

EN PDRP Level Indicators for Nursing Council Competencies relating to Performance Appraisal

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.

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Demonstrates knowledge of relevant legislation pertaining to the delivery of health consumer care. ❑ Ensures practice is within the scope of practice and adheres to legislated requirements and relevant ethical codes, policies and procedural guidelines. ❑ Accepts responsibility for actions and decision making within the enrolled nurse scope of practice. ❑ Identifies breaches of law that occur in practice and reports them to the registered nurse/manager 	<ul style="list-style-type: none"> ❑ Accepts responsibility for the application of the standards of the professional, ethical and relevant legislated requirements that underpin EN/NA practice and reflects on this ❑ Utilises NCNZ and organisational standards to guide nursing practice to ensure consistent standards of care for the health consumer, and assists others with this ❑ Applies ethical principles/ codes to ethical situations/ examples within area of practice, and reflects on these ❑ Identifies or describes how practice consistently meets professional standards, scope of practice and relevant legislation and speciality best practice standards 	<ul style="list-style-type: none"> ❑ Accepts responsibility and actively promotes the standards of the professional, ethical, relevant legislated requirements that underpin EN / NA practice, through the sharing of information with peers ❑ Role models Nursing Council and organisational standards to guide nursing practice, ensuring consistent standards of care for the health consumer, assisting and supporting others with this. ❑ Actively promotes and reflects upon ethical principles/ codes to ethical situations/examples within area of practice ❑ Is confident in raising ethical issues related to practice in discussion with other health team members ❑ Provides and actively promotes evidence that practice consistently meets professional standards, scope of practice and relevant legislation and speciality best practice standards

Competency 1.2 Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Understands the Treaty of Waitangi/Te Tiriti o Waitangi and its relevance to the health of Maori in Aotearoa/New Zealand ❑ Demonstrates knowledge of differing health and socio-economic status of Maori and non-Maori ❑ Applies the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice 	<ul style="list-style-type: none"> ❑ Identifies or describes the development of partnerships with patients that implement the Treaty of Waitangi ❑ Demonstrates understanding of the Treaty of Waitangi and its relevance to the health of Maori ❑ Demonstrates ability to apply the principles of the Treaty of Waitangi / Te Tiriti o Waitangi to nursing practice ❑ Demonstrates the ability to integrate processes appropriate for Māori. For example, whānau hui, karakia, whakawhanaungatanga 	<ul style="list-style-type: none"> ❑ Identifies or describes the development of partnerships with patients that implement the Treaty of Waitangi ❑ Demonstrates and promotes understanding of the Treaty of Waitangi and its relevance to the health of Maori ❑ Role models the application of Treaty of Waitangi principles in nursing practice, assisting others with this ❑ Acts as a role model in the application of the principles of the Treaty of Waitangi / Te Tiriti o Waitangi to nursing practice ❑ Assists others to integrate processes appropriate for Māori. For example, whānau hui, karakia, whakawhanaungatanga

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.

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Recognises and acts in accordance with the enrolled nurse scope of practice, organisational policy and own level of competence. ❑ Demonstrates understanding of the registered nurse's role to direct, delegate, monitor and evaluate nursing care ❑ Consults with the registered nurse to ensure that delegated tasks and responsibilities are commensurate with own level of competence. ❑ Seeks guidance from a registered nurse when encounters situations beyond own knowledge, competence or scope of practice. 	<ul style="list-style-type: none"> ❑ Recognises and demonstrates knowledge of the Enrolled Nurse scope and acts in accordance with the scope of practice, organisational policy and own level of competence. ❑ Demonstrates understanding of the registered nurse's role to direct, delegate, monitor and evaluate nursing care and contributes to this knowledge through the education of students, care givers, healthcare assistants and Enrolled Nurse peers. ❑ Consults with the registered nurse to ensure that delegated tasks and responsibilities are commensurate with own level of competence and demonstrates sound clinical skills, ensuring legal and clinical requirements are met within scope of practice. ❑ Utilises broad experiential knowledge to provide care and seeks guidance from a registered nurse when encounters situations beyond own knowledge, competence, or scope of practice. 	<ul style="list-style-type: none"> ❑ Recognises and actively promotes knowledge of enrolled nurse scope and acts in accordance with the scope of practice, organisational policy and own level of competence. ❑ Demonstrates understanding of the registered nurse's role to direct, delegate, monitor and evaluate nursing care and contributes to the management of changing workloads. ❑ Consults with the registered nurse to ensure that delegated tasks and responsibilities are commensurate with own level of competence and demonstrates advancing knowledge and skills within clinical area. ❑ Utilises advancing knowledge to provide care and seeks guidance from a registered nurse when encountering situations beyond knowledge, competence or scope of practice.

