



NZNO  
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# Position Statement

## New Zealand Nurses Organisation

### NURSE CREDENTIALING

#### I. INTRODUCTION

Ko te Tiriti o Waitangi te tuinga motuhake o Aotearoa. Tautoko ana ngā Neehi Whakahaere o Aotearoa me Te Runanga Neehi Māori o Aotearoa hoki, i tēnei tuinga Motuhake, ā, ka whakanui ka whakapiki hoki tātou kia rite te tūnga o te tangata whenua mē ngā Neehi Whakahaere o Aotearoa.

The Treaty of Waitangi is the founding document of Aotearoa/New Zealand. The New Zealand Nurses Organisation and Te Runanga o Aotearoa acknowledges the great importance of this living document, and will continue to respect and promote the equal standing of Tangata Whenua and NZNO.

This will be evidenced through credentialing processes in New Zealand. Models will be underpinned by the Treaty of Waitangi and cultural safety will be a core component in any system.

NZNO supports credentialing systems designed for nurses, by nurses.

#### II. DEFINITION

NZNO accepts the International Council of Nurses definition of credentialing

*Credentialing is a term applied to processes used to designate that an individual, programme, institution or product have met established standards set by an agent (governmental or non-governmental) recognised as qualified to carry out this task. The standards may be minimal and mandatory or above the minimum and voluntary. Licensure, registration, accreditation, approval, certification, recognition or endorsement may be used to describe different credentialing processes but this terminology is not applied consistently across different settings and countries. Credentials are marks or "stamps" of quality and achievement communicating to employers, payers, and consumers what to expect from a "credentialed" nurse, specialist, course or programme of study, institution of higher education, hospital or health service, or healthcare product, technology or device. Credentials may be periodically renewed as a means of assuring continued quality and they may be withdrawn when standards of competence or behaviour are no longer met.*

*Styles and Affara 1997*

#### III. CREDENTIALING FRAMEWORK

NZNO supports the use of the International Council of Nurses (ICN) Credentialing Framework for the arrangement of information on credentialing mechanisms. NZNO believes that this supports ease of



NZNO  
Position Statement  
for:  
Nurse  
Credentialing

comparison between systems both nationally and internationally. The ICN Framework is to be adapted to encapsulate the specific context of New Zealand, that is the underpinning of the Treaty of Waitangi and cultural safety as core requirements. The ICN Framework is appended (Appendix A).

#### **IV. CREDENTIALING RESEARCH**

NZNO supports the need for sound research within New Zealand assessing the outcomes and value of credentialing systems. New Zealand research will encompass the fundamental values of the Treaty of Waitangi.

NZNO promotes the entry of research data onto the International Council of Nurses registry of credentialing research (ICN-RCR) which is a repository for all nursing credentialing research internationally.

#### **V CREDENTIALING SYSTEMS AND NZNO**

- **Competence-based practising certificates**

NZNO supports the introduction of a competence-based practising certificate regime by the regulatory authority, the Nursing Council of New Zealand. NZNO provides introductory education to nurses and midwives regarding the introduction of competence based practising certificates and the development of professional portfolios.

- **Employer professional development and recognition systems**

NZNO supports and leads the development of a national framework for employer programmes.

NZNO is actively involved in the development and review of employer policies and systems.

NZNO supports the Nursing Council of New Zealand's approval process for accreditation of employer and professional credentialing programmes for the purpose of competence-based practising certificates.

- **NZNO Accreditation**

NZNO provides a voluntary, professional recognition programme through its specialty college and section credentialing mechanism: accreditation. These programmes are reviewed regularly and at least five yearly.

- **Nurse Practitioner credentialing**

NZNO supports the continued development and review of the Nurse Practitioner endorsement process, and implementation of the model nationally, through representation on the Nurse Practitioner Advisory Committee of New Zealand (NPAC-NZ).

NZNO disseminates NPAC-NZ news through its website.



NZNO  
Position Statement  
for:  
Nurse  
Credentialing

## **V1 CREDENTIALING AND REMUNERATION**

NZNO supports systems which appropriately remunerate nursing expertise. NZNO organisers and the negotiating team contribute to this process through the collective employment agreement process.

NZNO has a Nurse Practitioner Position Statement outlining guidelines for position descriptions and employment agreement packages.

## **REFERENCES**

National Nurses Organisations (2003) Draft for consultation: National Framework for raising professional development and recognition programmes. NZNO. Wellington.

