also explain that childhood immunisation's are free in New Zealand and that they have the choice to either have their child vaccinated or they can decline. I obtain signed consent and if they decline immunisation, I respect their decision and document that they have declined in their records. Another example of ensure that health consumers' have enough information to enable them to make an informed decision is (provide a specific practice example).	A health consumer was admitted for a biopsy of a breast lump. I observed Nurse M explain the processes to the health consumer including how long she would need to stay at the unit and that the biopsy results would be available soon after the biopsy. The result was positive and nurse M was able to explain the likely consequences and the options for current treatments. I observed that Nurse M was very gentle and supportive and answered all the question the health consumer had. Another example of ensuring that health consumers' have enough information to enable them to make an informed decision I observed was (provide a specific practice example).
Competency 2.5 Acts appropriately to protect oneself and others when faced with unexpected client responses, confrontation, personal threat or other crisis situations.			
Competency 2.6 Evaluates client's progress toward expected outcomes in partnership with clients.			
Competency 2.7 Provides health education appropriate to the needs of the client within a nursing framework.			

Examples Only

Competency 2.8 Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care.			
Competency 2.9 Maintains professional development.			

Examples Only

Domain three: Interpersonal relationships			
Competency	**Met / Not Met** Please complete this box	**SELF ASSESSMENT** **Please supply a supporting comment of how you have met each competency, this can be an action or an example** *Please refer to the indicators in the registered nurse scope of practice for each competency.*	**SENIOR NURSE ASSESSMENT** **Please supply a supporting comment of how you think the nurse has met each competency, this can be an action or an example.** You must supply a comment not a statement that agrees with the nurse's self assessment. *Please refer to the indicators in the registered nurse scope of practice for each competency.*
Competency 3.1 Establishes, maintains and concludes therapeutic interpersonal relationships with client.	Met	When I meet a new client, such as a gentleman who recently had surgery, I cheerfully greeted him by his name and told him who I was, my role and what the plan was for our time together. I invited him and his wife into a private consulting room and listened to and discuss with them their concerns/presenting problem/s. I demonstrated interest by asking appropriate questions after they have shared information and remaining attentive. I asked "you mentioned that your husband is having difficulty with dressing himself, can you tell me more about that please". I sought informed consent before I observed his suture line and explained what I was doing and answered their questions as they arose. At the end of our time together I provide them with phone numbers including the Healthline phone number (0800 611 116) in case they need to call a nurse after hours. We organised a follow up appointment before they left. Another example of an effective therapeutic relationship is (provide a specific practice example).	I have observed that Nurse L is able to establish therapeutic relationships with patients by her open and honest manner and her keen sense of humour. She is very knowledgeable particularly around immunisations and parents coming to the clinic often ask for her if the have a question regarding immunisations. I have often heard Nurse L compliment health consumers own personal resourcefulness when they have found some resources themselves to answer their own questions. Another example of Nurse C's effective therapeutic relationship are (provide a specific practice example).
Competency 3.2 Practises nursing in a negotiated partnership with the client where and when possible.			
Competency 3.3 Communicates effectively with clients and members of the health care team.			

Examples Only

Domain four: Interprofessional health care & quality improvement			
Competency	**Met / Not Met** Please complete this box	**SELF ASSESSMENT** **Please supply a supporting comment of how you have met each competency, this can be an action or an example** *Please refer to the indicators in the registered nurse scope of practice for each competency.*	**SENIOR NURSE ASSESSMENT** **Please supply a supporting comment of how you think the nurse has met each competency, this can be an action or an example.** You must supply a comment not a statement that agrees with the nurse's self assessment. *Please refer to the indicators in the registered nurse scope of practice for each competency.*
Competency 4.1 Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care.			
Competency 4.2 Recognises and values the roles and skills of all members of the health care team in the delivery of care.			
Competency 4.3 Participates in quality improvement activities to monitor and improve standards of nursing.	Met	I recently attended a session on new wound products. At our staff meeting, I shared what I had learnt with the other staff and added the information to our ward resource folder. Then I conducted an audit to ensure that all the dressings in stock were current and the products that were no longer recommended were removed from stock. Another example (provide a specific practice example).	Nurse X has been responsible for the delivery of a health consumer satisfaction survey which focused on waiting times for health consumers attending the outpatients' clinic. Nurse X has been integral in making recommendations about waiting times and several other aspects gathered during the health consumer satisfaction survey. Another example (provide a specific practice example).

Examples Only

Registered nurse competencies and indicators

Domain one: Professional responsibility

Competency 1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.

Indicator: Practises nursing in accord with relevant legislation/codes/policies and upholds client rights derived from that legislation.
Indicator: Accepts responsibility for actions and decision making within scope of practice.
Indicator: Identifies breaches of law that occur in practice and reports them to the appropriate person(s).
Indicator: Demonstrates knowledge of, and accesses, policies and procedural guidelines that have implications for practice.
Indicator: Uses professional standards of practice.

Competency 1.2 Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice.

