

Competency	Competent Indicator	Proficient Indicator	Expert Indicator
1.1 Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.	e.g. describe how you practice within professional and legislated requirements that impact on your practice.	e.g. describe how you role model to ensure professional, ethical or legislated requirements are upheld in your area of practice.	e.g. describe strategies you use to ensure professional, ethical and legislated requirements are upheld by your colleagues in your area of practice.
1.2 Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice	e.g. using an example from practice, describe how you apply the principles of the Treaty to your nursing practice	e.g. using an example from practice, describe how you assist colleagues to apply the principles of the Treaty to their nursing practice.	e.g. using an example from practice, describe your involvement in addressing the socio-economic/health disparities for Maori.
1.3 Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by Registered Nurses, Enrolled nurses and others.	e.g. describe a time when you sought advice from a senior nurse about the decision making process for delegation by an RN.	e.g. describe how you assist colleagues to understand the decision making process for delegation by an RN.	e.g. using an example from practice, describe how you address challenges in your service/area with the decision making process for delegation by an RN.
1.4 Promotes an environment that enables patient/client safety, independence, quality of life, and health.	e.g. using an example from practice describe an environmental safety risk issue in your area of practice and what you did to manage it.	e.g. using an example from practice describe an environmental safety risk issue in your area of practice that you identified and how you were involved in a process to minimise this risk.	e.g. using an example from practice describe an environmental safety risk issue in your area of practice that you identified and how you were involved in a process to minimise this risk.
1.5 Practices nursing in a manner that the patient/client determines as being culturally safe.	e.g. using an example from practice, describe how cultural difference can impact on nursing care delivery and how you avoid imposing prejudice on others.	e.g. using an example from practice, describe how cultural difference can impact on nursing care delivery and how you assist your colleagues to avoid imposing prejudice on others.	e.g. using an example from practice, describe barriers to providing culturally safe care and what processes you have implemented to help overcome these.
2.1 Provides planned nursing care to achieve identified outcome.	e.g. using an example from practice, discuss 3 priorities of patient/client care during a shift and the time management strategy required OR Give examples of the use of evidence in planning your care.	e.g. using an example from practice, describe how you prioritise care to achieve identifiable outcomes including reference to literature or evidence.	e.g. using an example from practice, discuss 3 priorities of patient/client care during a shift and the time management strategy required OR Give examples of the use of evidence in planning your care.

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2.2 Undertakes a comprehensive and accurate nursing assessment of clients in a variety of settings.	e.g. using an example from practice, describe how you undertake a nursing assessment using a specific assessment tool relevant to your area of practice	e.g. using an example from practice, describe how you undertake a nursing assessment of a patient/client using a specific assessment tool and the merits and limitations of it.	e.g. using an example from practice, describe how you undertake a nursing assessment using a specific assessment tool relevant to your area of practice.
2.3 Ensures documentation is accurate and maintains confidentiality of information.	e.g. using an example from practice describe how you ensure your documentation meets legal requirements and maintains patient/client confidentiality.	e.g. using an example from practice describe how you role model to ensure documentation meets legal requirements and maintains patient/client confidentiality.	e.g. using an example from practice describe how you ensure your documentation meets legal requirements and maintains patient/client confidentiality
2.4 Ensures the client has adequate explanation of the effects, consequences and alternatives of proposed treatment options.	e.g. using an example from practice describe how you apply the HVDHB informed consent policy to ensure the patient/client has adequate explanation of the effects/consequences and alternatives of proposed treatment options.	e.g. give an example of a time when you sought clarification from relevant members of the healthcare team regarding the individual's request to change and/or refuse care.	e.g. using an example from practice describe how you support clients/patients to resolve ethical dilemmas relating to explanation of the effects, consequences and alternatives of proposed treatment options OR Describe your leadership in helping colleagues resolve ethical issues including references to literature/evidence.
2.5 Acts appropriately to protect oneself and others when faced with unexpected client responses, confrontation, personal threat or other crisis situations.	e.g. using an example from practice, describe your management of an unexpected clinical situation.	e.g. using an example from practice, describe your management of an unexpected clinical situation, including the formal or informal debrief.	e.g. using an example from practice, describe your management of a challenging or unexpected situation and how you returned the environment to a state of readiness including formal or informal debrief you initiated.
2.6 Evaluates client's progress towards expected outcomes in partnership with clients.	e.g. using an example from practice, describe how you evaluate progress in partnership with your patients/clients and your senior colleagues.	e.g. using an example from practice, describe how you evaluate progress in partnership with your patients/clients and the MDT.	e.g. describe your involvement in changing the evaluation of nursing care delivery in your service/area.

