

# DRAFT Child Health Nursing Standards Framework 2023

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## Introduction

Nursing standards frameworks describe the expected, desired and achievable level of performance against which a nurse's performance can be compared. Standards frameworks provide an evaluation tool for nurses, leaders, educators or the regulatory authority to assess clinical safety and proficiency.

In Aotearoa New Zealand the imperative to improve equity for Māori health outcomes means it is essential that a standards framework for child health nursing practice be underpinned by:

- The principles of Tino Rangatiratanga, Equity, Active Protection, and Partnership, set out in the articles of Te Tiriti of Waitangi
- Current understanding and acceptance of cultural safety

For a specialty standards framework, the skills and knowledge required to care for a particular population are clearly defined. The framework promotes the best possible outcomes, improve clinical accountability, and encourage nurses to develop their knowledge and skills through experience, continuing education, and evidence-based guidelines. When levels of practice are built into specialty standards the framework for career progression is transparent. (Davis, 2014; Rollins, 2021).

## Child Health Nursing Specialty Practice

Child health nurses provide universal and specialist health care interventions, health education, health promotion and advocacy in a range of in-patient, out-patient, primary care and community settings.

Child health nurses contribute to maintaining and improving tamariki health and wellbeing through:

- Partnership with tamariki and whānau, to enable participation in health care to actively protect health and wellbeing outcomes for tamariki
- Culturally safe practice that values and respects the world views, beliefs and practices of tamariki and their whānau
- Application of acquired technical knowledge and skills and academic learning

Tamariki aged from birth to 12 years old are a uniquely vulnerable population because:

- The foundations for lifelong health and wellbeing equity are laid in the early years
- Due to their age and developmental stage children are primarily reliant on the adults around them to meet their health and wellbeing needs
- Some health conditions and disabilities are unique to childhood
- Some health and wellbeing interventions and illness treatments are specific to and most effective in childhood
- Tamariki experience health conditions and illness differently to young people and adults

## Revision of the Child Health Nursing Knowledge and Skills Framework (2014)

The Child Health Nursing Standards Framework replaces the New Zealand Child Health Nursing Knowledge and Skills Framework published by the College of Child and Youth Health Nurses Aotearoa (CCYN) in 2014.

The revision of the New Zealand Child Health Nursing Knowledge and Skills Framework (2014) has set out to:

- Explicitly describe the expected contribution of child health nurses to improving equity for tamariki Māori as their right as partners in Te Tiriti o Waitangi
- Modernise the standards for culturally safe nursing practice
- Develop standards for child health nursing to support consistency across settings
- Streamline and simplify the progression pathway to be inclusive of advanced nursing practice roles
- Improve alignment of the framework with other systems, primarily Nursing Council New Zealand competence assessment and Professional Development and Recognition Programmes (PDRPs) (Nursing Council of New Zealand, 2013)

- Ensure that the framework has the right focus that would see it utilised and support nursing practice
- Widen the scope to include educators and leaders in recognition of the key role they play in the provision of educational programmes and clinical preparation in child health nursing

## Child Health Nursing Standards Framework 2023

The Child Health Nursing Standards Framework 2023 is a national document intended to be used by child health nurses, child health nurse educators and leaders.

The Framework provides:

- A framework that is underpinned by Te Tiriti o Waitangi and the principles of equity and cultural safety, to guide development and growth of the child health nursing workforce in Aotearoa New Zealand
- A foundation on which to build knowledge and skills through the career life course of the child health nurse
- A tool to guide and inform child health nurses' professional development plans and support facilitation of the Novice to Expert pathway
- A tool that supports assessment of Professional Development Recognition Programme (PDRP) levels of practice
- Indicators that describe specialty child health nursing practice in Aotearoa across community, primary and secondary health care roles and settings
- Indicators that describe current expectations for cultural safety and specify obligations for equitable health care, set out in the articles of Te Tiriti o Waitangi
- Guidance for a curriculum for child health nurses that provides education and clinical preparation
- A tool that supports tamariki and their whānau to experience care that anticipates and responds to their health needs and contributes to their health and wellbeing outcomes

