



Neonatal
Nurses
College
Aotearoa

New Zealand Nurses Organisation

NNCA STANDARDS for NEONATAL NURSING PRACTICE

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Te Tiriti o Waitangi

Whakahaere o Aotearoa me Te Rununga o Aotearoa hoki, i tenei tuhinga Motuhake, a, ka whakanui ka whakapiki hoki tatou kia rite te tunga o te tangata whenua me nga Neehi Whakahaere o Aotearoa.

Neonatal Nurses College of Aotearoa (NNCA), as a college within New Zealand Nurses Organisation (NZNO), is committed to Te Tiriti o Waitangi as the founding document of Aotearoa/New Zealand, and is determined by the partnership relationship with Te Rūnanga o Aotearoa, NZNO (Te Rūnanga).

Te Tiriti o Waitangi acknowledges the rights of all peoples to their place in this land – Māori as Tangata Whenua and others as Iwi kainga (those that have come to make a home for themselves here).

The NNCA would like to acknowledge the place of Te Tiriti o Waitangi in its nursing practice, and incorporates its commitment to Te Tiriti o Waitangi in this document, as outlined in the Standards of Professional Nursing Practice (NZNO, 2012). In the development of these Standards, this philosophy is embedded in the document.

Introduction

These standards represent the Neonatal Nurses College Aotearoa's interpretation of what constitutes the delivery of safe and effective neonatal nursing services. They underpin and guide excellence in nursing practice and have practical application for the novice through to the expert practitioner.

The standards of practice for neonatal nurses represent the outcomes against which neonatal nursing practice can be measured by consumers, employers, colleagues and nurses themselves.

Nursing practice in New Zealand is regulated by statutory requirements of the Health Practitioners Competence Assurance Act 2003, and the nursing regulatory authority, the Nursing Council of New Zealand and the professional nursing body, the New Zealand Nurses Organisation (NZNO). Professional nursing bodies, such as specialty sections and colleges, have a core role in setting standards of practice (NZNO, 2012).

These standards are updated from the *Neonatal Nursing Standards 2012* and using the NZNO *Standards of Professional Nursing Practice (2012)* as a framework.

This document links to the **National Neonatal Nurses Knowledge and Skills Framework 2015** which provides a tool for evidence collection with the specific objective of guiding and supporting performance review, audit or portfolio preparation.

This edition was updated by the NNCA executive committee. College membership and Te Runanga were consulted.

Standard One: Responsibility and Accountability

Neonatal Nurses are responsible and accountable for their practice.

Neonatal Nurses:

- 1.1 Work to achieve excellence within their scope of practice, based on current nursing knowledge, professional judgement, education programmes, experience and competence, within their area of practice
- 1.2 Function within relevant professional, ethical and legislated guidelines to meet organisational, service and statutory requirements
- 1.3 Use competent clinical judgement to plan, implement and evaluate care to provide holistic care for the neonate incorporating family/whanau beliefs and values
- 1.4 Ensure documentation meets legal requirements, is consistent, effective, timely, accurate and appropriate
- 1.5 Use knowledge and skills to monitor and assess the neonate resulting in prompt identification and response to adverse events
- 1.6 Participate in continuous quality improvement through education, research, policy development and evaluation of care
- 1.7 Demonstrate application of evidence-based research in practice through currency of knowledge and improvement in care
- 1.8 Advocate on behalf of the neonate, family/whanau to promote the provision of safe, appropriate and ethical care

Standard Two: Evidence-based Practice/Nursing Specific Knowledge

Neonatal Nurses base practice within their scope on the best evidence from nursing science and other sciences and humanities.

Neonatal Nurses:

2.1 Are able to source current and robust information to support the provision of safe, appropriate and ethical care for the neonate and their family/whanau

2.2 Interpret, critique and apply current research in their area of practice

2.3 Develop, demonstrate and maintain competence in clinical and technical skills and incorporate new knowledge into the development of practice standards and guidelines

2.4 Practice within a framework that provides a systematic approach to meet the needs of the neonate and their family/whanau

2.5 Demonstrate respect and support for cultural values in all aspects of neonatal nursing

2.6 Work in partnership with Tangata Whenua in the development and implementation of nursing practice standards and quality improvement activities

2.7 Practice within a nursing framework to assess and evaluate the outcomes of nursing interventions on the neonate and document appropriately

2.8 Identify hazards and risks to the safety of the neonate and their family/whanau and develop guidelines and procedures to minimise or eradicate risk and improve outcomes

2.9 Demonstrates knowledge and appropriate utilisation of evidence-based policies

2.10 Critique, incorporate and apply research in their practice

2.11 Engage in a creative and innovative approach in the pursuit of excellence in care to ensure the needs of the neonate and their families/whanau are met

(National Neonatal Knowledge and Skills Framework 2015)

Standard Three: Relationships

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Neonatal Nurses establish and maintain respectful, collaborative, therapeutic and professional relationships. Relationships include therapeutic nurse-client/family whānau relationships and professional relationships with colleagues, health care team members and employers.