Competency 1.4 Promotes an environment that enables health consumer safety, independence, quality of life, and health.

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Identifies and reports situations that may impact on the safety of health consumers or staff. ❑ Adjusts the physical and social environment in order to maximise health consumer wellbeing. ❑ Adheres to standards and procedures related to restraint minimisation, infection control, safe handling, pressure area prevention and the administration of medicines. ❑ Initiates appropriate interventions in emergency situations. ❑ Supports the right of health consumers to maintain independent lifestyles with dignity in their own environment. 	<ul style="list-style-type: none"> ❑ Identifies and discusses with the RN/ RM, the physical and social environment in order to maximise health consumer safety, independence and quality of life. ❑ Identifies and reports risk/ hazards and assists team members in infection control, health and safety/ environmental safety issues for both health consumers and health team members ❑ Identifies or describes ability to initiate appropriate emergency response and treatment and to assist co-ordination of emergency/ critical event under the direction of a registered nurse ❑ Participates in debriefing either formally or informally, and demonstrates understanding of the impact of critical incidents on self and others ❑ Identifies or describes how an environment is maintained that enhances patient safety (e.g. infection control) ❑ Identifies or describes recognition and appropriate response in emergency situations 	<ul style="list-style-type: none"> ❑ Role models the promotion of a safe physical and social environment to maximise health consumer safety, independence and quality of life ❑ From an accomplished Enrolled Nurse perspective, and specific to area of practice, identifies risk/ hazards and takes appropriate action for infection control, health and safety/ environmental safety issues, restraint minimisation and incident reporting ❑ Demonstrates ability to initiate appropriate emergency response and treatment and to assist with co-ordination of emergency/ critical event under the direction of a registered nurse, supporting and assisting others ❑ Participation in debriefing either formally or informally demonstrating understanding of the impact of critical incidents on self and others and encourages and supports others with this ❑ Identifies or describes how a positive contribution is made to maintaining an environment that enhances patient safety (e.g. infection control)

Competency 1.5 Participates in ongoing professional and educational development.

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Undertakes regular review of own practice by engaging in reflection and identifying ongoing learning needs. ❑ Takes responsibility for own professional development and maintenance of competence. ❑ Takes opportunities to learn with others contributing to health care. 	<ul style="list-style-type: none"> ❑ Reflects on how professional development has been used to keep practice current and how evidence-based changes have been made to nursing practice ❑ Participates in professional development and educational activities – e.g. case reviews, presentations, team meetings and reflects on these ❑ Evidence of involvement in professional organisations. For example, NZNO, EN Section and professional involvement within area of practice 	<ul style="list-style-type: none"> ❑ Proactive in seeking professional development opportunities for self and others ❑ Undertakes additional responsibility that relates to quality initiatives and EN practice e.g. health and safety representative, infection control representative, EN representative etc ❑ Reflects on positive changes made to nursing practice and demonstrates a positive contribution to the healthcare team through the sharing of knowledge. ❑ Demonstrates how own nursing practice is evidence based and promotes this within area of practice ❑ Demonstrates peer support of other colleagues in professional development ❑ Identifies professional involvement and contribution within area of practice at a local and/or national level. For example, NZNO, EN Section ❑ Presentation of enrolled nursing practice at a seminar/ workshop/ study day/ conference.

Competency 1.6 Practises nursing in a manner that the health consumer determines as being culturally safe.