For child health nurses, the Standards Framework would:

- Guide clinical preparation, with the overall goal of improving nursing care and health outcomes
- Support them to show evidence of meeting competence and to demonstrate their specialty practice
- Guide and support practice, through informing individual professional development plans and supporting the facilitation of their career pathway

- Support them with their workplace performance appraisal and provide the demonstration of competency and education requirements of the Professional Development Recognition Programme (PDRP)

While knowledge and skills frameworks typically are a tool for nurses, this Framework is also of value to those involved in the support and development of child health nurses. A survey in 2022 completed by the College of Child and Youth Nurses' (CCYN) members indicated they wanted a widening of the scope of the Standards Framework to include educators and leaders. They felt this would support the use of the Framework to be utilised more widely.

The Standards Framework would equip educators and leaders to support child health nurses through:

- Having a guide for curriculum development and clinical preparation in the child health nursing specialty
- Having a tool to support and assess competence, cultural safety and specialty practice in child health nursing education (undergraduate and postgraduate), workplace performance appraisal, and Professional Development and Recognition Programmes (PDRP)

The Standards Framework builds on but does not replicate or replace the nursing undergraduate curriculum, professional practice guidelines, codes of practice, organisational policies or legislation that underpin safe nursing practice. It will however support the Annual Practice Certificate requirements, set by the Nursing Council of New Zealand (2007).

### The Child Health Nursing Standards Framework Structure

There are 11 standards in the Framework. The standards outline an expected level practice for child health specialty nurses. Each standard is described more fully through a set of indicators.

The indicators do not provide a complete or exclusive description of the range of expected practice. They are provided as a guide to support understanding of each standard. Child health nurses are expected to be able to describe their practice against each standard, not against each individual indicator.

Standard	Indicators
<p><b>1.</b> <b>Te Tiriti o Waitangi</b> The child health nurse understands Te Tiriti o Waitangi and is committed to nursing practice that improves equity for tamariki Māori and their whānau</p>	<p>The child health nurse:</p> <ul style="list-style-type: none"> <li>• Understands and describes the relationship between the principles in the articles of Te Tiriti o Waitangi, health inequity and health outcomes for tamariki Māori</li> <li>• Describes the effect of colonisation on health inequity for tamariki Māori and their whānau</li> <li>• Describes the determinants of health that influence outcomes for tamariki Māori and integrates this knowledge into practice</li> <li>• Reflects on the role of nursing and their own practice to reduce inequity for Māori whānau</li> <li>• Accesses learning, evidence and guidance to grow knowledge of tikanga Māori</li> <li>• Nursing care integrates Māori models of health, for example Te Whare Tapa Whā</li> <li>• Partners with whānau and their tamariki, recognising manaakitanga in the relationship to support reciprocity in accessing their knowledge of their health and wellbeing</li> <li>• Understands the concept of whakawhanaungatanga and the ongoing whanaungatanga needed for continued interactions with whānau and tamariki</li> <li>• Uses and has a basic understanding of te reo Māori that enhances correct pronunciation of greetings, names of tamariki, parents and care givers, whānau, places and agencies</li> <li>• Prioritises access to early intervention and care to those at risk of inequitable health outcomes</li> </ul>
<p><b>2.</b> <b>Cultural Safety</b> The child health nurse demonstrates practice that respects and responds to the culture of tamariki and their whānau</p>	<p>The child health nurse:</p> <ul style="list-style-type: none"> <li>• Describes the relationship between culture and child health outcomes</li> <li>• Identifies systemic and organisational examples of institutional racism; describes their effect on achieving equity of health outcomes and the role of the child health nurse in addressing racism and discrimination</li> <li>• Acknowledges and responds to diverse needs in whānau, including based on ethnicity, religion, gender, disability, sexual orientation, parenting/life choices, political or other opinion</li> <li>• Understands the impact of inequities in child health outcomes for Māori, Pacific and tamariki with complex needs. Uses the knowledge to promote change and champion improvement in quality and access to care</li> </ul>