Neonatal Nurses:

3.1 Adhere to professional standards of behaviour and conduct in all relationships as outlined in the Nursing Council of New Zealand Code of Conduct (NCNZ, 2012)

3.2 Work in partnership with Tangata Whenua to ensure mātauranga (Māori ways of knowing), beliefs and values are upheld within the neonatal environment

3.3 Provide individualised care to meet the differing ways in which people experience health, well-being, illness, disability, the environment, health care systems, and other people throughout their course within the neonatal environment

3.4 Practice in partnership with the family/whanau in the delivery of nursing care to the neonate developing a relationship based on trust and sharing of information

3.5 Use professional judgement to provide care and support for the neonate and their family/whanau whilst maintaining appropriate boundaries

3.6 Articulate a neonatal nursing perspective within the interdisciplinary team as advocate for the neonate and their family/whanau

3.7 Engages and maintains partnerships with colleagues, students, multi-disciplinary team members, and employers to ensure excellence in neonatal nursing is achieved and maintained

3.8 Assess, evaluate and intervene to ensure effective partnerships are maintained

(The NCNZ Code of Conduct (2012) contains specific guidance for nurses on professional boundaries, the use of social media, cultural safety in practice, working with Māori to improve outcomes, and documentation).

Standard Four: Continuing Competence

Neonatal Nurses are committed to maintaining competence through ongoing professional development.

Neonatal Nurses:

4.1 Use the Neonatal Knowledge and Skills framework to develop and maintain skills required for competent practice and invest time and resources into ongoing professional development

4.2 Participate in service and organisational professional development and recognition programme

4.3 Demonstrate ongoing commitment to culturally safe practice

4.4 Reflect upon and critically analyse their practice, identify gaps and addressing them

4.5 Develop and evaluate neonatal nursing to ensure excellence in practice and improvement in outcomes

4.6 Engage in peer review as part of ongoing professional development of self and colleagues

4.7 Promote and engage in mentorship and preceptorship with colleagues and students

4.8 Support the attainment of post-registration qualification in neonatal nursing and contribute to education of colleagues and students

4.9 Ensure that education pertaining to Māori health and well-being is delivered appropriately in consultation with Tangata Whenua

4.10 Endorse and promote the Neonatal Knowledge and skills framework to ensure consistent standards of nursing education and practice nationally

4.11 Actively participate in professional bodies and relevant associated activities.

Standard Five: Ethics

Neonatal Nurses base their practice on a recognised code of ethics

Neonatal Nurses:

5.1 uphold the values found in the NZNO Code of Ethics (2010) namely:

- Autonomy
- Beneficence
- Non maleficence
- Justice
- Confidentiality
- Veracity
- Fidelity
- Guardianship of the environment and its resources
- Being professional

5.2 Integrate ethical principles and legal responsibilities into their practice using an identifiable nursing ethical framework – e.g A process to manage challenging professional/ethical issues (NZNO, 2010)

5.3 Enable students and colleagues to address ethical within a supportive environment

5.4 Ensure the safety, privacy and dignity of the neonate and their family/whanau/hapu/iwi; challenging health care practice which could compromise this

5.5 Create an environment of trust and open dialogue with the family/whanau in order to promote parental participation and informed decision-making

5.6 Advocate on behalf of the neonate and their family/whanau and support them through decision making processes

5.7 Support family/whanau when palliative care is in the best interest of their neonate

5.8 Advocate for optimal health care for the neonate and their family/whanau colleagues and employers

5.9 Demonstrate respect for the spiritual and cultural beliefs and values of neonates and their families/whānau

Standard Six: Leadership

Neonatal Nurses demonstrate leadership within their scope of practice by providing, facilitating and promoting the best possible care/service to the public.

Leadership is not limited to neonatal nurses in formal leadership positions.

Neonatal Nurses:

6.1 Demonstrate leadership in their everyday neonatal practice

6.2 Role model professional values, beliefs and attributes

6.3 Advocate on behalf of the neonate and their family/whanau, neonatal nursing and the workplace

6.4 Provide direction to and delegate where appropriate, collaborate with, support, and share knowledge and expertise with novices, students and other unregulated care providers including health care assistants

6.4 Act as a role model to collaborate with, support, motivate and inspire colleagues, students, and other health professionals, sharing knowledge and expertise

6.5 Actively participate in neonatal focused interest group, committees and professional bodies

6.6 Undertake extensions to current roles promoting leadership within the neonatal environment

6.7 Act to resolve conflict and manage challenging workplace behaviour

6.8 Research and develop innovative solutions to improve outcomes for neonates

6.9 Support colleagues to manage inappropriate workplace behaviour

6.10 Promote the profession of neonatal nursing and the role of the nurse

Standard Seven: Management of Resources

Neonatal Nurses manage resources efficiently and effectively to meet health needs.

Neonatal Nurses:

7.1 Identify and manage nursing workforce needs to maintain appropriate staff levels and skill mix to ensure safe, effective patient care, participating in decision making processes that affect health needs/resources

7.2 Negotiate to obtain the necessary resources to support nursing practice and effective provision of neonatal care

7.3 Work to ensure positive health outcomes by defining health needs and allocating resources in partnership with the neonate and their family/whanau

7.4 Consult with Tangata Whenua to ensure that taonga/resources are used appropriately

7.5 Evaluate workloads to ensure appropriate use of resources to ensure a safe working environment for the neonate, their family/whanau and staff

7.6 Identify nursing workforce needs and act to ensure an appropriate skill mix and staff ratio to enable a high standard of care and ensure safe practice

7.7 Participate in and facilitate review of current and future planned neonatal care services

7.8 Identify, document and report inadequate or unsafe resources and act to improve these

7.9 Participate in and facilitate technological assessment and use, and review appropriately.

References

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