



# **Enrolled Nurse Scope of Practice Review**

## **He Waka Eke Noa: Together Towards Tomorrow**

**Enrolled Nurse Conference  
May 2024**



**I AM A BEACON OF COMFORT**



**Te Kaunihera Tapuhi o Aotearoa**  
Nursing Council of New Zealand

# WELLBEING MATTERS TO ME



Te Kaunihera Tapuhi o Aotearoa  
Nursing Council of New Zealand

**I AM DOING MY BEST  
EVERYDAY**



**Te Kaunihera Tapuhi o Aotearoa**  
Nursing Council of New Zealand

# Do you hear the tui call,

**A tui is a messenger.  
Symbolises: life fulfilment,  
confidence, and spiritual  
harmony.**



Te Kaunihera Tapuhi o Aotearoa  
Nursing Council of New Zealand

**I LEAD WITH  
INTEGRITY**



**Te Kaunihera Tapuhi o Aotearoa**  
Nursing Council of New Zealand









Te Kaunihera Tapuhi o Aotearoa  
Nursing Council of New Zealand

ArticleID/1543/SIT-Enrolled-Nursing-pass-rate-a-perfect-100


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## SIT Enrolled Nursing pass rate a perfect 100%

Publish Date: Wednesday, 7 February 2024



News, Articles, Nursing & Health Science  
#SIT Invercargill #Invercargill #News #Nursing

SIT | Te Pūkenga Enrolled Nursing graduates consistently among the best in New Zealand, achieving the latest Nursing Council exam pass rate of 100%.

SIT Enrolled Nursing graduates had another **successful year in 2023**, based on the Examination results from the Nursing Council of New Zealand. SIT Enrolled Nursing graduates achieved a perfect pass rate of 100% in the December 2023 Enrolled Nursing exams, exceeding the national average pass rate of 86.9% by more than 13%.

SIT Acting Head of School of Nursing (SoN) and Post Graduate Programme Manager, Karyn Madden. SIT students achieved perfect pass rate of 100% in the December 2023 Enrolled Nursing exams.

national average pass rate of 86.9% by more than 13%.

Wintec enrolled nursing diploma x +

rnz.co.nz/news/national/508269/wintec-enrolled-nursing-diploma-students-achieve-100-perc

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## NEW ZEALAND / HEALTH

# Wintec enrolled nursing diploma students achieve 100% pass rate

4:45 pm on 2 February 2024

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Libby Kirkby-McLeod, Reporter





Enrolled nurse's care in a suitcase

nzdoctor.co.nz/article/news/enrolled-nurses-ca... Paused


New Zealand **Doctor**

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## Enrolled nurse's care in a suitcase

 Fiona Cassie  
fcassie@nzdoctor.co.nz

Wednesday 17 August 2022, 01:52 PM



Enrolled nurse Maudie Paul-Palmer with the new wheels she uses to provide outreach care to Kensington Health practice patients [image: supplied]

On home visits, enrolled nurse Maudie Paul-Palmer takes cervical-





Te Kaunihera Tapuhi o Aotearoa  
Nursing Council of New Zealand

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Nursing Council of New Zealand



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Nursing Council of New Zealand



# MANAAKITANGA - COMPASSION



Te Kaunihera Tapuhi o Aotearoa  
Nursing Council of New Zealand



**I AM SMASHING IT**



**Te Kaunihera Tapuhi o Aotearoa**  
Nursing Council of New Zealand



**I AM MAKING A  
DIFFERENCE**



**Te Kaunihera Tapuhi o Aotearoa**  
Nursing Council of New Zealand

A woman with dark hair pulled back, wearing blue scrubs, stands outdoors in front of a large green bush with small red flowers. She is smiling and has two identification badges on her chest. The background shows a wooden fence and more greenery.

# WHANAUGATANGA



Te Kaunihera Tapuhi o Aotearoa  
Nursing Council of New Zealand

**NOT ALL HEROES  
WEAR CAPES**



**Te Kaunihera Tapuhi o Aotearoa**  
Nursing Council of New Zealand

# What inspired you to become an enrolled nurse Nikki?

“My passion for nursing heightened when unfortunately, my kids got sick.

“They were in and out of hospital a lot and seeing the nurses give such good care and attention to their patients really inspired me”.

“Six months after my son passed away, I knew I needed to start something new. I began looking into my options and decided to take a leap and study enrolled nursing”.

