

Otago Polytechnic Bachelor of Nursing | Te Kura Tapuhi  
Preceptor Summative Clinical Competence Assessment Tool

Year Level:			
Tauira name:		Tauira ID:	
Course title:		Course code:	
Clinical placement Location:		Dates of placement:	

### Assessment guidelines

- Thank you for being a preceptor for our nursing taura (learners) and supporting their clinical learning experience. Your feedback as a Registered Nurse (RN) is invaluable in helping taura and kaiako (lecturers) identify strengths and areas for further development.
- This assessment aligns with the six pou (standards) outlined in the February 2025 Nursing Council of New Zealand (NCNZ) Standards of Competence. The pou includes the NCNZ descriptors which provide depth and context to help support you to evaluate taura competence at the expected level.
- To assess taura, please use the performance rating scale (0-4) to evaluate whether they are meeting the expected level of competence according to the year level in the Bachelor of Nursing programme. The expected competence level and rating scale descriptions are provided on page two.
- If you notice any issues or areas of concern regarding taura performance, we encourage you to discuss these directly with the taura to provide constructive feedback. Should the concerns persist or require further support, please contact the supervising kaiako promptly to ensure the issue is appropriately addressed.
- Prior to rating a taura a 0 or 1 please contact the kaiako (clinical lecturer) to discuss taura performance with specific clinical examples for rating the taura at this level
- If you have any questions or need guidance during the assessment process, please contact the supervising kaiako or email [nursing@op.ac.nz](mailto:nursing@op.ac.nz)
- The final summative assessment decision is made by Otago Polytechnic kaiako. This decision is informed by taura self-assessment evidence/examples of each pou that are submitted to their evidence portfolios, kaiako discussions with taura and the completed competency assessment tool provided by the RN preceptor.

Year	Expected competence level
Y1	<ul style="list-style-type: none"> <li>Tauira accepts responsibility/accountability for their own practice developing foundational nursing knowledge and skills through exposure and participation.</li> <li>Tauira requires direct supervision and continuous supportive prompting from an RN preceptor or kaiako when participating in care.</li> <li>Tauira demonstrates accountability by recognising their limitations, seeking guidance when needed, and practicing safely within the parameters set by the RN preceptor or kaiako.</li> <li>Tauira will require direction to identify their learning needs.</li> </ul>
Y2	<ul style="list-style-type: none"> <li>Tauira are developing nursing knowledge, skills and critical thinking when interpreting and responding to health consumer needs.</li> <li>Tauira are beginning to integrate knowledge and concepts to inform clinical reasoning.</li> <li>Tauira requires supervision and frequent supportive prompting from RN preceptor when participating in care.</li> <li>Tauira are beginning to identify learning needs with guidance from the RN preceptor and kaiako.</li> <li>Tauira demonstrates accountability for own practice in the aspects of care directed and delegated by the RN and practices safely within their scope under supervision of the RN preceptor.</li> </ul>
Y3	<ul style="list-style-type: none"> <li>Tauira are extending their nursing knowledge, skills, critical thinking, and problem solving when interpreting, responding, and evaluating care in complex care environments.</li> <li>Tauira are beginning to synthesise knowledge and integrate concepts in practice to inform clinical reasoning.</li> <li>Tauira can transfer knowledge to new situations and require less supervision and infrequent supportive prompting from RN preceptor when participating in care.</li> <li>Tauira demonstrate accountability by consistently practicing within their scope, seeking clarification when needed, and upholding professional standards.</li> <li>Tauira identify learning needs and seek opportunities for growth.</li> </ul>

Performance Rating Scale	
0	Not meeting the expected competence level *
1	Working towards meeting the expected competence level *
2	Consistently performing at the expected competence level
3	Consistently performing above the expected competence level

\* Prior to rating a tauira a 0 or 1 please contact the kaiako (clinical lecturer) to discuss tauira performance with specific clinical examples for rating the tauira at this level.