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Demonstrates ability to provide culturally safe care to meet health consumers' individual needs, beliefs and values. ❑ Reflects on own practice and values that impact on cultural safety. ❑ Takes opportunities to gain feedback from health consumers to determine own practice is culturally safe. ❑ Avoids imposing prejudice on others and reports any observed occurrences of prejudice to the registered nurse. ❑ Appropriately challenges practices that compromise health consumer safety, rights, privacy or dignity 	<ul style="list-style-type: none"> ❑ Promotes practice that enables health consumers to receive nursing care that supports their dignity, personal beliefs, values and goals ❑ Reflects on clinical and cultural practice with RN / RM and EN/ NA colleagues ❑ Demonstrates culturally safe nursing practice and partnership in nursing practice, and the utilisation of appropriate communication skills to empower health consumer choice/knowledge ❑ Provides culturally appropriate information/principles and communication used in the organisation's informed consent process ❑ Identifies or describes the development of partnerships with patients in the delivery of culturally safe nursing care 	<ul style="list-style-type: none"> ❑ Role models culturally safe practice that meets individual needs, beliefs and values as determined by the health consumer ❑ Assists other EN to reflect on their practice and values that impact on cultural safety and to actively incorporate their insights into their own practice ❑ Role models culturally safe nursing practice and partnership, ensuring communication skills are culturally safe and respects each health consumer's dignity and right to hold personal beliefs, values and goals ❑ Identifies or describes how culturally appropriate information/ principles and communication are used in the organisation's informed consent process, and assists others with these ❑ Actively promotes and identifies or describes the development of partnerships in the delivery of culturally safe nursing care ❑ Acts as a role model in promoting the provision of advocacy that enables health consumers to receive nursing care that supports their dignity, personal beliefs, values and goals

Competency 2.1 Provides planned nursing care to achieve identified outcomes.

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ 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. ❑ Promotes independence while assisting health consumers to undertake activities of daily living, such as nutrition, hydration, elimination, mobility, social functioning and personal hygiene. ❑ Uses nursing knowledge and problem-solving skills when carrying out professional responsibilities. ❑ Prioritises and manages time. ❑ Carries out procedures competently and safely. ❑ Administers nursing interventions and medications within legislation, codes, scope of practice and according to prescription, established organisational policy and procedures. 	<ul style="list-style-type: none"> ❑ Utilises broad experiential knowledge to contribute 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. ❑ Promotes independence while assisting health consumers to undertake activities of daily living, such as nutrition, hydration, elimination, mobility, social functioning and personal hygiene through the planning and management of evidence based individualised care with the registered nurse. ❑ Uses nursing knowledge and problem-solving skills when carrying out professional responsibilities and is flexible and responsive to meet patient's multiple needs. ❑ Role models the ability to prioritise and manage time. ❑ Acts as a role model to peers to ensure that procedures are undertaken in a competent and safe manner. ❑ Administers nursing interventions and medications within legislation, codes, scope of practice and according to prescription, and established organisational policy and procedures, and role models this to peers. 	<ul style="list-style-type: none"> ❑ Utilises advancing knowledge and skills in development of care plans in collaboration with the registered nurse and health consumers and clarifies responsibilities for planned care with the registered nurse. ❑ Promotes independence while assisting health consumers to undertake activities of daily living, such as nutrition, hydration, elimination, mobility, social functioning and personal hygiene; and role models planning and management to peers. ❑ Uses nursing knowledge and problem-solving skills when carrying out professional responsibilities and contributes to management of changing workloads. ❑ Demonstrates leadership to peers through problem solving, prioritisation and time management. ❑ Demonstrates and shares advancing knowledge when carrying out procedures effectively and safely within the clinical setting. ❑ Contributes to education of peers in regard to nursing interventions and medications within legislation, codes, scope of practice, according to prescription, and established organisational policy and procedures.

Competency 2.2 Contributes to nursing assessments by collecting and reporting information to the registered nurse.