“I want to make a difference. I want to ensure loved ones are cared, respected, and included. Just like how I felt leading up to and after the passing of my son. I will be forever grateful”



# KAWA WHAKARURUHAU



Te Kaunihera Tapuhi o Aotearoa  
Nursing Council of New Zealand

Ki te kotahi te kākaho, ka  
whati; ki te kāpuia, e kore e  
whati.

*When we stand alone we are  
vulnerable, but together we  
are unbreakable.*





LET'S WALK TOGETHER FOR BETTER TOMORROW

Enrolled Nurse Conference  
May 2024



# Position of Te Tiriti o Waitangi

**Te Ao western  
worldview**

**Te Ao Māori  
worldview**



# Reviewing the Guidelines for Cultural Safety, Te Tiriti o Waitangi and Māori Health in Nursing Education and Practice

Te Rangitāmiro Kaimahi Māori- Engaging with our Māori Nursing Workforce

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# Enrolled Nurse Scope Review

The Review is looking at the three key components to a Scope of Practice:

- The **Scope Statement**, which describes the nature of the role.
- The **(Nursing) Competencies**, which describe elements of competent practice that reflect the scope.
- The **Education Standards**, which describe how education providers and programmes create competent practitioners.

These reflect the statutory purpose of the Council and professional regulation:

- *To protect the health and safety of members of the public by providing for mechanisms to ensure that health practitioners are competent and fit to practise their professions.*

(HPCA 2003, s 3(1))



# Project Timeline

**August 2022 – May 2023**

EN scope statement review and Board endorsement

**February 2023 – August 2024**

EN competencies review alongside RN competencies review

**June 2023 – May 2024**

EN education standards review

**August 2024**

Gazette and implementation

Kawa Whakaruruhau and cultural safety guidelines

**Late 2024 – 2025**

Continuing competence review

Code of conduct review



# Enrolled Nurse Scope Statement

Enrolled Nursing in Aotearoa New Zealand reflects knowledge, concepts, and worldviews of both tangata whenua and tangata tiriti. Enrolled nurses uphold and enact Te Tiriti o Waitangi ngā mātāpono – principles, based within the Kawa Whakaruruhau framework for cultural safety, that promote equity, inclusion, and diversity.

Enrolled Nurses are accountable and responsible for their nursing practice, ensuring all health services they provide are consistent with their education and assessed competence, legislative requirements, and are supported by appropriate standards. This includes the right of Māori and other population groups to quality services that are culturally safe and culturally responsive.

The Enrolled Nurse works in partnership and collaboration with the health consumer, their whānau, communities, and the wider healthcare team to deliver equitable person/ whānau/ whakapapa-centred general nursing care, advocacy, and health promotion across the life span in all settings. An Enrolled Nurse's practice is informed by their level of educational preparation and practice experience, and may include a leadership or coordination role within the healthcare team.

Enrolled Nurses partner with health and disability support consumers to initiate care, monitor, and enhance health status through nursing assessments, care planning, implementation, and evaluation of care. Enrolled Nurses work with access to and seek, when appropriate, guidance from a Registered Nurse or other registered health practitioner.\*

\*A health practitioner is a person who is registered under the Health Practitioners Competence Assurance Act 2003 – for example a midwife, medical practitioner or occupational therapist.



# EN Education Standards Review

- An EN Education standards working group (including members from the EN Design Group) reviewed standards
- Provided the opportunity to consider generic nursing programme standards with individual schedules for Registered Nurse (RN) and EN programmes of study
- The reviewed EN scope of practice required a review of the Diploma of enrolled nursing standards
- Strengthened Te Tiriti partnership obligations in standard one and throughout standards
- Incorporate strategies to prioritise Māori and Pacific workforces
- Reduce duplication with education provider programme audit and review
- Future proof for use for other nursing education programmes (eg: NP)



# EN education standards (and amendments to RN education standards) consultation

- 101 responses, with 80 (79%) individual survey submissions and 21 (21%) written submissions
- Positive support for generic set of education standards that include individual schedules
- Recognise the importance of Te Tiriti o Waitangi principles and partnership obligations
- Support for a formal relationship with an institution offering a Bachelor of Nursing to deliver the New Zealand Diploma of Enrolled Nursing programme
- Support for a minimum of 700 hours of quality clinical learning and 900 hours if required for EN programme
- Considerable opposition to reducing RN quality clinical hours to a minimum of 1,000 clinical hours, and 1,400 hours if required
- Many comments on EN to RN bridging programmes and more national consistency for 'recognition of prior learning' across education providers



# Key changes to EN education standards

The qualification is a level 5 diploma on the New Zealand Qualifications Framework, comprised of 180 credits, of which **30 credits must be at level 6.**

**700 hours** of quality clinical learning in a variety of settings relevant to the curriculum. If required, 900 hours overall of clinical learning must be provided to support ākonga success.