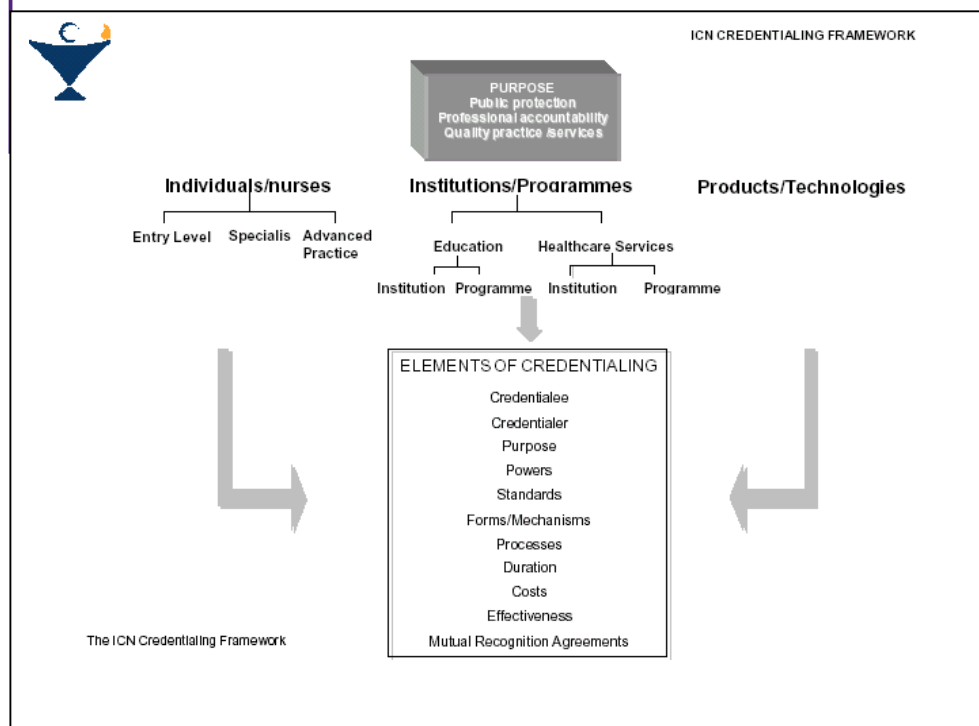
NZNO (2003) Position Statement: Nurse Practitioners in New Zealand. NZNO. Wellington.

Nursing Council of New Zealand (2003) Framework for the approval of professional recognition programmes to meet the requirements of competence-based practising certificates for nurses. NCNZ. Wellington.

Styles, MM and Affara, FA (1997) ICN on Regulation: Towards 21<sup>st</sup> Century Models. ICN. Geneva

## APPENDIX A:

### INTERNATIONAL COUNCIL OF NURSES CREDENTIALLING FRAMEWORK (2003)



The questions are stated broadly, and a number of options are listed, and both can be further detailed and individualised according to a countries need.

Please note that more than one response may apply in each of the data elements

| <b>Individual -- Basic or entry into practice – registration/licensure<br/>Descriptors/ Data Elements</b> |  |
|---|--|
| <b>Credentialee</b>   | <p><b>Who credentials nurses for entry into practice?</b></p> <p>National Government <input type="checkbox"/></p> <p>Sub national government e.g. state/province/canton <input type="checkbox"/></p> <p>Please specify</p> <p>Non-government <input type="checkbox"/></p> <p>Other - please specify <input type="checkbox"/></p> |
| <b>Purpose</b>  | <p><b>What are the key purposes for credentialing individuals for practice?</b></p>  |



NZNO  
Position Statement  
for:  
Nurse  
Credentialing

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|                  | <p>To protect the public by restricting practice to those qualified <input type="checkbox"/></p> <p>To restrict use of title <input type="checkbox"/></p> <p>To raise status of credentialed individual <input type="checkbox"/></p> <p>To meet minimum standards of safety/quality <input type="checkbox"/></p> <p>To raise standards of healthcare <input type="checkbox"/></p> <p>Other? <input type="checkbox"/></p> <p>Specify</p>   |
| <b>Powers</b>    | <p><b>Is credentialing for entry to practice mandatory or voluntary?</b></p> <p>Mandatory <input type="checkbox"/></p> <p>Voluntary <input type="checkbox"/></p> <p><b>Does the credential for entry to practice give;</b></p> <p>Title protection <input type="checkbox"/></p> <p>The right to display the signs of the initials of credential after name <input type="checkbox"/></p> <p>The right to wear a special badge and /or uniform <input type="checkbox"/></p> <p>Information about credentialee to employers or the public <input type="checkbox"/></p> <p>Other? <input type="checkbox"/></p> <p>Specify</p> |
| <b>Standards</b> | <p><b>How many years of general schooling is required before starting an entry to nursing programme?</b><br/>_____years</p> <p><b>How many <u>months</u> does the entry to practice programme take?</b><br/>_____months</p> <p><b>What is the academic level of the entry to practice programme'</b></p> <p>Certificate <input type="checkbox"/></p>  |



