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| **Enrolled Nurse Review** | |
| Name:  APC Number: | Workplace: |
| Review Completed By:  APC Number: | Designation: |

**Overall Instructions:**

It is the professional responsibility of all practising nurses to maintain their competence to practise. Nursing Council of New Zealand require **all nurses** to reflect and be assessed against the competencies **at least every three years.**

When this competence review is completed and signed by both parties, the original copy is to be placed within the EN’s personnel file, with a copy being provided to the EN.

**Note: Enrolled nurses who have not completed the transition requirements into the new EN scope of practice will not be expected to meet competencies 2.1, 2.2, 2.3, 2.6, 3.2, 3.3, 4.2, and 4.3.**

**Instruction for the Enrolled Nurse being reviewed:**

All enrolled nurses must complete a self-assessment every three years. If you are preparing to submit a PDRP portfolio, the portfolio contents becomes your self assessment.

Your line manager **is required to** complete the designated senior nurse / peer assessment (this person must hold a current nursing APC) within this document (this section must have been completed within the past 12 months to meet portfolio requirements).

***It is your responsibility to ensure the assessor makes a different comment on every competency, does not paraphrase the competency itself within the example, and circles either Met / Not Met in the appropriate column.***

Enrolled nurses who have not completed the transition requirements into the new EN scope of practice will not be expected to meet competencies 2.1, 2.2, 2.3, 2.6, 3.2, 3.3, 4.2, and 4.3.

* These competencies describe areas where the scope has broadened to allow enrolled nurses to contribute more to the following areas:
* Contributing to nursing assessments
* Working as part of a team with registered nurses when nursing acutely ill or complex health consumers
* Observing and reporting changes in health consumers conditions
* Working with health consumers with mental health concerns
* Co-ordinating a team of health care assistants under the direction and delegation of a registered nurse
* Working under the direction of a health practitioner who is not a nurse.

**Instructions for the reviewer:**

Each comment made by the assessor against a competency needs to provide a specific example as to how the nurse meets (or does not meet) each competency. Rephrasing of the competency or indicators is not acceptable. Please ensure you provide comments and rationale for each competency. This is a Nursing Council of New Zealand requirement.

Comments such as ‘agreed’, ‘discussed’, ‘see above’ or ‘see portfolio’ included in the review are not acceptable comments. If an EN submits a senior nurse / peer review with comments such as these within a PDRP portfolio submission, the review will be returned to the assessor for further evidence.

As a reviewer you are required to provide constructive feedback, so that areas of good practice / performance are acknowledged and areas where improvements can be made are identified, thus providing a learning opportunity for the Enrolled Nurse.

**Reference:** Nursing Council of New Zealand. (2011). *Guidelines for Competence Assessment.* Wellington: Author.

**Thank you for your time and contribution.**

**Enrolled nurses who have not completed the transition requirements into the new EN scope of practice will not be expected to meet competencies 2.1, 2.2, 2.3, 2.6, 3.2, 3.3, 4.2, and 4.3.**

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| **Domain 1 Professional Responsibility** | | |
| **Competency Statements** | ***Please circle as appropriate*** | **Designated Senior Nurse Assessment (or peer assessment as applicable) (comments with rationale)** |
| 1.1  Accepts responsibility for ensuring that his / her nursing practice & conduct meet the standards of the professional, ethical & relevant legislated requirements. | Met **Not Met** |  |
| 1.2  Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice. | Met **Not Met** |  |
| 1.3  Demonstrates understanding of the enrolled nurse scope of practice & the registered nurse responsibility & accountability for direction & delegation of nursing care. | Met **Not Met** |  |
| 1.4  Promotes an environment that enables health consumer safety, independence, quality of life, and health. | Met **Not Met** |  |
| 1.5  Participates in ongoing professional & educational development. | Met **Not Met** |  |
| 1.6  Practises nursing in a manner that the health consumer determines as being culturally safe. | MetNot Met |  |

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| **Domain 2 Provision of Nursing Care** | | |
| **Competency Statements** | ***Please circle as appropriate*** | **Designated Senior Nurse Assessment (or peer assessment as applicable) (comments with rationale)** |
| 2.1  Provides planned nursing care to achieve identified outcomes. | Met **Not Met** |  |
| 2.2  Contributes to nursing assessment by collecting & reporting information to the registered nurse. | Met **Not Met** |  |
| 2.3  Recognises & reports changes in health & functional status to the registered nurse or directing health professional. | Met **Not Met** |  |
| 2.4  Contributes to the evaluation of health consumer care. | Met **Not Met** |  |
| 2.5  Ensures documentation is accurate & maintains confidentiality of information. | Met **Not Met** |  |
| 2.6  Contributes to the health education of health consumers to maintain & promote health. | Met **Not Met** |  |

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| **Domain 3 Interpersonal Relationships** | | |
| **Competency Statements** | Please circle as appropriate | **Designated Senior Nurse Assessment (or peer assessment as applicable) (comments with rationale)** |
| 3.1  Establishes, maintains & concludes therapeutic interpersonal relationships. | Met **Not Met** |  |
| 3.2  Communicates effectively as part of the health care team. | Met **Not Met** |  |
| 3.3  Uses a partnership approach to enhance health outcomes for health consumers. | Met **Not Met** |  |

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| **Domain 4** **Inter-professional Health Care and Quality Improvement** | | |
| **Competency Statements** | Please circle as appropriate | **Designated Senior Nurse Assessment (or peer assessment as applicable) (comments with rationale)** |
| 4.1  Collaborates & participates with colleagues & members of the health care team to deliver care. | Met **Not Met** |  |
| 4.2  Recognises the differences in accountability & responsibility of registered nurses, enrolled nurses & healthcare assistants. | Met **Not Met** |  |
| 4.3  Demonstrates accountability & responsibility within the health care team when assisting or working under the direction of a registered health practitioner who is not a nurse. | Met **Not Met** |  |

**Additional Overall Comments** *(including strengths and areas for improvement)***:**

**Signed (EN): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Signed (Reviewer): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Reference:** Nursing Council of New Zealand. (2012). *Competencies for the Enrolled Nurses Scope of Practice.* Wellington: Author.