**Complete a 240-hour (6 weeks) continuous transition to practice course** in the final semester of their programme.

Clinical teaching staff will:

- be an enrolled or registered nurse and hold a current annual practising certificate
- hold a post registration/postgraduate qualification in nursing or a related discipline
- the enrolled nurse formative and summative assessments can be signed off as appropriate, by either an enrolled or registered nurse.

A timeline and implementation plan will be communicated to the sector to support changes to curricula and accreditation processes over the next few years.





# Competency requirements

- Under the HPCA Act, the Nursing Council is responsible for setting standards to help ensure that nurses are competent and fit to practise
- Nursing is a complex profession – need to reflect the breadth of knowledge, skills and attributes required to provide safe care
- To inform nursing education curriculums
- For assessment of nursing students before registration
- For assessment of nurses returning to the workforce
- For assessment of overseas nurses looking to work in New Zealand
- For competence assessments
- For continuing competence and evidence of safety to practice as a nurse



# EN competencies review – looking back

## EN Design Group

### Key themes (domains) emerging from scope:

- Te Tiriti – overarching statement
- Kawa Whakaruruhau Framework
- Cultural safety
- Knowledge and skills based - Mātauranga
- Professional accountability and responsibility
- Partnership and Collaboration



# Proposed Enrolled Nurse Competencies – Consultation Dec 2023 – Feb 2024

## **Pou (Domains) of Competence**

There are five pou of competence for the enrolled nurse scope of practice. Evidence of safety to practise as an enrolled nurse is demonstrated when the applicant meets the competencies in the following domains:

### **Pou One: Te Tiriti o Waitangi**

Competencies that give effect to Te Tiriti o Waitangi in everyday practice, to support the right of Māori to be Māori and exercise self-determination over their lives, to improve health and wellbeing of Māori and whānau.

### **Pou Two: Cultural Safety**

Competencies to ensure cultural safety in practice. This requires enrolled nurses to reflect on their own values, biases and beliefs, to ensure the rights of Māori, Pacific and diverse population groups to promote equity and inclusion.



# Proposed Enrolled Nurse Competencies

## **Pou Three: Knowledge Informed Practice**

Competencies related to the knowledge and expertise to enable assessment, clinical decision-making, and provision of safe nursing care for individuals, whānau and communities.

## **Pou Four: Professional Accountability and Responsibility**

Competencies that relate to the provision of nursing care within professional, ethical and legal boundaries, that promote safe nursing practice by ensuring the rights, confidentiality, dignity and respect for people are upheld.

## **Pou Five: Partnership and Collaboration**

Competencies related to working in partnership and collaboration with individuals, their whānau, communities, and the interprofessional health care team across the life span in all settings.



# Consultation response (Dec 2023 – Feb 2024) – EN & RN proposed competencies

**2773 responses  
(1429 completed survey)**

- EN – 119
- RN – 2485
- Māori – 6%
- Pacific peoples – 4%

**103 written submissions**

- Individuals
- Organisations



# What we have heard overall

**Positive feedback:** the proposals cover all aspects of current and future nursing practice well

- Represent current practice
- While aspirational, support for high standard set
- Specific inclusion of Te Tiriti o Waitangi and cultural safety

**Neutral feedback:** the proposals are welcome but need to be refined

- Greater alignment between EN and RN competencies
- Specific comments and recommendations to improve
- Reintroduce indicators

**Critical feedback:** there are too many competencies, and they are too complicated

- Time to complete portfolio for PDRP
- Vague, hard to understand, don't recognise day to day practice



# EN competencies

## Snapshot:

The majority of ENs agreed that the EN competencies were broad enough. Several ENs made comments, such as *“I believe that they are well considered. But there are some crossovers”* and *“It is much more inclusive and holistic.”*

*Supportive and neutral sentiment: the competencies will support EN practice but would benefit from examples*

*Critical sentiment: They are too broad and do not cover all EN practice areas*

Answer Choices	Survey Responses – Enrolled Nurses only	
Yes	79.1%	53
No	20.9%	14
Answered		67



