



WELCOME TO THE 2020 MEDICO-LEGAL FORUM

“Scope of Practice”

Midlands Region Forum

5th March 2020




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ORGANISATION

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Karakia

Kia hora te marino
Kia whakapapa pounamu te moana
Aroha atu, aroha mai
Tātou I a tātou katoa

May peace be widespread
May the sea be like greenstone
A pathway for us all this day
Let us show respect for each other



Tuhia ki te rangi, tuhia ki te whenua,
Tuhia ki te ngākau o ngā tāngata,
Ko te mea nui o te ao, ko te aroha
Tihei mauri ora

Write it in the sky, write it in the land,
Write it in the heart of the people,
The most important thing in the world
Is love and kindness.

Why are we here today ?

A dynamic nursing workforce practising to its full scope can assist in addressing current and future health system demands. Before this can occur, a clearer understanding and national application of the nursing scope of practice is required.

Birks, Davis, Smithson and Cant, 2016

The History....



Ellen Dougherty, c.1895 (Carterton District Historical Society, Ref: PPC.0005)

On 10 January 1902, the world's first state-registered nurses had their names entered in the register. Topping the list was Ellen Dougherty of Palmerston North.

The history...Governments and the Healthcare workforce



Acknowledging the ICNs Scope of
Nursing Practice and Decision-
Making Framework TOOLKIT 2010

HPCA Act (2003)

Public Safety



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Regulation to Self-Moderation

"A professions scope of practice is the full spectrum of roles, functions, responsibilities, activities and decision-making capacity which individuals within the profession are educated, competent and authorised to perform. The scope of professional practice is set by legislation; professional standards such as competencies, codes of ethics, conduct and practice ;and public need, demand and expectation. **It may therefore be broader than that of any individual within the profession.**

(ANMC 2007)



Regulation to Self-Moderation

The actual scope of an individuals practice is influenced by the :

- Context in which they practice
- Consumers' health needs
- Level of competence, education, qualifications and experience of the individual service provider's policy, quality and risk, management frameworks and organisational culture. (ANMC 2007)



Nursing Council of New Zealand codes and guidelines




Guidelines:
Social Media
and Electronic
Communication

Te Kaitiaki Take Kōwhiri
Nursing Council of New Zealand

A nurse's guide to safe use of social media
and electronic forms of communication.

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CoC Principle Four especially:

Maintain health consumer trust by providing safe and competent care

Standard 4.4

- Recognise and work within the limits of your **competence** and **scope of practice**.
- (Registered Nurses working in the expanded scope must provide health services that are consistent with their education and assessed competence, meet legislative requirements and are supported by appropriate standards (NCNZ 2010).)

Standards that guide practice decisions.

According to NCNZ-Nurses must practise in accordance with:

- Standards established through legislation and common law
- Nursing Council standards including;
 - *The Code of Conduct*
 - *The Competencies for the registered nurse scope of practice*
 - *Guideline: Direction and delegation*
- Relevant specialty or professional standards that have been developed by, or endorsed by, professional organisations or expert nursing or multidisciplinary groups.
- Standards developed by health care organisations to enable the safe delivery of health services within a particular context” (ibid, p7).

Principles to guide scope of practice decisions

- All nurses are accountable for their decisions about whether an activity is beyond their own capacity or scope of practice and for consulting with or referring to other health professionals.
- (Expansion of) the scope of practice is based on appropriate consultation and planning, educational preparation and a formal assessment of the nurse's competence to undertake an (expanded) scope of practice.