Standard	Indicators
	<ul style="list-style-type: none"> <li>• Demonstrates respect for the world views and beliefs of tamariki and whānau in assessment and planning of care</li> <li>• Provides nursing care that is respectful of cultural beliefs, culturally safe and responsive and promotes health literacy within the whānau culture</li> <li>• Is conscious of the power dynamic between themselves and whānau and intentionally works to reduce this</li> <li>• Reflects on and identifies characteristics of their own culture that may influence their nursing practice</li> </ul>
<p><b>3.</b> <b>Communication with Whānau</b> The child health nurse engages in effective therapeutic relationships with whānau. This considers age, stage and developmental needs and meets legislative requirements</p>	<p>The child health nurse:</p> <ul style="list-style-type: none"> <li>• Demonstrates effective and purposeful listening and communication (verbal and non-verbal) that is whānau centric</li> <li>• Establishes effective relationships, recognising whakawhanaungatanga as the beginning of the therapeutic relationship</li> <li>• Establishes, maintains and concludes therapeutic relationships with tamariki and whānau that demonstrates empathy, respect, trust and is inclusive of those present</li> <li>• Partners with whānau and their tamariki to explore an understanding of child health, to promote healthy development and wellbeing and to improve health literacy</li> <li>• Practices with humility as reciprocal knowledge and experience is shared to understand and learn from each other and foster trust</li> <li>• Communicates to support development of strong, healthy, empowered whānau, enabling participation in their care and decision making</li> <li>• Empowers whānau in a strength-based partnership to support the development of confidence and capability for increased parental competence and strengthens the whānau and tamariki relationship</li> </ul>
<p><b>4.</b> <b>Application of Child Health Specialty Nursing Knowledge</b></p>	<p>The child health nurse:</p> <ul style="list-style-type: none"> <li>• Uses strength-based approaches to develop and maintain a partnership with whānau</li> </ul>

Standard	Indicators
The child health nurse applies and extends their specialty child health nursing knowledge and skills	<ul style="list-style-type: none"> <li>• Develops a trusting relationship with the consent of whānau that is undertaken in a mana enhancing, respectful way</li> <li>• Has the knowledge to support whānau to recognise the needs of tamariki in relation to health, wellness, growth and development</li> <li>• Delivers individualised nursing care that is specific and responsive to the individual tamariki and whānau context, with informed consent</li> <li>• Understands and applies the importance of the early years as foundational for lifelong health and wellbeing to practice</li> <li>• Care provided recognises the vulnerability of tamariki due to their developmental stage and dependence on adults</li> <li>• Provides anticipatory guidance on developmental changes and child health knowledge to enhance the growth and developmental wellbeing of tamariki and to support whānau in their health care</li> <li>• Reduce the incidence of developmental delay, injury and disability and ensure best possible outcomes for tamariki and whānau</li> <li>• Adopts a trauma informed approach – one that recognises the impact of Adverse Childhood Experiences (ACEs), family violence, trauma and stress on tamariki and whānau</li> <li>• Recognises the impact of intergenerational trauma on tamariki and whānau</li> <li>• Works with whānau to reduce the impact of trauma on short and long-term health outcomes</li> <li>• Uses evidence-based knowledge and skills to deliver optimal nursing care to tamariki and whānau. This includes the ability to undertake holistic nursing assessments using cultural models of health appropriate for the whānau</li> <li>• Recognises the importance of mental wellbeing for tamariki and whānau and provides support, guidance and intervention as required</li> <li>• Recognises the impact of acute and chronic illness, disability and hospitalisation on whānau wellbeing</li> <li>• Utilises sustainable and agile models of nursing care, that adapts to the changing environment and needs</li> </ul>
5.	The child health nurse:

