

Template 2



**Competence assessment form
for the enrolled nurse scope of practice transition 2010**

This form may be used by nurses completing a competence assessment for the enrolled nurse scope of practice transition.

All assessments must be completed by a Council-approved assessor, or as part of an approved Professional Development and Recognition Programme (PDRP)*.

Please refer to the competencies for the enrolled nurse scope of practice on the next page. The specific **Indicators** for each competency provide examples of how the competency may be met but are not prescriptive and other **indicators** may be appropriate in particular practice settings. Sufficient comments must be completed under each competency to substantiate the assessment.

Please complete all the details in the following appropriate boxes:

Please tick if: Self Assessment Senior RN Assessment

Name of nurseRegistration Number.....
Practice area

Assessors Name (please print).....
Signature..... Registration Number.....
Job title.....
Type of relationship.....
Address

Phone number/s.....Email address.....
Date.....

*Please check with PDRP Coordinator to ensure your assessor meets requirements

There are four domains of competence for the enrolled nurse scope of practice. Evidence of safety to practise as an enrolled nurse is demonstrated when the nurse meets all the competencies within all four domains. If you have a current PDRP portfolio with evidence against the previous competencies, you are only required to provide evidence against the following competencies:

Domain two: Provision of nursing care		
Competency	Met / Not Met <small>Please complete this box</small>	Please supply a supporting comment of how you / or the nurse has met each competency, this can be an action or an example <i>Please refer to the Indicators in the enrolled nurse scope of practice for each competency.</i>
Competency 2.1 Provides planned nursing care to achieve identified outcomes.		
Competency 2.2 Contributes to nursing assessments by collecting and reporting information to the registered nurse.		
Competency 2.3 Recognises and reports changes in health and functional status to the registered nurse or directing health professional.		
Competency 2.6 Contributes to the health education of health consumers to maintain and promote health		

Domain three: Interpersonal relationships		
Competency	Met / Not Met Please complete this box	Please supply a supporting comment of how you / or the nurse has met each competency, this can be an action or an example <i>Please refer to the Indicators in the enrolled nurse scope of practice for each competency.</i>
Competency 3.2 Communicates effectively as part of the health care team.		
Competency 3.3 Uses a partnership approach to enhance health outcomes for health consumers.		

Domain four: Interprofessional health care & quality improvement		
Competency	Met / Not Met Please complete this box	Please supply a supporting comment of how you / or the nurse has met each competency, this can be an action or an example <i>Please refer to the Indicators in the enrolled nurse scope of practice for each competency.</i>
Competency 4.2 Recognises the differences in accountability and responsibilities of registered nurses, enrolled nurses and healthcare assistants.		
Competency 4.3 Demonstrates accountability and responsibility within the health care team when assisting or working under the direction of a registered health professional who is not a nurse.		

Competencies and indicators for the enrolled nurse scope of practice

Domain two: Provision of nursing care

Competency 2.1 Provides planned nursing care to achieve identified outcomes.

Indicator: Contributes to the development of care plans in collaboration with the registered nurse and health consumers, and clarifies responsibilities for planned care with the registered nurse.

Indicator: Promotes independence while assisting health consumers to undertake activities of daily living, such as nutrition, hydration, elimination, mobility, social functioning and personal hygiene.

Indicator: Uses nursing knowledge and problem solving skills when carrying out professional responsibilities.

Indicator: Prioritises and manages time.

Indicator: Carries out procedures competently and safely.

Indicator: Administers nursing interventions and medications within legislation, codes, scope of practice and according to prescription, established organisational policy and procedures.

Competency 2.2 Contributes to nursing assessments by collecting and reporting information to the registered nurse.

Indicator: Completes assessment tools as delegated by the registered nurse.

Indicator: Uses a range of data gathering techniques including observation, interview, physical examination and measurement.

Indicator: Assists with routine examinations and routine diagnostic investigations.

Indicator: Applies understanding of the different developmental stages of the life span.

Competency 2.3 Recognises and reports changes in health and functional status to the registered nurse or directing health professional.

Indicator: Observes for changes in health consumers' health and functional status in the course of nursing practice.

Indicator: Communicates observations to the registered nurse and appropriate members of the health team.

Indicator: Reports changes in health status in a timely manner and is aware of procedures for responding to concerns which are escalating in the health care setting.

Competency 2.6 Contributes to the health education of health consumers to maintain and promote health

Indicator: Provides accurate and culturally appropriate education to health consumers or groups to maintain or promote health in consultation with the registered nurse.

Indicator: Determines consumer understanding by seeking feedback on information given.

Indicator: Demonstrates an understanding of how health and disease are affected by multiple and interconnected factors.

Domain three: Interpersonal relationships

Competency 3.2 Communicates effectively as part of the health care team

Indicator: Communicates orally and in writing appropriately and effectively.

Indicator: Demonstrates understanding of the need for different communication styles and approaches in different situations.

Indicator: Engages with colleagues to give and receive constructive feedback that enhances service delivery to health consumers.

Indicator: Contributes to a positive working environment.

Competency 3.3 Uses a partnership approach to enhance health outcomes for health consumers.

Indicator: Understands and applies the principles of a recovery centred¹ approach to nursing care within different health care settings.

Indicator: Understands the impact of stigma and discrimination on health outcomes for health consumers and is able to implement nursing interventions that enhance fairness, equality and self determination.

Indicator: Understands and uses the resources in the health consumer's community to improve health outcomes.

Domain four: Interprofessional health care & quality improvement

Competency 4.2 Recognises the differences in accountability and responsibilities of registered nurses, enrolled nurses and healthcare assistants.

Indicator: Clarifies enrolled nurse role and responsibilities in the context of health care settings.

Indicator: Acts as a resource and role model for nurse students and health care assistants.

Indicator: Prioritises the delivery of nursing care to health consumers as guided by the registered nurse.

Indicator: Co-ordinates provision of care by health care assistants within the team as delegated by the registered nurse.

Competency 4.3 Demonstrates accountability and responsibility within the health care team when assisting or working under the direction of a registered health professional who is not a nurse.

Indicator: Understands the enrolled nurse role and boundaries in relation to the scopes of practice of other registered health professionals.

Indicator: Practises within legislative requirements, organisation policy and refers issues outside scope to a registered nurse supervisor.

Indicator: Works under the direction of an identified health professional and reports observations, changes in health status and escalates concerns to that health professional.

ⁱ Mental Health Commission March (2001) *Recovery Competencies for New Zealand Mental Health Workers*