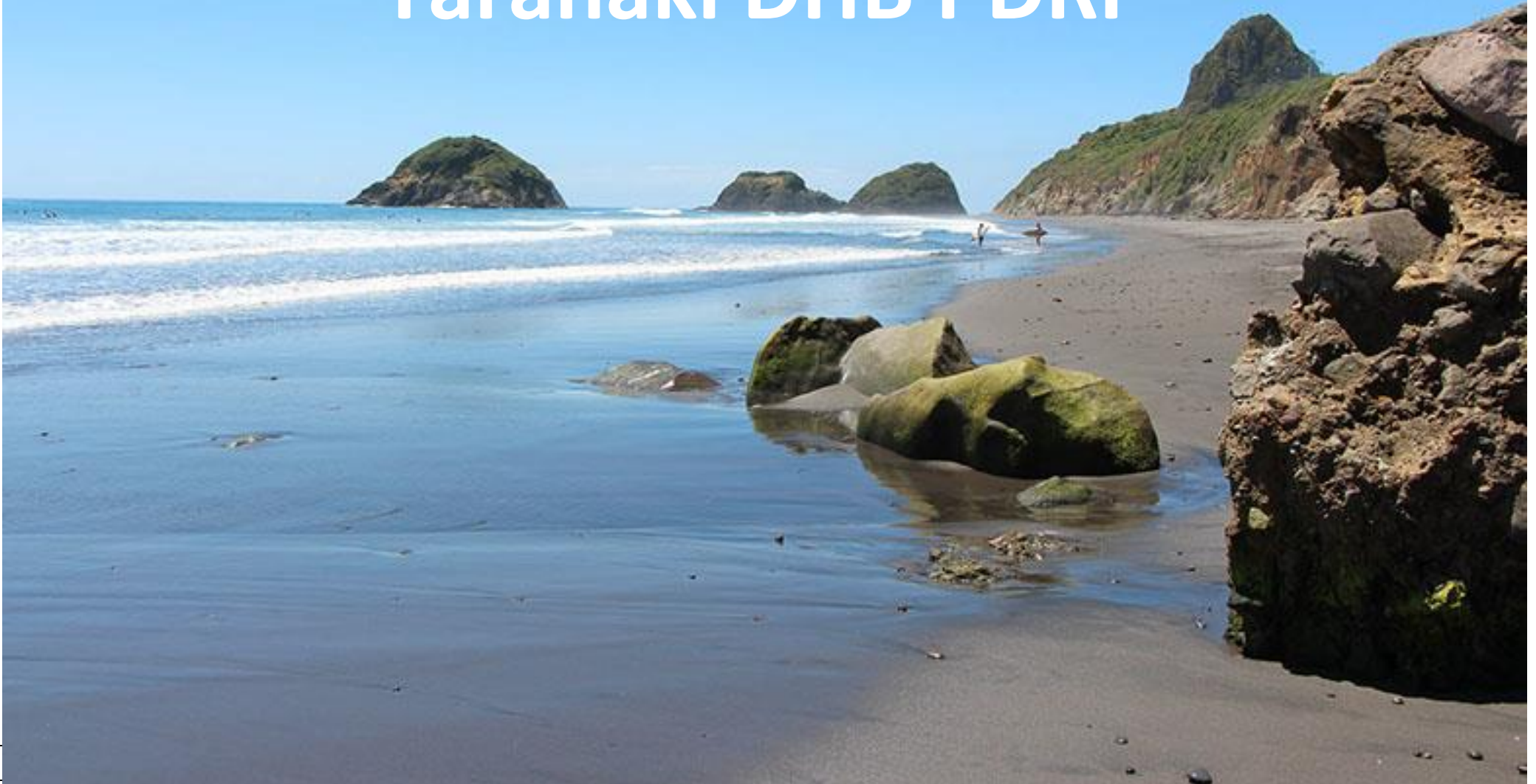


COMPETENT ENROLLED NURSE

Taranaki DHB PDRP



Enrolled Nurse – Competent

CHECKLIST

Mandatory Evidence

- Completed self assessment of competence demonstrating competent level.
- Completed peer feedback form completed by nurse colleague demonstrating competent level.
- Copy of your most recent performance review (not more than 12 months since completion) with Individual Development Plan or Objectives
- Print out of APC
- Continuing Professional Development record
 - Evidence of 60 hours professional development and 3 reflective pieces as evidence of learning and practice development