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Completes assessment tools as delegated by the registered nurse. ❑ Uses a range of data gathering techniques including observation, interview, physical examination and measurement. ❑ Assists with routine examinations and routine diagnostic investigations. ❑ Applies understanding of the different developmental stages of the life span. 	<ul style="list-style-type: none"> ❑ Conducts a comprehensive and accurate nursing assessment of the health consumer with complex needs in a variety of settings. ❑ Demonstrates timely, systematic and holistic assessment skills in partnership with complex health consumers, educating and supporting colleagues in effective use of assessment tools. ❑ Provides evidence that verifies and describes use of advanced skill in undertaking clinical assessment and physical examination. ❑ Provides evidence that describes how clinical reasoning and decision-making is applied in practice. ❑ Educates, coaches and supports health team members in the use of appropriate assessment tools and methods. 	<ul style="list-style-type: none"> ❑ Effectively demonstrates the use of assessment tools as delegated by the registered nurse and actively promotes and shares knowledge with peers. ❑ Utilises and shares advancing knowledge and skills when undertaking a range of data gathering techniques including observation, interview, physical examination and measurement and role models this to peers. ❑ Assists with routine examinations and routine diagnostic investigations using advancing knowledge and skills. ❑ Demonstrates advancing knowledge, skills and understanding of the different developmental stages of the life span and makes a demonstrated positive contribution by sharing this knowledge with peers.

Competency 2.3 Recognises and reports changes in health and functional status to the registered nurse or directing health professional.

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Observes for changes in health consumers' health and functional status in the course of nursing practice ❑ Communicates observations to the registered nurse and appropriate members of the health team. ❑ 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. 	<ul style="list-style-type: none"> ❑ Utilises broad experiential knowledge in observing changes in consumers' health and functional status in the course of nursing practice. ❑ Communicates observations to the registered nurse and appropriate members of the health team and demonstrates the ability to adapt to unexpected changes. ❑ Reports changes in health status in a timely manner and has clear understanding and knowledge of procedures when responding to concerns which are escalating in the health care setting. 	<ul style="list-style-type: none"> ❑ Effectively demonstrates the use of assessment tools as delegated by the registered nurse and actively promotes and shares knowledge with peers. ❑ Utilises and shares advancing knowledge and skills when undertaking a range of data gathering techniques including observation, interview, physical examination and measurement and role models this to peers. ❑ Assists with routine examinations and routine diagnostic investigations using advancing knowledge and skills. ❑ Demonstrates advancing knowledge, skills and understanding of the different developmental stages of the life span and makes a demonstrated positive contribution by sharing this knowledge with peers.

Competency 2.4 Contributes to the evaluation of health consumer care.

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Monitors and documents progress towards expected outcomes. ❑ Contributes to the review of care plans in collaboration with the registered nurse. 	<ul style="list-style-type: none"> ❑ Demonstrates how quality care / safe health outcomes for the health consumer is the focus of nursing practice ❑ Identifies or describes contribution to service improvement quality activities within area of practice and to evaluation of health consumer care. ❑ Demonstrates application of clinical knowledge in continuous evaluation /assessment of health consumer health care and response to care being given, under the direction of a registered nurse ❑ Identifies or describes the skills utilised in routine technology and the ability to perform routine observations, recordings and assessment of patient response to nursing care 	<ul style="list-style-type: none"> ❑ Effectively demonstrates the use of assessment tools as delegated by the registered nurse and actively promotes and shares knowledge with peers. ❑ Utilises and shares advancing knowledge and skills when undertaking a range of data gathering techniques including observation, interview, physical examination and measurement and role models this to peers. ❑ Assists with routine examinations and routine diagnostic investigations using advancing knowledge and skills. ❑ Demonstrates advancing knowledge, skills and understanding of the different developmental stages of the life span and makes a demonstrated positive contribution by sharing this knowledge with peers.

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

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Observes, reports, records and documents health status. ❑ Records information in a systematic way that is in line with organisational policy and procedures. ❑ Ensures written communication is comprehensive, logical, legible, clear and concise, using only accepted abbreviations. ❑ Maintains confidentiality of documentation/records and interactions with others. 	<ul style="list-style-type: none"> ❑ Demonstrates accurate, legible and objective documentation that maintains confidentiality according to organisational policies ❑ Documentation and recording of health consumer health status is according to organisational and professional documentation standards. ❑ Demonstrates effective succinct communication about health consumer status with registered nurse and other health team members 	<ul style="list-style-type: none"> ❑ Demonstrates and role models accurate, legible and objective documentation that maintains confidentiality according to organisational policies ❑ Identifies or describes how documentation and recording of health consumer health status according to organisational and professional documentation standards, assisting others with this ❑ Role models and assists others with effective communication on the health consumer health status with registered nurse and other health team members ❑ Contributes to quality improvements and change practice initiatives related to health consumer care and actively participates in service, professional or organisational activities