NZNO  
Position Statement  
for:  
Nurse  
Credentialing

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|                  | Diploma  | <input type="checkbox"/> |
|                  | Baccalaurate   | <input type="checkbox"/> |
|                  | Degree   | <input type="checkbox"/> |
|                  | Higher degree/Post graduate  | <input type="checkbox"/> |
|                  | <b>What is the proportion of time in the entry to nursing programme between theory and practice?</b> |                          |
|                  | Specify e.g. 50%:50%   |                          |
|                  | <b>How many weeks of theory does the programme provide?</b>  |                          |
|                  | Amount of theory _____ weeks   |                          |
|                  | <b>Which of the following content is required?</b>   |                          |
|                  | Sciences   | <input type="checkbox"/> |
| <b>Standards</b> | Life Sciences  | <input type="checkbox"/> |
|                  | Social Sciences  | <input type="checkbox"/> |
|                  | Liberal studies  | <input type="checkbox"/> |
|                  | Nursing sciences   | <input type="checkbox"/> |
|                  | Professional growth and issues   | <input type="checkbox"/> |
|                  | Communication and informational technology   | <input type="checkbox"/> |
|                  | Interpersonal and social skills  | <input type="checkbox"/> |
|                  | Management /leadership   | <input type="checkbox"/> |
|                  | Research   | <input type="checkbox"/> |
|                  | Other?   | <input type="checkbox"/> |
|                  | Specify (New Zealand specific context identified here)   |                          |
|                  | <b>How many weeks of practice does the programme provide?</b>  |                          |
|                  | Amount of practice _____ weeks   |                          |
|                  | <b>Which of the following fields of practice is required?</b>  |                          |
|                  | Primary health care  | <input type="checkbox"/> |
|                  | Community health   | <input type="checkbox"/> |



NZNO  
Position Statement  
for:  
Nurse  
Credentialing

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|                          | <p>Infants and children <input type="checkbox"/></p> <p>Adults <input type="checkbox"/></p> <p>Maternity <input type="checkbox"/></p> <p>Mental health <input type="checkbox"/></p> <p>Elderly <input type="checkbox"/></p> <p>Long term care <input type="checkbox"/></p> <p>Home care <input type="checkbox"/></p> <p>Management of services <input type="checkbox"/></p> <p>Research <input type="checkbox"/></p> <p>Internship <input type="checkbox"/></p> <p>length _____ weeks</p> <p>Other? <input type="checkbox"/></p> <p>Specify (<i>New Zealand specific context identified here</i>)</p> <p><b>Which parties are involved in setting standards and competencies?</b></p> <p>Government <input type="checkbox"/></p> <p>Specify</p> <p>Regulatory authority <input type="checkbox"/></p> <p>Specify</p> <p>Nursing profession <input type="checkbox"/></p> <p>Specify</p> <p>Other? <input type="checkbox"/></p> <p>Specify</p> |
| <b>Form or mechanism</b> | <p><b>What is the name given to the credential?</b></p> <p>Registration <input type="checkbox"/></p> <p>Certification <input type="checkbox"/></p> <p>Licensure <input type="checkbox"/></p> <p>Other? <input type="checkbox"/></p> <p>Specify</p>  |
| <b>Processes</b>         | <p><b>What processes are used to validate attainment of</b></p>   |



