



Competencies for the enrolled nurse scope of practice

April 2010

Enrolled nurse scope of practice

Enrolled nurses practise under the direction and delegation of a registered nurse or nurse practitioner to deliver nursing care and health education across the life span to health consumers in community, residential or hospital settings. Enrolled nurses contribute to nursing assessments, care planning, implementation and evaluation of care for health consumers and/or families/whanau. The registered nurse maintains overall responsibility for the plan of care. Enrolled nurses assist health consumers with the activities of daily living, observe changes in health consumers' conditions and report these to the registered nurse, administer medicines and undertake other nursing care responsibilities appropriate to their assessed competence.

In acute settings, enrolled nurses must work in a team with a registered nurse who is responsible for directing and delegating nursing interventions. In some settings, enrolled nurses may coordinate a team of health care assistants under the direction and delegation of a registered nurse. In some settings, enrolled nurses may work under the direction and delegation of a registered health practitioner. In these situations the enrolled nurse must have registered nurse supervision and must not assume overall responsibility for nursing assessment or care planning. Enrolled nurses are accountable for their nursing actions and practise competently in accordance with legislation, to their level of knowledge and experience. They work in partnership with health consumers, families/whanau and multidisciplinary teams.*

** A person who is registered under the Health Practitioners Competence Assurance Act e.g. midwife, medical practitioner, occupational therapist.*

Competencies for the enrolled nurse scope of practice

There are four domains of competency 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:

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| Domain one: | Professional responsibility |
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This domain contains competencies that relate to professional, legal and ethical responsibilities and cultural safety. These include being able to demonstrate knowledge and judgement and being accountable for own actions and decisions, while promoting an environment that maximises health consumers' safety, independence, quality of life and health.

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| Domain two: | Provision of nursing care |
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This domain contains competencies related to assessment and provision of nursing care for health consumers when working under the direction of a registered nurse.

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| Domain three: | Interpersonal relationships |
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This domain contains competencies related to interpersonal communication with health consumers their families/whanau and other nursing and healthcare staff.

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| Domain four: | Interprofessional health care and quality improvement |
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This domain contains competencies related to promoting a nursing perspective within the interprofessional health care team and contributing to quality improvement.

Competencies and indicators

The competencies in each domain have a number of key generic examples of competent performance called *indicators*. These are neither comprehensive nor exhaustive; rather they provide *examples* of evidence of competence. The indicators are designed to assist the assessor when using his/her professional judgement in assessing the attainment of the competencies.

In addition, the indicators assist curriculum development for the enrolled nurse programme. All competencies are assessed on an ongoing basis during the education programme and will be assessed for entry to the enrolled nurse scope of practice upon the completion of the programme.

Note: Please read the glossary of terms on page 10 of this document.

| Domain one: | Professional responsibility |
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| Competency 1.1 | Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements. |
| Indicator: | Demonstrates knowledge of relevant legislation pertaining to the delivery of health consumer care. |
| Indicator: | Ensures practice is within the scope of practice and adheres to legislated requirements and relevant ethical codes, policies and procedural guidelines. |
| Indicator: | Accepts responsibility for actions and decision making within the enrolled nurse scope of practice. |
| Indicator: | Identifies breaches of law that occur in practice and reports them to the registered nurse/manager. |
| Competency 1.2 | Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice. |
| Indicator: | Understands the Treaty of Waitangi/Te Tiriti o Waitangi and its relevance to the health of Maori in Aotearoa/New Zealand. |
| Indicator: | Applies the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice. |
| Indicator | Demonstrates knowledge of differing health and economic status of Maori and non Maori and how this impacts on health outcomes. |
| Competency 1.3 | Demonstrates understanding of the enrolled nurse scope of practice and the registered nurse responsibility and accountability for direction and delegation of nursing care. |
| Indicator: | Recognises and acts in accordance with the enrolled nurse scope of practice, organisational policy and own level of competence. |
| Indicator | Demonstrates understanding of the registered nurse's role to direct, delegate, monitor and evaluate nursing care. |

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| Indicator | Consults with the registered nurse to ensure that delegated tasks and responsibilities are commensurate with own level of competence. |
| Indicator: | Seeks guidance from a registered nurse when encounters situations beyond own knowledge, competence or scope of practice. |
| Competency 1.4 | Promotes an environment that enables health consumer safety, independence, quality of life, and health. |
| Indicator: | Identifies and reports situations that may impact on the safety of health consumers or staff. |
| Indicator: | Adjusts the physical and social environment in order to maximise health consumer wellbeing. |
| Indicator: | Adheres to standards and procedures related to restraint minimisation, infection control, safe handling, pressure area prevention and the administration of medicines. |
| Indicator: | Initiates appropriate interventions in emergency situations. |
| Indicator: | Supports the right of health consumers to maintain independent lifestyles with dignity in their own environment. |
| Competency 1.5 | Participates in ongoing professional and educational development. |
| Indicator: | Undertakes regular review of own practice by engaging in reflection and identifying ongoing learning needs. |
| Indicator: | Takes responsibility for own professional development and maintenance of competence. |
| Indicator: | Takes opportunities to learn with others contributing to health care. |
| Competency 1.6 | Practises nursing in a manner that the health consumer determines as being culturally safe. |
| Indicator: | Demonstrates ability to provide culturally safe care to meet health consumers' individual needs, beliefs and values. |
| Indicator: | Reflects on own practice and values that impact on cultural safety. |

- Indicator: Takes opportunities to gain feedback from health consumers to determine own practice is culturally safe.
- Indicator: Avoids imposing prejudice on others and reports any observed occurrences of prejudice to the registered nurse.
- Indicator: Appropriately challenges practices that compromise health consumer safety, rights, privacy or dignity.