Competency 2.6 Contributes to the health education of health consumers to maintain and promote health

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Provides accurate and culturally appropriate education to health consumers or groups to maintain or promote health in consultation with the registered nurse. ❑ Determines consumer understanding by seeking feedback on information given. ❑ Demonstrates an understanding of how health and disease are affected by multiple and interconnected factors. 	<ul style="list-style-type: none"> ❑ Demonstrates accurate, legible and objective documentation that maintains confidentiality according to organisational policies ❑ Documentation and recording of health consumer health status is according to organisational and professional documentation standards. ❑ Demonstrates effective succinct communication about health consumer status with registered nurse and other health team members 	<ul style="list-style-type: none"> ❑ Demonstrates advancing knowledge and skills through the provision of accurate and culturally appropriate education to health consumers or groups to maintain or promote health in consultation with the registered nurse. ❑ Applies skilled communication techniques when determining consumer understanding by seeking feedback on information given and acts as a resource for peers. ❑ Demonstrates an advancing evidence-based knowledge and understanding of how health and disease are affected by multiple and interconnected factors and shares knowledge with peers.

Competency 3.1 Establishes, maintains and concludes therapeutic interpersonal relationships.

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Establishes rapport and trust with the health consumer and or family/whanau. ❑ Demonstrates respect, empathy and interest in the health consumer. ❑ Is able to establish relationships and communicate effectively and culturally appropriately with health consumers. ❑ Appropriately terminates therapeutic relationships. ❑ Understands therapeutic relationships and professional boundaries. 	<ul style="list-style-type: none"> ❑ Maintains therapeutic relationships and professional boundaries in nursing practice ❑ Provides culturally safe, negotiated and therapeutic relationships with health consumers, and role models this to peers ❑ Identifies or describes confident and competent discussion of difficult issues with health consumers ❑ Communicates effectively to establish, maintain and conclude therapeutic interpersonal relationships with health consumers, nursing and inter-professional team. 	<ul style="list-style-type: none"> ❑ Acts as a role model when establishing, maintaining and concluding interpersonal relationships with health consumers, nursing and inter- professional team ❑ Actively reflects on the use of therapeutic relationships and professional boundaries in nursing practice, and assists and supports colleagues in this ❑ Role models a culturally safe, negotiated and therapeutic relationship with health consumers ❑ Discusses difficult issues with health consumers confidently and competently, demonstrating use of conflict resolution and problem-solving skills, assisting others with these

Competency 3.2 Communicates effectively as part of the health care team

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Communicates orally and in writing appropriately and effectively. ❑ Demonstrates understanding of the need for different communication styles and approaches in different situations. ❑ Engages with colleagues to give and receive constructive feedback that enhances service delivery to health consumers. ❑ Contributes to a positive working environment. 	<ul style="list-style-type: none"> ❑ Role models effective and consistent communication skills, both written and verbal. ❑ Demonstrates the use of a variety of communication styles and role models these approaches in different situations. ❑ Role models to colleagues the ability to give and receive constructive feedback that enhances service delivery to health consumers. ❑ Contributes to a positive working environment and acts as a role model and leader to Enrolled Nurse peers. 	<ul style="list-style-type: none"> ❑ Consistently communicates relevant patient/health consumer information in a timely manner to other members of the healthcare team and acts as a resource for peers. ❑ Demonstrates and educates peers in the effective use of a variety of communication styles and approaches in different situations. ❑ Uses advancing knowledge and skills to assist other Enrolled Nurses to reflect on the importance of giving and receiving constructive feedback that enhances service delivery to health consumers. ❑ Gains support and respect of the health care team through sharing of knowledge and making a demonstrated positive contribution to the work place.

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

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Understands and applies the principles of a recovery centred approach to nursing care within different health care settings. ❑ 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. ❑ Understands and uses the resources in the health consumer's community to improve health outcomes. 	<ul style="list-style-type: none"> ❑ Demonstrates and role models the application of the principles of a recovery centred approach to nursing care, within different health care settings. ❑ Is able to demonstrate a broad use of nursing interventions which lessen the impact of stigma and discrimination on health outcomes for health consumers and enhance fairness, equality and self-determination. ❑ Has a broad knowledge of resources in the health consumer's community and utilises these in an effective manner to improve health outcomes. 	<ul style="list-style-type: none"> ❑ Demonstrates advancing knowledge and leadership to peers in the use of the principles of a recovery centred approach to nursing care within different health care settings. ❑ Role models and contributes to education of peers through the use of nursing interventions which lessen the impact of stigma and discrimination on health outcomes for health consumers and enhances fairness, equality and self-determination. ❑ Acts as an advocate and role model to peers in the effective use of resources in the health consumer's community to improve health outcomes.