# Proposed changes – Standards of nursing competence

## Standards of Nursing Competence

- Designed at a level that enables nurses to apply them in the practice context where they work
- Consist of Pou (domains) – describes the competence required to practice safely

## Descriptors –

- Identifies the requirements for the Pou
- Provides depth and context to the standards to develop quality practice in a range of settings

## Continuing competence

- Evidence of safety to practice as a nurse is demonstrated when the nurse meets the Pou
- To meet competence requirements, nurses do not need to provide evidence for each individual descriptor, however evidence of the quality of practice needs to be sufficient to meet each Pou





# Enrolled Nurse Standards of Nursing Competence

**To meet continuing competence requirements, enrolled nurses do not need to provide evidence for each individual descriptor, however evidence of the quality of their practice needs to be sufficient to reflect each pou.**

Pou One: Te Tiriti o Waitangi

Pou Two: Cultural Safety

Pou Three: Knowledge Informed Practice

Pou Four: Professional Accountability and Responsibility

Pou Five: Partnership and Collaboration



# EN & RN competencies – key changes

Element	Draft version one	Draft version two
Competency Framework	<p><i>EN competencies</i></p> <p>Pou/domains (5)</p> <p>Competencies (29)</p> <p><i>RN competencies</i></p> <p>Pou/domains (6)</p> <p>Competencies (41)</p>	<p><i>EN Standards of nursing competence</i></p> <p>Pou (5)</p> <p>Descriptors (28)</p> <p><i>EN Standards of nursing competence</i></p> <p>Pou (6)</p> <p>Descriptors (31)</p>
Competencies versus standards and descriptors	<p><i>Competencies</i></p> <p>Detailed</p> <p>Specific areas of knowledge and skills</p>	<p><i>Standards of nursing competence</i></p> <p>Broad expectations and able to be contextualised to all areas of practice. The descriptors provide specific examples of expectations required for each standard.</p> <p>Greater emphasis on the Pou.</p> <p>Less descriptors than previous competencies.</p>
Pou	<p>Pou for EN and RN different</p> <p>Duplication between pou has been removed. Streamlined descriptors with greater emphasis on the pou.</p>	<p>Pou 1 and 2 are aligned between EN and RN standards of competence.</p> <p>Pou 1 reflects Kawa Whakaruruhau.</p> <p>Pou 3-5 EN and Pou 3-6 RN remain different and reflect the different scopes of practice.</p> <p>The Pou for RN has been reorganised however Pou remain the same.</p>
Demonstrating continuing competence requirements	<p>Demonstrated against each competency aligned to the pou</p>	<p>Demonstrated against each standard with descriptors used to inform practice expectations</p>



# EN competencies – specific changes

Draft version one – proposed enrolled nurse competencies	Draft version two – revised enrolled nurse standards of nursing competencies
<p><b>Competency 1.4</b> Develops and uses knowledge of the appropriate pronunciation of Māori words and names and observes tikanga where appropriate.</p>	<p><b>Descriptor 1.4</b> Practises and develops the use of te reo and tikanga Māori.</p>
<p><b>Competency 1.6</b> Develops an understanding of kawa whakaruruhau ensuring nursing colleagues are supported in practice as appropriate.</p>	<p>Kawa Whakaruruhau within Pou One (Te Tiriti o Waitangi) statement.</p>
<p><b>Competency 3.5</b> Demonstrates the knowledge and skills, and the place of digital health and artificial intelligence technologies, to perform a range of nursing procedures, including undertaking health assessments, to provide safe effective person and whānau centred care.</p>	<p><b>Descriptor 3.4.</b> Demonstrates digital health literacy and capability to support individuals, whānau and communities to use technology for promoting wellbeing and managing health concerns.</p>
<p><b>Competency 4.3.</b> Manages self-care to maintain and promote own health and wellbeing.</p>	<p><b>Descriptor 4.4</b> Considers and responds to the health and wellbeing of self and others to practise safely.</p>



# Next steps

- Education standards with minor amendment to be republished late May
- Publish EN &RN proposed competencies consultation (Dec 2023 – Feb 2024) response and analysis early June
- Consult on revised EN and RN competencies (and RN scope) mid-year
- Make recommendations to Council's Board for approval later in the year (August)
- Review continuing competence requirements (recertification audit)
- Kawa Whakaruruhau and cultural safety guidance
- Code of conduct review



**Any Pātai?**