### Pou one: Māori health

Reflecting a commitment to Māori health, registered nurses support, respect and protect Māori rights while advocating for equitable and positive health outcomes. Nurses are also required to demonstrate kawa whakaruruhau by addressing power imbalances and working collaboratively with Māori.

Please provide feedback on how taira have demonstrated competence for meeting pou one at the expected level.

*Performance rating scale (please tick)*

<input type="checkbox"/> 0 Not meeting the expected competence level	<input type="checkbox"/> 1 Working towards meeting the expected competence level
<input type="checkbox"/> 2 Consistently performing at the expected competence level	<input type="checkbox"/> 3 Consistently performing above the expected competence level

### Pou two: Cultural safety

Cultural safety in nursing practice ensures that registered nurses provide culturally safe care that is inclusive, responsive and equitable. This requires nurses to reflect on their practice, understand their cultural identity and the power imbalances between the nurse and the recipient of care.

Please provide feedback on how taira have demonstrated competence for meeting/not meeting pou two at the expected level.

*Performance rating scale (please tick)*

<input type="checkbox"/> 0 Not meeting the expected competence level	<input type="checkbox"/> 1 Working towards meeting the expected competence level
<input type="checkbox"/> 2 Consistently performing at the expected competence level	<input type="checkbox"/> 3 Consistently performing above the expected competence level

### Pou three: Whanaungatanga and communication

A commitment to whanaungatanga and communication requires registered nurses to establish relationships through the use of effective communication strategies which are culturally appropriate and reflect concepts such as whānau-centred care and cultural safety. An understanding of different forms of communication enables the nurse to engage with the interprofessional healthcare team, advocate for innovative change where appropriate and influence the direction of the profession.

Please provide feedback on how taira have demonstrated competence for meeting/not meeting pou two at the expected level.

<i>Performance rating scale (please tick)</i>	
<input type="checkbox"/> 0 Not meeting the expected competence level	<input type="checkbox"/> 1 Working towards meeting the expected competence level
<input type="checkbox"/> 2 Consistently performing at the expected competence level	<input type="checkbox"/> 3 Consistently performing above the expected competence level

#### **Pou four: Pūkengatanga and evidence-informed nursing practice**

Pūkengatanga and evidence-informed nursing practice requires registered nurses to use clinical skills coupled with critical thinking and is informed by high quality and current evidence to provide quality, safe nursing care. Evidence-informed practice prepares the nurse to differentially diagnose, plan care, identify appropriate interventions, lead the implementation and evaluate care provision and outcomes.

Please provide feedback on how taura have demonstrated competence for meeting/not meeting pou four at the expected level.

<i>Performance rating scale (please tick)</i>	
<input type="checkbox"/> 0 Not meeting the expected competence level	<input type="checkbox"/> 1 Working towards meeting the expected competence level
<input type="checkbox"/> 2 Consistently performing at the expected competence level	<input type="checkbox"/> 3 Consistently performing above the expected competence level

#### **Pou five: Manaakitanga and people-centred care**

Manaakitanga and people-centred care requires nurses to demonstrate compassion, collaboration and partnership to build trust and shared understanding between the nurse and people, whānau or communities. Compassion, trust and partnership underpin effective decision-making in the provision of care to support the integration of beliefs and preferences of people and their whānau.

Please provide feedback on how taura have demonstrated competence for meeting/not meeting pou five at the expected level.

<i>Performance rating scale (please tick)</i>	
<input type="checkbox"/> 0 Not meeting the expected competence level	<input type="checkbox"/> 1 Working towards meeting the expected competence level
<input type="checkbox"/> 2 Consistently performing at the expected competence level	<input type="checkbox"/> 3 Consistently performing above the expected competence level

#### **Pou six: Rangatiratanga and leadership**

Rangatiratanga and leadership in nursing practice are demonstrated when nurses proactively provide solutions and lead innovation to improve the provision of care. Leadership requires all nurses to act as change agents and lead change when appropriate. Fundamental to the integration of leadership is the need for nurses to intervene, speak out, and advocate to escalate concerns on behalf of colleagues or recipients of care.