Standard	Indicators
<p><b>Assessment, Planning, Management and Evaluation of Care</b></p> <p>In partnership with tamariki and whānau, the child health nurse holistically assesses, plans, manages and evaluates age-appropriate care</p>	<ul style="list-style-type: none"> <li>• Provides comprehensive nursing assessment to assess health literacy and the impact of the social determinants of health</li> <li>• Has a developmental perspective, using age-appropriate engagement and communication, assessment and interventions within each child and whānau cultural context</li> <li>• Plan of care is based on cultural models of health, evidence informed child health practice, knowledge, clinical experience and comprehensive assessment skills</li> <li>• Uses clinical judgement, critical thinking, clinical reasoning, evidence and initiative to analyse and interpret the assessment when making decisions</li> <li>• In partnership with whānau, plans child health nursing care based on the assessment of tamariki and whānau need, focusing on the priorities of whānau</li> <li>• Shares appropriate evidence-based information within the health literacy of tamariki and their whānau</li> <li>• During health care delivery reflects on nursing care, regularly reviews and evaluates goals in partnership with whānau</li> <li>• Provides care that is reprioritised and adjusted as appropriate, in partnership with whānau</li> <li>• Provides appropriate referral for identified health needs of tamariki and whānau and follows up referral outcomes within an appropriate time frame</li> <li>• Able to conclude the interaction with a clear understanding for the whānau of the plan</li> </ul>
<p><b>6. Ethics and Professional Care Information Management</b></p> <p>The child health nurse understands and complies with legislation, ethical and moral frameworks, policy and best practice guidelines, to provide safe child health care</p>	<p>The child health nurse:</p> <ul style="list-style-type: none"> <li>• Complies with national and organisational policies, procedures, legislation, frameworks and guidelines, regarding safe child health nursing care provision and documentation requirements</li> <li>• Recognises and understands New Zealand's obligations as a signatory of the 1989 United Nations Convention of the Rights of the Child (UNCROC) and practices in accordance with these rights</li> <li>• Meets Nursing Council of New Zealand registered nurse competencies and code of conduct in the context of child health nursing</li> <li>• Understands the vulnerability of tamariki and dependency on whānau in respect to the complexity of maintaining the whānau relationship and the safety and wellbeing of the child</li> <li>• Ensures informed consent and confidentiality of health information and boundaries of engagement</li> </ul>



Standard	Indicators
	<ul style="list-style-type: none"> <li>• Understands and respects the legal rights of tamariki and whānau in relation to consent, confidentiality and decision making</li> <li>• Demonstrates appropriate and effective use of information, documentation, and data/patient management systems and is professional, respectful and responsible when using electronic forms of communication, including social media</li> <li>• Meets professional responsibility and uses clinical knowledge to identify signs of child maltreatment, child abuse or neglect and acts appropriately to safeguard tamariki including whānau in the process where possible</li> <li>• Accesses guidance, particularly when making decisions about tamariki and whānau safety</li> <li>• Meets mandatory reporting and requirements related to abuse, neglect and intimate partner violence, in accordance with applicable legislation</li> </ul>
<p><b>7.</b> <b>Safe Environment</b> The child health nurse promotes and maintains a safe and welcoming environment for tamariki, whānau and colleagues</p>	<p>The child health nurse:</p> <ul style="list-style-type: none"> <li>• Understands and complies with government and organisational health and safety policy and guidelines</li> <li>• Conducts holistic risk assessments to determine safety for tamariki and whānau</li> <li>• Supports whānau to provide developmentally appropriate experiences for their tamariki in safe and secure environments, to achieve optimal health outcomes</li> <li>• Recognises that conflict may occur for whānau in child health nursing and is able to navigate this</li> <li>• Maintains an awareness of risk of communicable disease in Aotearoa New Zealand</li> <li>• Utilises knowledge of the signs and symptoms of common childhood communicable diseases to provide anticipatory guidance and health education to whānau for prevention and early identification of disease</li> <li>• Is proactive in advocating for immunisation, infection control and preparation for pandemic</li> <li>• Keeps current with the national immunisation schedule and promotes immunisation</li> <li>• Aware of the impact of pandemics, natural disasters and major emergencies on whānau and communities. Has emergency plans and flexibility in provide ongoing nursing care</li> </ul>
<p><b>8.</b></p>	<p>The child health nurse:</p>