Nurse Declaration for Portfolio Submission

- I confirm that the information supplied in my portfolio is a true and correct record of my nursing practice and any evidence from collaborative work accurately describes my contribution.
- I confirm that at the time of this portfolio submission I am not subject to a performance management process.
- I have read and understand the TDHB PDRP assessment guideline and agree with the TDHB evaluative process.
- I understand that my portfolio may be moderated for the purpose of ensuring consistency of assessment.
- The assessor will contact me should clarification of evidence and/or some additional evidence be required for assessment to be completed.

signed: _____ Date: _____

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Definition of Competent Enrolled Nurse

- Under the direction of the RN, contributes to assessment, planning, delivery and evaluation of nursing care
- Develops partnerships with clients that implement Te Tiriti o Waitangi in a manner which the client determines is culturally safe
- Applies knowledge and skills to practice
- Has developed experiential knowledge and incorporates evidence-based nursing
- Is confident in familiar situations
- Is able to manage and prioritise assigned client care/workload appropriately
- Demonstrates increasing efficiency and effectiveness in practice
- Responds appropriately in emergency situations

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DOMAIN ONE: PROFESSIONAL RESPONSIBILITY

This domain contains competencies that relate to professional, legal and ethical responsibilities and cultural safety. These include being accountable for ones own actions and decisions within the enrolled nurse scope of practice.

TDHB EN COMPETENT NURSE DESCRIPTORS

- Practices within scope and under direction and delegation of an RN/M or other registered health professional
- Consistently exhibits fair, dependable and ethical conduct
- Assists with support of new staff and students, helping them become an effective team member
- Respects the patients right to participate in care activities
- Involves an advocate when the patient requests support or has limited abilities in decision making
- Raises questions of health care practice in the appropriate forum
- Accepts responsibility for the completion of delegated tasks
- Is able to rationalise and justify the care delivered
- Applies tikanga best practice guidelines to practice
- Keeps Maori and patients of all ethnicity's culturally safe

Self Assessment

Peer Assessment

1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements

Describe a professional, ethical and legislated requirement most relevant to your area of practice and describe how you applied this to your practice

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<p>1.2 Demonstrates the ability to apply the principles of the Treaty of Waitangi /Te Tiriti o Waitangi to nursing practice.</p> <p>Identify the principles of the Treaty of Waitangi /Te Tiriti o Waitangi and describe how you have worked in partnership with whanau.</p>		
<p>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.</p> <p>Describe your understanding of the principles of direction and delegation as they relate to the RN and the EN</p>		
<p>1.4 Promotes an environment that enables health consumer safety, independence, quality of life, and health.</p> <p>Describe your activities to maintain a safe environment of care and the actions you take to minimise patient risk and promote independence.</p>		

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<p>1.5 Participates in ongoing professional and educational development.</p> <p>Describe an example from your practice that demonstrates self directed learning.</p>		
<p>1.6 Practises nursing in a manner that the health consumer determines as being culturally safe</p> <p>Describe how you practice in a manner that the patient determines as being culturally safe and how you adapted your delivery to best meet the patient's values.</p>		