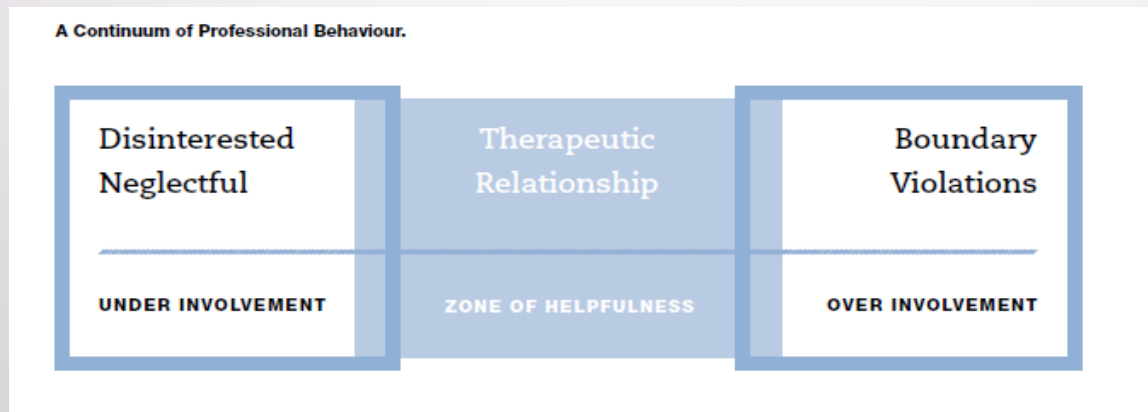
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Principles to guide scope of practice decisions

- The primary motivation for any decision about a health activity is to meet the consumer's health needs or to enhance health outcomes.
- Ensuring patient safety is the primary consideration when determining if (expansion of) practice is appropriate.

Role clarity

- If you're not clear on your **role** then you raise the risk of crossing boundaries
- Are you 'under involved' or 'over involved' with the patients you are caring for instead of being in the '**therapeutic zone**'?



(NCNZ, Guidelines for Professional Boundaries, p4)



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Role clarity

- Scope of practice – yours
- Scope of practice – others
- K&S Frameworks ?
- Your Job Description
- Your Contract
- Employers' policies & procedures

If you're not clear on your **role** then you raise the risk of working outside your scope

Responsibilities of employers:

- to ensure they have the appropriate systems (PPGs) in place to support safe nurse activities or roles.
- to seek professional advice on [expanded] practice activities and roles (if non-nursing manager)
- to ensure the appropriate skill mix of staff
- to ensure there are clear role descriptions for nurses and others
- to recruit or nominate registered nurses who have demonstrated an appropriate level of practice and to provide adequate education and clinical training
- To ensure registered nurses are supported and have been appropriately assessed as competent to undertake the [expanded] activity or role.



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A basis for making decisions regarding the scope of practice for an individual nurse

- The activity is consistent with the nursing legislation, board policy and guidelines.
- The primary motivation for undertaking the activity is to meet patient needs and improve health outcomes.
- The activity is appropriately authorised by a valid order/protocol and in accordance with established policies and procedures.
- The nurse has the appropriate education and makes a judgement that they are competent to perform the activity.
- The activity is consistent with accepted standards.
- The activity to be undertaken by the nurse is appropriate for the context.

ICN 2010

Challenges to working in scope

- Staffing shortfalls/skill mix
- Workplace culture
- Working in isolation
- Pressure by colleagues & employers
- Lack of understanding (by managers, colleagues)
- Persuasion by patients
- Emergency or pandemic situations

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Nursing Council of New Zealand position-Registered Nurse Scope of Practice

- “Registered nurses are **accountable** for ensuring all health services they provide are consistent with their **education and assessed competence, meet legislative requirements and are supported by appropriate standards.**”

NCNZ RN Scope of Practice

NCNZ's EN Scope of Practice

Enrolled nurses are accountable for their nursing actions and practise competently in accordance with legislation, to their level of knowledge and experience. They work in partnership with health consumers, families/whanau and multidisciplinary teams (p5).

NCNZ's NP Scope of Practice

- ...Nurse practitioners as advanced clinicians will be expected to self-regulate and practice within their area of competence and experience
- No matter what your area of practice or the conditions you may have on your RN scope of practice breadth of NP practice is required and you will be expected to be able to do a full health assessment and examination, i.e. full review of systems and physical examination (p4).



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MCNZ's Midwives Scope of Practice

MCNZ Competencies

Performance criteria 4.4

“recognises strengths and limitations in skill, knowledge and experience and shares or seeks counsel, consults with, or refers to, a relevant resource, other midwives, or other health practitioners”

Performance criteria 4.5

“assesses practice in relation to current legislation, the Midwifery Scope of Practice, and Competencies for entry to the Register of Midwives...”



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Scenario 1

- You are a community health nurse and a patient comments to you - “You should be able to do that because other nurses do”. However, you’re not convinced that the skill being referred to is part of the RN scope.