Standard	Indicators
<p><b>Population Health</b> The child health nurse demonstrates knowledge of child health determinants and population health for the population they work with</p>	<ul style="list-style-type: none"> <li>• Develops practice based on knowledge and understanding of population health and the social determinants of health. Assesses how these impact on tamariki and whānau within the populations they are working with</li> <li>• Provides nursing practice that supports the differing ways in which whānau experience health, illness, disability, the environment and healthcare from a health promotion model</li> <li>• Is aware of climate change and the impact this has on tamariki, whānau, and communities, particularly those vulnerable to the poorest health outcomes. Works towards reducing the impact of climate change for the population the nurse is working with</li> <li>• Identifies and responds where appropriate to social, cultural, political, economic and environmental factors that affect child health nursing and services</li> <li>• Engages and builds relationships in the community to enhance and support community capacity</li> <li>• Works collaboratively with key community leaders and groups to support community action and develop positive health outcomes for tamariki, whānau and communities</li> </ul>
<p><b>9. Professional Communication and Advocacy for the Wellbeing of tamariki and whānau</b> The child health nurse communicates effectively with colleagues, agencies and community groups, advocating for and supporting the wellbeing of tamariki and whānau</p>	<p>The child health nurse:</p> <ul style="list-style-type: none"> <li>• Effectively communicates and collaborates with other health professionals and organisations, across a range of sectors, to ensure appropriate resources and access to services for tamariki and whānau, to support continuity of care</li> <li>• Upholds positive, respectful and supportive collegial relationships to ensure open lines of communication</li> <li>• In a partnership approach, advocates for integrated care and support for whānau through the journey with services</li> <li>• Networks to identify community resources and services available for tamariki and whānau. Works in partnership with whānau to determine the most appropriate resources for them</li> <li>• Recognises when there is complexity that heighten whānau vulnerability and works to reduce the impact of these on tamariki and whānau</li> <li>• Aware of the power difference between health practitioners and health consumers and appropriately uses power to advocate for and support whānau</li> </ul>

Standard	Indicators
<p><b>10.</b> <b>Wellbeing of the nurse</b> The child health nurse is aware of the context/impact of the health and social system on their personal wellbeing and takes appropriate steps to minimise these for themselves and for colleagues</p>	<p>The child health nurse:</p> <ul style="list-style-type: none"> <li>• Assesses personal safety and act appropriately in times of immediate harm with actions such as de-escalation and moving to a place of safety</li> <li>• Regulates own emotions and remains effective in working with tamariki and whānau</li> <li>• Demonstrates reflective practice that supports professional growth and expansion of practice</li> <li>• Identifies own needs and wellbeing, proactively seeking support when needed</li> <li>• Addresses ethical concerns and constructively advocates for their own team and profession when the impact of the health and social system on personal wellbeing is negative</li> </ul>
<p><b>11.</b> <b>Advancement of child health nursing practice</b> The child health nurse will advance practice through research, quality improvement, leadership and evidence-based practice</p>	<p>The child health nurse:</p> <ul style="list-style-type: none"> <li>• Engages in professional education and development to advance child health knowledge and practice</li> <li>• Adapts to sustainable and agile models of nursing care, adjusting to changing environments and needs</li> <li>• Advocates to achieve improved health outcomes for tamariki, whānau and population groups, through community action, submission writing and policy development</li> <li>• Identifies opportunities and incorporates knowledge of current evidence-based research into child health nurse practice</li> <li>• Advocates for the specialty of child health through networking, professional contribution and community visibility</li> <li>• Engages in reflective practice to increase self-awareness and improve child health nursing practice through completion of a professional nursing portfolio to meet the requirements of Nursing Council of New Zealand</li> </ul>

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