Please provide feedback on how taura have demonstrated competence for meeting/not meeting pou six at the expected level.

<i>Performance rating scale (please tick)</i>	
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<input type="checkbox"/> 0 Not meeting the expected competence level	<input type="checkbox"/> 1 Working towards meeting the expected competence level
<input type="checkbox"/> 2 Consistently performing at the expected competence level	<input type="checkbox"/> 3 Consistently performing above the expected competence level

<b>General feedback</b>
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Date:	
Taura (learner) name + signature:	
Date:	
Preceptors/s name + signature:	
Preceptor/s NCNZ registration:	
Date:	
Kaiako (lecturer) name + signature:	

**Nursing Council of New Zealand Pou and Descriptors (2025)**

(Taura please note: This does not need to be scanned and uploaded as part of your portfolio evidence)



The standards of competence are structured to identify the key areas of competence across all practice settings; these are the six pou. Each pou has a set of descriptors which provides further depth and detail of the requirements to meet the pou. The Council has developed the six pou and descriptors, in collaboration with the sector and stakeholders, to identify and separate the fundamental elements of nursing practice and enable the assessment of aspects of practice when required. Each pou is interrelated and demonstrated in practice simultaneously. When practising, a nurse will be integrating aspects of each pou where they relate to their area of practice using a range of scientific, relational and cultural, evidence based knowledge to provide effective care to people, whānau and communities.

Please use the descriptors below as a guide to assessing taura against each pou.

### **Pou one: Māori health**

Reflecting a commitment to Māori health, registered nurses support, respect and protect Māori rights while advocating for equitable and positive health outcomes. Nurses are also required to demonstrate kawa whakaruruhau by addressing power imbalances and working collaboratively with Māori. The descriptors below identify the requirements for registered nurses working in partnership with Māori.

- 1.1 Engages in ongoing professional development related to Māori health and the relevance of te Tiriti o Waitangi articles and principles.
- 1.2 Advocates for health equity for Māori in all situations and contexts.
- 1.3 Understands the impact of social determinants, such as colonisation, on health and wellbeing.
- 1.4 Uses te reo and incorporates tikanga Māori into practice where appropriate.

### **Pou two: Cultural safety**

Cultural safety in nursing practice ensures that registered nurses provide culturally safe care that is inclusive, responsive and equitable. This requires nurses to reflect on their practice, understand their cultural identity and the power imbalances between the nurse and the recipient of care. The descriptors below identify the requirements to ensure culturally safe nursing practice.

- 2.1 Practises culturally safe care which is determined by the recipient.
- 2.2 Challenges racism and discrimination in the delivery of nursing and health care.
- 2.3 Engages in partnership with individuals, whānau and communities for the provision of health care.
- 2.4 Advocates for individuals and whānau by including their cultural, spiritual, physical and mental health when providing care.
- 2.5 Contributes to a collaborative team culture which respects diversity, including intersectional identities, and protects cultural identity by acknowledging differing worldviews, values and practices.

### **Pou three: Whanaungatanga and communication**

A commitment to whanaungatanga and communication requires registered nurses to establish relationships through the use of effective communication strategies which are culturally appropriate and reflect concepts such as whānau-centred care and cultural safety. An understanding of different forms of communication enables the nurse to engage with the interprofessional healthcare team, advocate for innovative change where appropriate and influence the direction of the profession.

The descriptors below identify the requirements for effective communication with individuals, whānau and the wider healthcare team.

- 3.1 Understands and complies with professional, ethical, legal and organisational policies for obtaining, recording, sharing and retaining information acquired in practice.
- 3.2 Determines the language and communication needs (verbal and non-verbal) of people, whānau and communities.
- 3.3 Incorporates professional, therapeutic and culturally appropriate communication in all interactions.
- 3.4 Communicates professionally to build shared understanding with people, their whānau and communities.
- 3.5 Assesses health-related knowledge, provides information and evaluates understanding to promote health literacy.
- 3.6 Ensures documentation is legible, relevant, accurate, professional and timely.
- 3.7 Uses appropriate digital and online communication.
- 3.8 Provides, receives and responds appropriately to constructive feedback.