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

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Understands and values the roles, knowledge and skills of members of the health care team in relation to own responsibilities. ❑ Supports the therapeutic activities of other team members in the provision of health care. ❑ Provides other members of the team with accurate and relevant information to assist in decision making and provision of care. ❑ Contributes to discussion related to nursing practice, systems of care planning and quality improvement. 	<ul style="list-style-type: none"> ❑ Collaborates with the health consumer, the RN and health team members to contribute to the development of an individualised plan of care ❑ Demonstrates effective and professional communication with health team members, supporting other team members with this ❑ Collaborates with and contributes to the health care team in the delivery of health consumer care ❑ Is involved in service, professional or organisational activities within area of practice and participates in change management 	<ul style="list-style-type: none"> ❑ Demonstrates advancing knowledge and leadership to peers in the use of the principles of a recovery centred approach to nursing care within different health care settings. ❑ Role models and contributes to education of peers through the use of nursing interventions which lessen the impact of stigma and discrimination on health outcomes for health consumers and enhances fairness, equality and self-determination. ❑ Acts as an advocate and role model to peers in the effective use of resources in the health consumer's community to improve health outcomes.

Competency 4.2 Recognises the differences in accountability and responsibilities of registered nurses, enrolled nurses and healthcare assistants.

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Clarifies enrolled nurse role and responsibilities in the context of health care settings. ❑ Acts as a resource and role model for nurse students and health care assistants. ❑ Prioritises the delivery of nursing care to health consumers as guided by the registered nurse. ❑ Co-ordinates provision of care by health care assistants within the team as delegated by the registered nurse. 	<ul style="list-style-type: none"> ❑ Demonstrates a clear understanding of the enrolled nurse role and responsibilities in the context of health care settings. ❑ Acts as a resource and role model for nurse students and health care assistants ❑ Shows broad experiential knowledge in the prioritisation of nursing care to health consumers as guided by the registered nurse. ❑ Co-ordinates and role models' effective provision of care by health care assistants within the team as delegated by the registered nurse. 	<ul style="list-style-type: none"> ❑ Demonstrates advancing knowledge and skills through the sharing of knowledge regarding the enrolled nurse role and responsibilities in the context of health care settings. ❑ Acts as a resource and contributes to leadership activities for peers student nurses and health care assistants. ❑ Effectively manages and role models the prioritisation and delivery of nursing care to health consumers as guided by the registered nurse. ❑ Co-ordinates provision of care by health care assistants as delegated by the registered nurse and educates peers on effective care coordination.

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.

Competent	Proficient	Accomplished
<ul style="list-style-type: none"> ❑ Understands the enrolled nurse role and boundaries in relation to the scopes of practice of other registered health professionals. ❑ Practises within legislative requirements, organisation policy and refers issues outside scope to a registered nurse supervisor. ❑ Works under the direction of an identified health professional and reports observations, changes in health status and escalates concerns to that health professional. 	<ul style="list-style-type: none"> ❑ Demonstrates and has broad knowledge of the enrolled nurse role and boundaries in relation to the scopes of practice of other registered health professionals. ❑ Role models' safe practice within legislative requirements, organisation policy and refers issues outside scope to a registered nurse supervisor. ❑ Works under the direction of an identified health professional and consistently and accurately communicates observations 	<ul style="list-style-type: none"> ❑ Demonstrates leadership to peers on understanding the enrolled nurse role and boundaries in relation to the scopes of practice of other registered health professionals. ❑ Acts as a resource for peers and actively promotes understanding of legislative requirements, organisation policy and refers issues outside scope to a registered nurse supervisor. ❑ Works under the direction of an identified health professional and demonstrates effective and appropriate responses to changing clinical situations in a timely manner; and reports any concerns to the health professional.