

## Levels of Practice Definitions: Registered Nurses

Competent Level	Proficient Level	Expert Level
<ul style="list-style-type: none"> <li>• Effectively applies knowledge and skills to practice</li> <li>• Develops partnerships with clients that implement Te Tiriti o Waitangi in a manner which the client determines is culturally safe</li> <li>• Has consolidated nursing knowledge in their practice setting</li> <li>• Has developed an holistic overview of the client</li> <li>• Is confident in familiar situations</li> <li>• Is able to manage and prioritise assigned client care/workload</li> <li>• Demonstrates increasing efficiency and effectiveness in practice</li> <li>• Is able to anticipate a likely outcome for the client with predictable health needs.</li> <li>• Is able to identify unpredictable situations, act appropriately and make appropriate referrals</li> </ul>	<ul style="list-style-type: none"> <li>• Acts as a role model and a resource person for other nurses and health practitioners</li> <li>• Participates in changes in the practice setting that recognise and integrate the principles of Te Tiriti o Waitangi and cultural safety</li> <li>• Has an holistic overview of the client and the practice context</li> <li>• Demonstrates autonomous and collaborative evidence based practice</li> <li>• Actively contributes to clinical learning for colleagues</li> <li>• Supports and guides the health care team in day to day health care delivery</li> <li>• Participates in quality improvements and changes in the practice setting</li> <li>• Demonstrates in-depth understanding of the complex factors that contribute to client health outcomes</li> </ul>	<ul style="list-style-type: none"> <li>• Is recognised as an expert and role model in her/his area of practice</li> <li>• Guides others to apply the principles of Te Tiriti o Waitangi and to provide culturally safe care to clients</li> <li>• Engages in clinical learning for self and provides clinical learning opportunities for colleagues</li> <li>• Contributes to specialty knowledge and demonstrates innovative practice</li> <li>• Initiates and guides quality improvement activities and changes in the practice setting</li> <li>• Delivers quality client care in unpredictable challenging and/ or complex situations</li> <li>• Demonstrates successful leadership within a nursing team unit/facility</li> <li>• Advocates for the promotion and integrity of nursing within the health care team</li> <li>• Is involved in resource decision making/strategic planning</li> <li>• Influences at a service, professional or organisational level</li> </ul>

## Level of Practice Definitions: Enrolled Nurses

Competent Level	Proficient Level	Accomplished Level
<ul style="list-style-type: none"> <li>• Under the direction of the RN, contributes to assessment, planning, delivery and evaluation of nursing care</li> <li>• Develops partnerships with clients that implement Te Tiriti o Waitangi in a manner which the client determines is culturally safe</li> <li>• Applies knowledge and skills to practice</li> <li>• Has developed experiential knowledge and incorporates evidence-based nursing</li> <li>• Is confident in familiar situations</li> <li>• Is able to manage and prioritise assigned client care/workload appropriately</li> <li>• Demonstrates increasing efficiency and effectiveness in practice</li> <li>• Responds appropriately in emergency situations</li> </ul>	<ul style="list-style-type: none"> <li>• Utilises broad experiential and evidence-based knowledge to provide care</li> <li>• Develops partnerships with clients that implement Te Tiriti o Waitangi in a manner which the client determines is culturally safe</li> <li>• Has an in-depth understanding of enrolled nurse practice</li> <li>• Contributes to the education and / or preceptorship of enrolled nurse students, new graduate EN, care givers/healthcare assistants, competent and proficient EN</li> <li>• Acts as a role model to their peers</li> <li>• Demonstrates increased knowledge and skills in a specific clinical area</li> <li>• Is involved in service, professional or organisational activities</li> <li>• Participates in change</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates advancing knowledge and skills in a specific clinical area within the enrolled nurse scope</li> <li>• Develops partnerships with clients that implement Te Tiriti o Waitangi in a manner which the clients determine is culturally safe</li> <li>• Contributes to the management of changing workloads</li> <li>• Gains support and respect of the health care team through sharing of knowledge and making a demonstrated positive contribution</li> <li>• Undertakes an additional responsibility within a clinical/quality team, e.g. resource nurse, health and safety representative, etc</li> <li>• Actively promotes understanding of legal and ethical issues</li> <li>• Contributes to quality improvements and change in practice initiatives</li> <li>• Acts as a role model and contributes to leadership activities</li> </ul>