### **Pou four: Pūkengatanga and evidence-informed nursing practice**

Pūkengatanga and evidence-informed nursing practice requires registered nurses to use clinical skills, coupled with critical thinking and informed by high quality and current evidence, to provide quality, safe nursing care. Evidence-informed practice prepares the nurse to differentially diagnose, plan care, identify appropriate interventions, lead the implementation and evaluate care provision and outcomes. The descriptors below identify the requirements for the registered nurse to coordinate, manage, lead and evaluate the delivery of quality care.

- 4.1 Understands the wide range of assessment frameworks and uses the appropriate framework to undertake comprehensive assessments in the practice setting.
- 4.2 Develops differential diagnoses based on a comprehensive assessment, clinical expertise and current evidence to inform the plan of care.
- 4.3 Implements and evaluates effectiveness of interventions and determines changes to the plan of care.
- 4.4 Coordinates and assigns care, delegates activities and provides support and direction to others.
- 4.5 Safely manages medicines based on pharmacotherapeutic knowledge, including administration in accordance with policies and best practice guidelines.
- 4.6 Supports individual and whānau choices of complementary therapies by ensuring they have sufficient information to make informed decisions about treatment options.
- 4.7 Understands cultural preferences for complementary treatment, such as the use of rongoā, and supports integration into care.
- 4.8 Demonstrates digital capability and online health literacy to support individuals, whānau and communities to use technology for

managing health concerns and promoting wellbeing.

4.9 Applies infection prevention and control principles in accordance with policies and best practice guidelines.

4.10 Identifies, assesses and responds to emerging risks and challenging situations by adjusting priorities and escalating to the appropriate person.

4.11 Understands and works within the limits of expertise and seeks guidance to ensure safe practice.

4.12 Maintains awareness of trends in national and global nursing to inform change in practice and delivery of care.

### **Pou five: Manaakitanga and people-centred care**

Manaakitanga and people-centred care requires nurses to demonstrate compassion, collaboration and partnership to build trust and shared understanding between the nurse and people, whānau or communities. Compassion, trust and partnership underpin effective decision-making in the provision of care to support the integration of beliefs and preferences of people and their whānau.

The descriptors below identify the requirements for ensuring person and whānau-centred care.

5.1 Ensures integrated relational and whakapapa-centred care to meet the needs of people and whānau.

5.2 Upholds the mana of individuals, whānau and the nursing profession by demonstrating respect, kindness, honesty and transparency of decision-making in practice.

5.3 Facilitates opportunities for people and whānau to share their views and actively contribute to care planning, decision-making and the choice of interventions.

5.4 Establishes, maintains and concludes safe therapeutic relationships.

### **Pou six: Rangatiratanga and leadership**

Rangatiratanga and leadership in nursing practice are demonstrated when nurses proactively provide solutions and lead innovation to improve the provision of care. Leadership requires all nurses to act as change agents and lead change when appropriate. Fundamental to the integration of leadership is the need for nurses to intervene, speak out, and advocate to escalate concerns on behalf of colleagues or recipients of care.

The descriptors below identify the requirements for the registered nurse to lead and work effectively as part of an interprofessional healthcare team.

6.1 Actively contributes to a collaborative team culture of respect, support and trust.

6.2 Demonstrates professional and ethical accountabilities in practice and adheres to the Nursing Council of New Zealand Code of Conduct, relevant legislation and organisational policies and procedures.

6.3 Understands continuous learning and proactively seeks opportunities for professional development.

6.4 Engages in quality improvement activities.

6.5 Identifies and responds appropriately to risk impacting the health, safety and wellbeing of self and others to practise safely.

6.6 Understands the impact of healthcare provision on global and local resources, demonstrates and supports the constant assessment and improvement of sustainability practices.