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2.7 Provides health education appropriate to the needs of the client within a nursing framework.	e.g. Using an example from practice, describe an example of education you gave to a patient/client and how you evaluated it's appropriateness.	e.g. Using an example from practice, describe the different formal and informal teaching methods you use that are appropriate for your patients/clients.	e.g. describe an example of an education tool you have developed or health education for patients/clients you have facilitated
2.8 Reflects upon, and evaluates with colleagues and experienced nurses, the effectiveness of nursing care.	e.g. describe how reflection affects the effectiveness of your nursing care.	e.g. describe how you assist your colleagues to reflect upon and evaluate the effectiveness of nursing care.	e.g. describe how you facilitated a debriefing OR Supervision OR professional assistance for colleagues.
2.9 Maintains professional development.	e.g. ensure Professional Development Record meets NCNZ requirements. Organisational Core Competencies must also be current.	e.g. ensure Professional Development Record meets NCNZ requirements. Organisational Core Competencies must also be current.	e.g. ensure Professional Development Record meets NCNZ requirements. Professional development must include Post Graduate papers or equivalent Organisational Core Competencies must also be current.
3.1 Establishes, maintains and concludes effective interpersonal relationships with patients/clients	e.g. using an example from practice, describe how you establish a therapeutic relationship while maintaining professional boundaries with patients/clients.	e.g. using an example from practice, describe how you establish a therapeutic relationship while maintaining professional boundaries and why this can be challenging.	e.g. using an example from practice, describe how you facilitate others in your team to maintain professional boundaries with patients/clients when this is challenging OR How you facilitate conclusion of therapeutic relationships when this is challenging.
3.2 Practices in negotiated partnership with the patient/client where and when possible.	e.g. using an example from practice, describe how you increased a patient/client's independence or family/Whanau participation in their care.	e.g. using an example from practice, describe how you assisted a colleague to increase a patient/ clients independence or family/ Whanau participation in their care.	e.g. Describe or provide evidence of a new process you initiated in your area to increase patient/client's independence or family/Whanau participation in their care.

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3.3 Communicates effectively with the patient/client's and members of the health care team.	e.g. using an example from practice, describe how you use different communication styles, in what context, and how you know they are appropriate and effective.	e.g. using an example from practice, describe the different communication techniques or styles that are needed for patients/clients and the healthcare team, and how you know your communication is appropriate and effective.	e.g. using an example from practice, describe barriers to good communication with patients/clients and the MDT and what you do to assist colleagues overcome this OR Describe an occasion when communication broke down and what you did to resolve this situation.
4.1 Collaborates and participates with colleagues and members of the Health Care Team to facilitate and coordinate care	e.g. using an example from practice, describe how you collaborate with senior nurses and the health care team to facilitate and coordinate care.	e.g. using an example from practice, describe how you provide guidance and support to students, junior colleagues and new members of staff.	e.g. using an example from practice, describe how you consult with the MDT to develop new policies or procedure or change the way care is delivered OR Provide examples of your strategic collaboration with other directorates and/or health care Providers to deliver care.
4.2 Recognises and values the roles and skills of all members of the Health Care Team in the delivery of care.	e.g. give an example of how and why you referred your patient to a member of the health care team.	e.g. describe a clinical issue that you could not resolve and you collaboration with a non-nursing colleague or member of the MDT to resolve it.	e.g. describe a range of community support services and resources that you refer patient/client's to OR Evidence of your leadership in MDT groups/meetings around the delivery of care.
4.3 Participates in quality improvement activities to monitor and improve standards of nursing.	e.g. explain why participation in quality improvement processes is important and give an example of one that you have participated in.	e.g. give an example of a quality initiative that you have participated in and describe the change it made to nursing practice or service delivery.	e.g. give an example of two quality initiatives or innovations you have led and describe the changes they made to nursing practice or service delivery. Examples must be included separately in the portfolio.