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| Domain two: | Provision of nursing care |
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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 2.4 Contributes to the evaluation of health consumer care.

Indicator: Monitors and documents progress towards expected outcomes.

Indicator: Contributes to the review of care plans in collaboration with the registered nurse.

Competency 2.5 Ensures documentation is accurate and maintains confidentiality of information.

Indicator: Observes, reports, records and documents health status.

Indicator: Records information in a systematic way that is in line with organisational policy and procedures.

Indicator: Ensures written communication is comprehensive, logical, legible, clear and concise, using only accepted abbreviations.

Indicator: Maintains confidentiality of documentation/records and interactions with others.

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.

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| Domain three: | Interpersonal relationships |
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Competency 3.1 **Establishes, maintains and concludes therapeutic interpersonal relationships.**

Indicator: Establishes rapport and trust with the health consumer and or family/whanau.

Indicator: Demonstrates respect, empathy and interest in the health consumer.

Indicator: Is able to establish relationships and communicate effectively and culturally appropriately with health consumers.

Indicator Appropriately terminates therapeutic relationships.

Indicator: Understands therapeutic relationships and professional boundaries.

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.

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| Domain four: | Interprofessional health care & quality improvement |
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Competency 4.1 Collaborates and participates with colleagues and members of the health care team to deliver care.

Indicator: Understands and values the roles, knowledge and skills of members of the health care team in relation to own responsibilities.

Indicator: Supports the therapeutic activities of other team members in the provision of health care.

Indicator: Provides other members of the team with accurate and relevant information to assist in decision making and provision of care.

Indicator: Contributes to discussion related to nursing practice, systems of care planning and quality improvement.

¹ Mental Health Commission March (2001) *Recovery Competencies for New Zealand Mental Health Workers*

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.

Glossary of terms

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| Accountability | Being answerable for your decisions and actions. |
| Applicant | A person applying to the Nursing Council of New Zealand for entry to the enrolled nurse scopes of practice who has completed a nursing programme and met the requirements outlined in the Health Practitioners Competence Assurance Act 2003 and the Council's policy. |
| Appropriate | Matching the circumstances of a situation or meeting the needs of the individual or group. |
| Assessment | A systematic procedure for collecting qualitative and quantitative data to describe progress and ascertain deviations from expected outcomes and achievements. |
| Collaborate | Work together, co-operate with each other. |
| Competence | The combination of skills, knowledge, attitudes, values and abilities that underpin effective performance as a nurse. |
| Competent | The person has competence across all domains of competencies applicable to the nurse at a standard that is judged to be appropriate for the level of nurse being assessed. |
| Competency | A defined area of skilled performance. |
| Domain | An organised cluster of competencies in nursing practice. |
| Delegation | The transfer of responsibility for the performance of an activity from one person to another with the former retaining accountability for the process and the outcome. |
| Direction | The active process of directing, guiding, monitoring and influencing the outcome of an individual's practice. Direction is provided directly when the registered nurse is actually present, observes, works with and directs the person; direction is provided indirectly when the registered nurse works in the same facility or organisation as the supervised person but does not constantly observe his/her activities. The registered nurse must have a current practising certificate and be available for reasonable access i.e. must be available at all times on the premises or immediately contactable by telephone (in community settings). |
| Effective | Having the intended outcome. |
| Enrolled nurse | A nurse registered under the <i>enrolled nurse</i> scope of practice. |

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| Health care assistant | A person employed within a healthcare, residential or community context who undertakes a component of direct care and is not regulated in law by a regulatory authority. |
| Health consumer | Individual, group or community who works in partnership with nurses to plan and receive nursing care. The term includes patients, residents and/or their families/whanau/representatives or significant others. |
| Indicator | Key generic examples of competent performance. They are neither comprehensive nor exhaustive. They assist the assessor when using their professional judgement in assessing nursing practice. They further assist curriculum development. |
| Legislated requirements | Those requirements laid down by New Zealand Acts and Regulations. |
| Nurse | A registered nurse, nurse practitioner or enrolled nurse. |
| Nurse Practitioner | A nurse registered under the <i>nurse practitioner</i> scope of practice. Note: Nurse practitioners are also registered nurses. |
| Nursing Council of New Zealand | <p>The responsible authority for nurses in New Zealand with legislated functions under the Health Practitioners Competence Assurance Act.</p> <p>The Nursing Council of New Zealand governs the practice of nurses by setting and monitoring standards of registration, which ensures safe and competent care for the public of New Zealand.</p> <p>As the statutory authority, the Council is committed to enhancing professional excellence in nursing.</p> |
| Performance criteria | Descriptive statements that can be assessed and that reflect the intent of a competency in terms of performance, behaviour and circumstance. |
| Registered health professional | A person who is registered under the Health Practitioners Competence Assurance Act e.g. midwife, medical practitioner, occupational therapist. |
| Registered nurse | A nurse registered under the <i>registered nurse</i> scope of practice. |
| Reliability | The extent to which a tool will function consistently in the same way with repeated use. |
| Responsibility | A charge or duty that arises from one's role or status in a profession or organisation. |
| Supervision | Supervision is provided by a registered nurse to an enrolled nurse who works under the direction of another health |

professional. The registered nurse provides guidance and feedback on the enrolled nurse's practice. This will include:

- regular face to face meetings,
- direct observation of the enrolled nurse's communication with health consumers and peers
- direct observation of technical procedures,
- discussion of professional development and learning needs,
- discussion of cultural issues,
- review of work content/nursing activities,
- discussion of professional responsibilities and scope,
- review of documentation
- and peer assessment of competencies.

**Treaty of Waitangi/
Te Tiriti o Waitangi**

The founding document for Aotearoa/New Zealand signed in 1840 by the Maori people and the British Crown.

Validity

The extent to which a measurement tool measures what it purports to measure.