DOMAIN TWO: MANAGEMENT OF NURSING CARE

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

<p align="center"><u>TDHB EN COMPETENT NURSE DESCRIPTORS</u></p> <ul style="list-style-type: none"> • Demonstrates skill in monitoring and assessment of patient response to nursing interventions in the clinical area • Notes and reports changes in the patients' condition to the directing RN/RM • Demonstrates technical competence in providing nursing care • Prioritises care to provide immediate care and assesses when other team members need to be called 	<p align="center"><u>TDHB EN COMPETENT NURSE DESCRIPTORS</u></p> <ul style="list-style-type: none"> • Effectively identifies changing needs and reports these appropriately • Provides care to a number of patients managing this in a timely and appropriate manner • Works with the patients and their family/whanau to understand their needs and incorporates these into care delivery • Seeks guidance from an RN/RM where new situations arise • Provides health care education in accordance with the patient care plan • Ensures care is adapted to respond to multiple priorities
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<ul style="list-style-type: none"> • Takes appropriate actions in changing and emergency situations • Effectively identifies changing needs and reports these appropriately • Provides care to a number of patients managing this in a timely and appropriate manner • Works with the patients and their family/whanau to understand their needs and incorporates these into care delivery • Seeks guidance from an RN/RM where new situations arise • Provides health care education in accordance with the patient care plan • Demonstrates skill in monitoring and assessment of patient response to nursing interventions in the clinical area • Notes and reports changes in the patients' condition to the directing RN/RM • Demonstrates technical competence in providing nursing care 	<ul style="list-style-type: none"> • Ensures care is flexible to cope with input from health team • Helps the patient understand the treatment • Assists patient/family/whanau to participate in care as desired • Responds to patient inquiries with complete, accurate and timely information and referring inquires on to the RN/M as appropriate • Acts appropriately to protect self and others when faced with challenging behaviours • Demonstrates basic knowledge of bio-science and disease when evaluating patient response to intervention/therapy • Prioritises care to provide immediate care and assesses when other team members need to be called • Takes appropriate actions in changing and emergency situations
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<p>2.1 Provides planned nursing care to achieve Identified outcomes.</p> <p>Identify an expected outcome then describe how you plan your care to achieve this for your patient.</p>		
<p>2.2 Contributes to nursing assessment by collecting and reporting information to the Registered Nurse</p> <p>Identify a commonly used assessment tool in your area of practice, what information you collect using the tool and why you report this to the RN.</p>		

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<p>2.3 Recognises and reports changes in health and functional status to the Registered Nurse or directing health professional</p> <p>Describe how you recognised a change/ deterioration in a patient's condition and why you reported it to the Registered Nurse.</p>		
<p>2.4 Contributes to the evaluation of health consumer care</p> <p>Describe what evaluation of care is and how you contribute to it.</p>		
<p>2.5 Ensures documentation is accurate and maintains confidentiality of information.</p> <p>Describe how you ensure your documentation is accurate and your use of information technology (IT) maintains confidentiality of information.</p>		
<p>2.6 Contributes to the health education of health consumers to maintain and promote health.</p> <p>Describe an example of education you gave to a patient or family/whanau or significant other and how you evaluated its appropriateness.</p>		

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DOMAIN THREE: INTERPERSONAL RELATIONSHIPS

This domain contains competencies related to interpersonal communication with health consumers, their families/whanau and other nursing and healthcare staff.

TDHB EN COMPETENT NURSE DESCRIPTORS

- Contributes as an effective team member
- Is courteous, diplomatic and positive in working relationships
- Provides feedback in a constructive, assertive manner
- Appropriately challenges health care practice which could compromise patient safety, privacy or dignity
- Establishes positive relationships with colleagues including Maori health service

3.1 Establishes, maintains and concludes therapeutic interpersonal relationships with clients.

Describe an example where you have maintained professional boundaries in your area of practice to a patient requiring long term complex care.

3.2 Communicates effectively as part of the health care team

Describe an example of how you involve the patient and whanau perspectives in decision making and care delivery.

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

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<p>Describe how you use different communication techniques to communicate effectively with patients and colleagues.</p>		
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DOMAIN FOUR: INTERPROFESSIONAL HEALTH CARE & QUALITY IMPROVEMENT

This domain contains competencies related to working within the interprofessional health care team and contributing to quality improvement.