NZNO  
Position Statement  
for:  
Nurse  
Credentialing

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|                                | <p><b>required standards/competencies/other requirements?</b></p> <p>Acquiring educational diploma/certificate/ degree <input type="checkbox"/></p> <p>Test/exams <input type="checkbox"/></p> <p>Practice requirements <input type="checkbox"/></p> <p>Self assessment <input type="checkbox"/></p> <p>Peer review <input type="checkbox"/></p> <p>Interview <input type="checkbox"/></p> <p>Review of transcripts <input type="checkbox"/></p> <p>References <input type="checkbox"/></p> <p>Other <input type="checkbox"/></p> <p>Specify _____</p>  |
| <p><b>Term or Duration</b></p> | <p><b>Is the credential:</b></p> <p>Awarded for an indefinite period? <input type="checkbox"/></p> <p>Renewed periodically? <input type="checkbox"/></p> <p>How often? _____</p> <p><b>What are the renewal requirements?</b></p> <p>Payment of a fee <input type="checkbox"/></p> <p>Meeting practice requirements <input type="checkbox"/></p> <p>Evidence of continuing education or professional or development <input type="checkbox"/></p> <p>Other? <input type="checkbox"/></p> <p>Specify _____</p> <p><b>What are the amount and type of practice requirements, if any?</b></p> <p>Amount _____ days</p> <p>Type _____</p> <p><b>What evidence of continuing education or professional development is required, if any?</b></p> |





NZNO  
Position Statement  
for:  
Nurse  
Credentialing

|                                |   |
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| <p><b>Term or duration</b></p> | <p>Amount _____<br/>Type _____</p> <p><b>Can the credential be revoked?</b> Yes/No<br/><b>Can the credential be suspended?</b> Yes/No<br/><b>What other sanctions can be applied?</b> <input type="checkbox"/><br/>Specify _____</p> <p><b>Which Bodies have the authority to remove or suspend the credential or impose other sanctions:</b></p> <p>Government <input type="checkbox"/><br/>Specify _____</p> <p>Credentialing authority <input type="checkbox"/><br/>Specify _____</p> <p>Employer <input type="checkbox"/><br/>Specify _____</p> <p>Other <input type="checkbox"/><br/>Specify _____</p> |
| <p><b>Cost</b></p>             | <p><b>Is payment required for initial credential?</b><br/>Yes/No</p> <p><b>What percentage of a newly qualified nurse's <u>monthly</u> salary is equivalent to initial credential costs?</b> _____%</p> <p><b>Is payment required for renewal of credential?</b><br/>Yes/No</p> <p><b>What percentage of a newly qualified nurse's <u>monthly</u> salary is equivalent to the renewal fee?</b><br/>_____%</p> <p><b>What are the sources of income of the credentialing body?</b></p>   |



NZNO  
Position Statement  
for:  
Nurse  
Credentialing

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|                      | Initial credentialing fees <input type="checkbox"/><br>Renewal of credential fees <input type="checkbox"/><br>Government funding <input type="checkbox"/><br>Fees paid by employers for services (e.g. credential checking) <input type="checkbox"/><br>Fees for accrediting programmes/ services <input type="checkbox"/><br>Sales of materials <input type="checkbox"/><br>Other <input type="checkbox"/><br>Specify   |
| <b>Effectiveness</b> | <b>Is the credentialing body accredited?</b><br>Yes/No<br><br><b>Who accredits the credentialing body?</b> <input type="checkbox"/><br>Specify<br><br><b>Is research undertaken on behalf of the credentialing body into:</b><br>Relevance and reliability credentialing processes <input type="checkbox"/><br>Impact of credentialing in on client outcomes <input type="checkbox"/><br>Other <input type="checkbox"/><br>Specify<br><br><b>Is information collected on behalf of the credentialing body about;</b><br>Subsequent careers followed by credentialed <input type="checkbox"/><br>Additional qualifications acquired <input type="checkbox"/><br>Disciplinary/professional conduct actions brought against credentialed <input type="checkbox"/><br>Outcomes of disciplinary/professional conduct action <input type="checkbox"/><br>Other <input type="checkbox"/><br>Specify |
| <b>Mutual</b>        | <b>Does your credentialing body recognise the</b>  |



NZNO  
Position Statement  
for:  
Nurse  
Credentialing

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| <b>Recognition Agreements</b> | <b>qualifications of nurses from other jurisdictions?</b><br>Yes/No<br><br><b>If yes, what jurisdiction and under what agreement?</b> <input type="checkbox"/><br>Specify<br><br><b>Do other jurisdictions recognise your qualifications?</b><br>Yes/No<br><br><b>If yes, what jurisdiction and under what agreements?</b> <input type="checkbox"/><br>Specify<br><br><b>Does your jurisdiction share professional conduct/disciplinary action information about its credentialeds with other jurisdictions?</b><br>Yes/No<br>If yes, Specify |
|-------------------------------|---|

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## MISSION STATEMENT

NZNO is committed to the representation of members, the promotion of nursing and midwifery. NZNO embraces Te Tiriti o Waitangi and works to improve the health status of all peoples of Aotearoa/ New Zealand through participation in health and social policy development.