Indicator: Understands the Treaty of Waitangi/Te Tiriti o Waitangi and its relevance to the health of Maori in Aotearoa/New Zealand.
Indicator: Demonstrates knowledge of differing health and socio-economic status of Maori and non-Maori.
Indicator: Applies the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice.

Competency 1.3 Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses and others.

Indicator: Understands accountability for directing, monitoring and evaluating nursing care provided by enrolled nurses and others.
Indicator: Seeks advice from a senior registered nurse if unsure about the role and competence of enrolled nurses and others when delegating work.
Indicator: Takes into consideration the role and competence of staff when delegating work.
Indicator: Makes appropriate decisions when assigning care, delegating activities and providing direction for enrolled nurses, and others.

Competency 1.4 Promotes an environment that enables client safety, independence, quality of life, and health.

Indicator: Identifies and reports situations that affect client or staff members' health or safety.
Indicator: Accesses, maintains and uses emergency equipment and supplies.
Indicator: Maintains infection control principles.
Indicator: Recognises and manages risks to provide care that best meets the needs and interests of clients and the public.

Competency 1.5 Practises nursing in a manner that the client determines as being culturally safe.

Indicator: Applies the principles of cultural safety in own nursing practice.
Indicator: Recognises the impact of the culture of nursing on client care and endeavours to protect the client's wellbeing within this culture.
Indicator: Practises in a way that respects each client's identity and right to hold personal beliefs, values and goals.
Indicator: Assists the client to gain appropriate support and representation from those who understand the client's culture, needs and preferences.
Indicator: Consults with members of cultural and other groups as requested and approved by the client.
Indicator: Reflects on his/her own practice and values that impact on nursing care in relation to the client's age, ethnicity, culture, beliefs, gender, sexual orientation and/or disability.
Indicator: Avoids imposing prejudice on others and provides advocacy when prejudice is apparent.

Domain two: Management of nursing care

Competency 2.1 Provides planned nursing care to achieve identified outcomes.

Indicator: Contributes to care planning, involving clients and demonstrating an understanding of clients' rights, to make informed decisions.
Indicator: Demonstrates understanding of the processes and environments that support recovery.
Indicator: Identifies examples of the use of evidence in planned nursing care.
Indicator: Undertakes practice procedures and skills in a competent and safe way.
Indicator: Administers interventions, treatments and medications, (for example: intravenous therapy, calming and restraint), within legislation, codes and scope of practice; and according to authorised prescription, established policy and guidelines.

Competency 2.2 Undertakes a comprehensive and accurate nursing assessment of clients in a variety of settings.

Indicator: Undertakes assessment in an organised and systematic way.
Indicator: Uses suitable assessment tools and methods to assist the collection of data.
Indicator: Applies relevant research to underpin nursing assessment.

Competency 2.3 Ensures documentation is accurate and maintains confidentiality of information.

Indicator: Maintains clear, concise, timely, accurate and current client records within a legal and ethical framework.
Indicator: Demonstrates literacy and computer skills necessary to record, enter, store, retrieve and organise data essential for care delivery.

Competency 2.4 Ensures the client has adequate explanation of the effects, consequences and alternatives of proposed treatment options.

Indicator: Provides appropriate information to clients to protect their rights and to allow informed decisions.
Indicator: Assesses the readiness of the client to participate in health education.
Indicator: Makes appropriate professional judgement regarding the extent to which the client is capable of participating in decisions related to his/her care.
Indicator: Discusses ethical issues related to health care/nursing practice, (for example: informed consent, privacy, refusal of treatment and rights of formal and informal clients).
Indicator: Facilitates the client's access to appropriate therapies or interventions and respects the client's right to choose amongst alternatives.
Indicator: Seeks clarification from relevant members of the health care team regarding the individual's request to change and/or refuse care.
Indicator: Takes the client's preferences into consideration when providing care.

Examples Only

Competency 2.5 Acts appropriately to protect oneself and others when faced with unexpected client responses, confrontation, personal threat or other crisis situations.
Indicator: Understands emergency procedures and plans and lines of communication to maximise effectiveness in a crisis situation.
Indicator: Takes action in situations that compromise client safety and wellbeing.
Indicator: Implements nursing responses, procedures and protocols for managing threats to safety within the practice environment.
Competency 2.6 Evaluates client's progress toward expected outcomes in partnership with clients.
Indicator: Identifies criteria for evaluation of expected outcomes of care.
Indicator: Evaluates the effectiveness of the client's response to prescribed treatments, interventions and health education in collaboration with the client and other health care team members. (Beginning registered nurses would seek guidance and advice from experienced registered nurses).
Indicator: Reflects on client feedback on the evaluation of nursing care and health service delivery.
Competency 2.7 Provides health education appropriate to the needs of the client within a nursing framework.
Indicator: Checks clients' level of understanding of health care when answering their questions and providing information.
Indicator: Uses informal and formal methods of teaching that are appropriate to the client's or group's abilities.
Indicator: Participates in health education, and ensures that the client understands relevant information related to their health care.
Indicator: Educates client to maintain and promote health.
Competency 2.8 Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care.
Indicator: Identifies one's own level of competence and seeks assistance and knowledge as necessary.
Indicator: Determines the level of care required by individual clients.
Indicator: Accesses advice, assistance, debriefing and direction as necessary.
Competency 2.9 Maintains professional development.
Indicator: Contributes to the support, direction and teaching of colleagues to enhance professional development.
Indicator: Updates knowledge related to administration of interventions, treatments, medications and best practice guidelines within area of practice.
Indicator: Takes responsibility for one's own professional development and for sharing knowledge with others.

