**Otago Polytechnic New Zealand Diploma in Enrolled Nursing | Te Kura Tapuhi**

**Preceptor Summative Clinical Competence Assessment Tool**

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| **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 tauira (learners) and supporting their clinical learning experience. Your feedback as a Registered Nurse (RN) or Enrolled Nurse (EN) is invaluable in helping tauira and kaiako (clinical lecturer) identify strengths and areas for further development.
* This assessment aligns with the five pou (standards) outlined in the February 2025 Nursing Council of New Zealand (NCNZ) Standards of Competence for enrolled nurses. The pou includes the NCNZ descriptors which provide depth and context to help support you to evaluate tauira competence at the expected level.
* To assess tauira, 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 New Zealand (NZ) Diploma in Enrolled 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 tauira performance, we encourage you to discuss these directly with the tauira 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 tauira a 0 or 1 please contact the kaiako to discuss tauira performance with specific clinical examples for rating the tauira 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
* The final summative assessment decision is made by Otago Polytechnic kaiako. This decision is informed by tauira self-assessment evidence/examples of each pou that are submitted to their evidence portfolios, kaiako discussions with tauira and the completed competency assessment tool provided by the RN/EN preceptor.

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| **Year** | **Expected competence level** |
| Y1 | * Tauira accepts responsibility/accountability for their own practice developing foundational nursing knowledge and skills through exposure and participation.
* Tauira requires direct supervision and continuous supportive prompting from an RN/EN preceptor or kaiako when participating in care.
* Tauira demonstrates accountability by recognising their limitations, seeking guidance when needed, and practicing safely within the parameters set by the RN/EN preceptor or kaiako.
* Tauira will require direction to identify their learning needs.
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| Y2 | * Tauira are developing nursing knowledge and clinical skills when assessing and responding to health consumer needs.
* Tauira are beginning to integrate knowledge to inform clinical practice.
* Tauira requires supervision and frequent supportive prompting from RN/EN preceptor when participating in care.
* Tauira are beginning to identify learning needs with guidance from the RN/EN preceptor and kaiako.
* Tauira demonstrates accountability for own practice in the aspects of care directed and delegated by the RN/EN and practices safely within their scope under supervision of the RN/EN preceptor.
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| **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 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.**

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| **Pou one: Māori health** |
| **Reflecting a commitment to Māori health, enrolled 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 tauira have demonstrated competence for meeting pou one at the expected level.** |
| *Performance rating scale (please tick)* |
|  [ ]  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 |

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| **Pou two: Cultural safety** |
| **Cultural safety in nursing practice ensures that enrolled 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 tauira have demonstrated competence for meeting/not meeting pou two at the expected level.** |
| *Performance rating scale (please tick)* |
|  [ ]  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 |

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| **Pou three: Whanaungatanga, partnership and communication** |
| **A commitment to whanaungatanga, partnership and communication requires enrolled nurses to work in partnership, using a range of communication techniques, to work effectively with individuals, whānau, communities and the interprofessional healthcare team.** |
| **Please provide feedback on how tauira have demonstrated competence for meeting/not meeting pou two at the expected level.** |
| *Performance rating scale (please tick)* |
|  [ ]  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 |

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| **Pou four: Pūkengatanga and knowledge-informed nursing practice** |
| **Pūkengatanga and knowledge-informed nursing practice requires enrolled nurses to use clinical skills and expertise to undertake a nursing assessment, inform clinical decision making and provide safe care to individuals, whānau and communities. Enrolled nurses integrate clinical and cultural expertise and acknowledge people’s unique and diverse values and circumstances.** |
| **Please provide feedback on how tauira have demonstrated competence for meeting/not meeting pou four at the expected level.**  |
| *Performance rating scale (please tick)* |
|  [ ]  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 |