TDHB EN COMPETENT NURSE DESCRIPTORS

- Ensures that action is taken where problems and safety issues are identified
- Makes suggestions and seeks out evidence for ways to improve quality and reduce the cost of services
- Participates in peer review and case review to ensure that the patient receives the best care possible
- Seeks feedback from colleagues about the consistency and standards of own practice
- Documentation meets policy/guideline and professional standards

4.1 Collaborates and participates with colleagues and members of the health care team to deliver care.

Describe an example of how you have promoted a nursing perspective when participating in wider multi

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disciplinary team meetings		
<p>4.2 Recognises the differences in accountability and responsibilities of registered nurses, enrolled nurses and health care assistants.</p> <p>Describe the differences in accountability and responsibility of the RN, EN and HCA/Support worker.</p>		
<p>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</p> <p>Describe your understanding of the ENs accountability and responsibility when assisting a registered health professional who is not a RN.</p>		
	<p>Additional comments:</p> <p>Name & Signature:</p> <p>Date:</p>	<p>Additional comments:</p> <p>Name & Signature:</p> <p>Date:</p>

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CONTINUING PROFESSIONAL EDUCATION RECORD (to total 60 hours over three years) May use Stargarden professional development record.

Name of Nurse:

Verified by:

Date	Activity Title of the session, study day, seminar, conference etc.	Duration In hours and/or minutes	Colleagues Sign off Note: Sign and print name legibly	Explain what you have learnt and how this has either affirmed what you do in your practice <u>or</u> how you are using this learning in your practice. Use this column for three professional development activities.
This Page Total Time				

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COMPETENT ENROLLED NURSE

ASSESSMENT FEEDBACK REPORT

Name of nurse

Workplace

Name of Assessor.....

Date of Assessment.....

- | | |
|--|----------|
| 1. Verified minimum of 60 days of nursing practice in the last 3 years | Yes / No |
| 2. A minimum of 60 hours of education in last 3 years | Yes / No |
| 3. Evidence of 3 reflective statements on learning | Yes / No |
| 4. Current APC | Yes / No |
| 5. Copy of most recent performance review | Yes / No |
| 6. Working within scope of conditions of practise (if applicable) | Yes / No |

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Record with (✓) once assessment has been met and provide feedback on the clinical practice examples within each domain.

Domain 1 : Professional Responsibility	1 st - 3rd party Met	Comments
1.1 Accepts responsibility for ensuring that his/ her nursing practice and conduct meets the standards of the professional, ethical and relevant legislated requirements.		
1.2 Demonstrates the ability to apply the principles of the Treaty of Waitangi/ Te Tiriti o Waitangi to nursing practice.		
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.		
1.4 Promotes an environment that enables client safety, independence, quality of life and health.		
1.5 Participates in ongoing professional and educational development.		
1.6 Practises nursing in a manner that the client determines as being culturally safe		
Domain 2 : Management of Nursing Care	1 st - 3rd party Met	Comments
2.1 Provides planned nursing care to achieve identified outcomes		
2.2 Contributes to nursing assessment by collecting and reporting information to the Registered Nurse		
2.3 Recognises and reports changes in health and functional status to the Registered Nurse or directing health professional		
2.4 Contributes to the evaluation of health consumer care		

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2.5 Ensures documentation is accurate and maintains confidentiality of information.		
2.6 Contributes to the health education of clients to maintain and promote health.		
3. Interpersonal Relationships	1st - 3rd party Met	Comments
3.1 Establishes, maintains and concludes therapeutic interpersonal relationships with clients		
3.2 Communicates effectively as part of the health care team		
3.3 Uses a partnership approach to enhance health outcomes for clients		
4. Inter-professional Health Care and Quality Improvement	1st - 3rd party Met	Comments
4.1 Collaborates and participates with colleagues and members of the health care team to facilitate and co-ordinate care		
4.2 Recognises the differences in accountability and responsibilities of registered nurses, enrolled nurses and health care assistants.		
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		

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Assessor documentation of additional verbal evidence summary:

Evidence Criteria	Summary of verbal evidence	Criterion Met ✓ Criterion Not Met ✗

GENERAL COMMENTS:

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I declare that the evidence in this portfolio meets Taranaki DHB PDRP requirements for competent level of practice

PDRP Assessor: _____

Designation: _____

Signature: _____

Date: _____

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