Although nurses involved in management, education, research and policy making are exempt from being assessed against the above competencies in domain two, they are required to provide evidence of how they contribute to the management of care.

Competencies for nurses involved in management:
Competency Promotes an environment that contributes to ongoing demonstration and evaluation of competencies.
Competency Promotes a quality practice environment that supports nurses' abilities to provide safe, effective and ethical nursing practice.
Competency Promotes a practice environment that encourages learning and evidence-based practice.
Competency Participates in professional activities to keep abreast of current trends and issues in nursing.
Competencies for nurses involved in education:
Competency Promotes an environment that contributes to ongoing demonstration and evaluation of competencies.
Competency Integrates evidence-based theory and best practice into education activities.
Competency Participates in professional activities to keep abreast of current trends and issues in nursing.
Competencies for nurses involved in research:
Competency Promotes a research environment that supports and facilitates research mindedness and research utilisation.
Competency Supports and evaluates practice through research activities and application of evidence-based knowledge.
Competency Participates in professional activities to keep abreast of current trends and issues in nursing.
Competencies for nurses involved in policy:
Competency Utilises research and nursing data to contribute to policy development, implementation and evaluation.
Competency Participates in professional activities to keep abreast of current trends and issues in nursing.

Domain three: Interpersonal relationships

Competency 3.1 Establishes, maintains and concludes therapeutic interpersonal relationships with client.
Indicator: Initiates, maintains and concludes therapeutic interpersonal interactions with clients.
Indicator: Incorporates therapeutic use of self and psychotherapeutic communication skills as the basis for nursing care for clients with mental health needs.
Indicator: Utilises effective interviewing and counselling skills in interactions with clients.
Indicator: Demonstrates respect, empathy and interest in client.
Indicator: Establishes rapport and trust with the client.
Competency 3.2 Practises nursing in a negotiated partnership with the client where and when possible.
Indicator: Undertakes nursing care that ensures clients receive and understand relevant and current information concerning their health care that contributes to informed choice.
Indicator: 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.
Indicator: Recognises and supports the personal resourcefulness of people with mental and/or physical illness.
Indicator: Acknowledges family/whanau perspectives and supports their participation in services.
Competency 3.3 Communicates effectively with clients and members of the health care team.
Indicator: Uses a variety of effective communication techniques.
Indicator: Employs appropriate language to context.
Indicator: Provides adequate time for discussion.
Indicator: Endeavours to establish alternative communication methods when clients are unable to verbalise.
Indicator: Accesses an interpreter when appropriate.
Indicator: Discussions concerning clients are restricted to settings, learning situations and or relevant members of the health care team.

Examples Only

Although nurses involved in management, education, research and policy making are exempted from being assessed against the above competencies in domain three, they are required to provide evidence of how they contribute to interpersonal relationships.

Competencies for nurses involved in management, education, policy and research:

Competency Establishes and maintains effective interpersonal relationships with others, including utilising effective interviewing and counselling skills and establishing rapport and trust.

Competency 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.

Domain four:	**Interprofessional health care & quality improvement**

Competency 4.1 Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care.

Indicator: Promotes a nursing perspective and contribution within the interprofessional activities of the health care team.

Indicator: Provides guidance and support to those entering as students, beginning practitioners and those who are transferring into a new clinical area.

Indicator: Collaborates with the client and other health team members to develop and plan of care.

Indicator: Maintains and documents information necessary for continuity of care and recovery.

Indicator: Develops a discharge plan and follow up care in consultation with the client and other members of the health care team.

Indicator: Makes appropriate formal referrals to other health care team members and other health related sectors for clients who require consultation.

Competency 4.2 Recognises and values the roles and skills of all members of the health care team in the delivery of care.

Indicator: Contributes to the co-ordination of care to maximise health outcomes for the client.

Indicator: Collaborates, consults with and provides accurate information to the client and other health professionals about the prescribed interventions or treatments.

Indicator: Demonstrates a comprehensive knowledge of community services and resources and actively supports service users to use them.

Competency 4.3 Participates in quality improvement activities to monitor and improve standards of nursing.

Indicator: Reviews policies, processes, procedures based on relevant research.

Indicator: Recognises and identifies researchable practice issues and refers them to appropriate people.

Indicator: Distributes research findings that indicate changes to practice to colleagues.

Examples Only