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| **Pou five: Mana hautū, professional accountability and responsibility** |
| **Mana hautū, professional accountability and responsibility in nursing practice, requires enrolled nurses to provide care within professional, ethical and legal boundaries to ensure safe quality nursing practice that upholds people’s rights, confidentiality and dignity.**  |
| **Please provide feedback on how tauira have demonstrated competence for meeting/not meeting pou five at the expected level.**  |
| *Performance rating scale (please tick)* |
|  [ ]  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 |

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| **General feedback** |

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| **Date:****Tauira (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)**

(Tauira 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 five pou. These pou describe the competence required to practice safely as an enrolled nurse in New Zealand. Evidence of safety to practice as an enrolled nurse is demonstrated when the following pou are met.

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

**Standards of competence for enrolled nurses**

**Pou one: Māori health**

Reflecting a commitment to Māori health, enrolled 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 enrolled 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 enrolled 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, partnership and communication**

A commitment to whanaungatanga, partnership and communication requires enrolled nurses to work in partnership, using a range of communication techniques, to work effectively with individuals, whānau, communities and the interprofessional healthcare team. The descriptors below identify the requirements for effective communication and working with the wider healthcare team.

3.1 Uses a range of communication techniques to establish, maintain and conclude professional and/or therapeutic relationships with individuals, whānau and the healthcare team.

3.2 Uses appropriate digital and online communication.

3.3 Demonstrates understanding of when to seek guidance and assistance from the healthcare team to inform decision-making and the provision of care.

3.4 Demonstrates leadership including direction and coordination of care, as appropriate.

3.5 Identifies, assesses and responds to emerging risks and challenging situations and escalates appropriately.

**Pou four: Pūkengatanga and knowledge-informed nursing practice**

Pūkengatanga and knowledge-informed practice requires enrolled nurses to use clinical knowledge and expertise to undertake a nursing assessment, inform clinical decision-making and provide safe care to individuals, whānau and communities. Enrolled nurses integrate clinical and cultural expertise and acknowledge people’s unique and diverse values and circumstances. The descriptors below identify the requirements for the enrolled nurse to demonstrate safe quality care.

4.1 Promotes health behaviours and provides health education to support people to achieve their health and wellness goals.

4.2 Undertakes a nursing assessment incorporating scientific and nursing knowledge and, where appropriate, initiates and documents a plan of care in collaboration with the healthcare team.

4.3 Applies nursing knowledge to identify and assess when a person’s condition has deteriorated or improved, escalating any findings.

4.4 Demonstrates digital health literacy and capability to support individuals, whānau and communities to use technology for managing health concerns and promoting wellbeing.

4.5 Demonstrates safe and competent administration of medicines in accordance with policies and best practice guidelines.

4.6 Ensures individuals and whānau have adequate explanation of the effects, consequences and alternatives to proposed treatment options. Refers to the interprofessional team as required.

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

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

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

**Pou five: Mana hautū, professional accountability and responsibility**

Mana hautū, professional accountability and responsibility in nursing practice, requires enrolled nurses to provide care within professional, ethical and legal boundaries to ensure safe quality nursing practice that upholds peoples’ rights, confidentiality and dignity. The descriptors below identify the requirements for enrolled nurses to demonstrate accountability and responsibility for their nursing practice.

5.1 Works within professional, legal and ethical boundaries, and accepts responsibility for decision-making and actions in accordance with level of assessed competence.

5.2 Demonstrates understanding of professional responsibilities and adheres to the Nursing Council of New Zealand Code of Conduct and relevant organisational policies and procedures.

5.3 Ensures documentation is legible, relevant, accurate, professional and timely.

5.4 Identifies and responds appropriately to risk that could impact the health, safety and wellbeing of self and others and affect the ability to practice safely.

5.5 Reflects on own practice and engages in ongoing professional development and learning to meet continuing competence requirements.

5.6 Promotes an environment of safety and participates in continuous quality improvement activities.

5.7 Is an effective role model, preceptor and mentor as appropriate.