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Scenario 2

You are a RN with a BN and no restrictions on your practicing certificate. However, your Mental Health nursing experience is very limited. The DHB where you work is having staffing issues due to limited recruitment and retention for the mental health unit. Plus, the casual pool numbers are down.

You have been asked to work in the Mental Health acute unit four full days within the last fortnight and continue to feel uncomfortable in this setting.

What are your options?



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Scenario 3

RN has lost her confidence when she comes back to nursing after three years away so chooses to take the HCA role.

- She wonders if she can chaperone patients?
- The surgeon wants her to help with minor procedures in the clinic.
- Is she still liable as a RN for her actions ?

Scenario 4

As an EN, you're finding that the RN is not delegating to you some activities due to their lack of knowledge of the EN scope of practice.

- How do you respond so that you can nurse according to your scope of practice ?

Scenario 5

- A senior RN is very frustrated because her nurses “don’t think for themselves”. They often don’t give the frail patients the appropriate mattress so significantly increase those patients’ risk of skin problems. What are the implications for their RN scope when they don’t complete accurate assessments ?

Scenario 6

- You're a Nurse Practitioner in acute care who was placed on the registrar roster. There is no senior medical consultant on call for you or the registrars to refer to (or collaborate with). What are the implications for your scope of practice?

RN Prescribing

- The Council has amended the registered nurse scope of practice to indicate that some registered nurses can prescribe prescription medicines. It has also added education and training requirements for registered nurses prescribing in primary health and specialty teams as additional prescribed qualifications for registered nurses.

NZNO's position on Advanced Practice

- NZNO position statement underpins NZNO's expectation that any nurse working at an advanced practice level should have a position description that clearly defines their clinical and cultural responsibilities, and be educated appropriately and remunerated accordingly. Employer support for education that enables advanced practice is essential to nursing workforce development (NZNO 2020 Draft)

Your scope of practice

Information that informs competent nursing practice

Health and Disability

Commission Code of Rights

Grants a number of rights to all consumers of health services in NZ and places corresponding obligations on providers of those services.

HPCA Act 2003

Provides a framework for the regulation of health practitioners in order to protect the public.

Nursing in Aotearoa New Zealand: A definition

2020 and Beyond: A Vision for Nursing (NZNO)

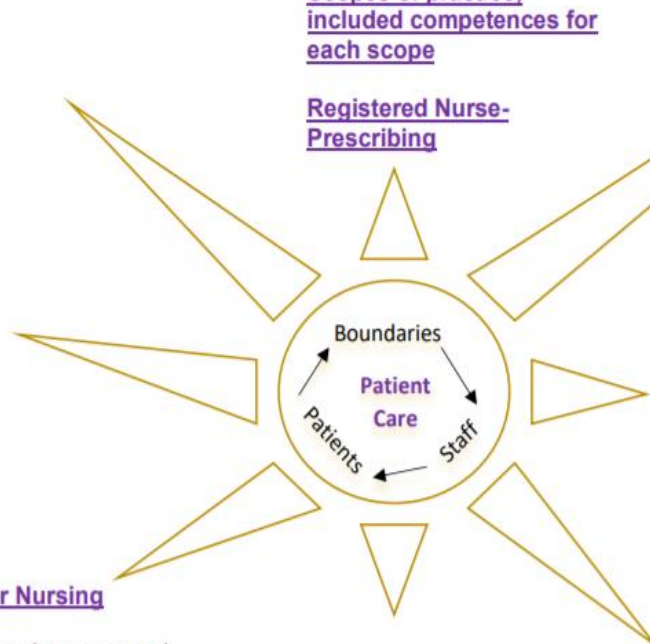
The goal of all professional nursing care and activity in Aotearoa New Zealand is to achieve improved health outcomes and improved health and social equity for all New Zealanders, regardless of their age, ethnicity, religion, gender, sexual orientation, or ability to pay.

Nursing council of NZ (NCNZ)

Nurses Code of Conduct (2012)

Scopes of practice, included competences for each scope

Registered Nurse-Prescribing



NZNO Strategy for Nursing 2018 – 2023

Advancing the health of the nation
Hei oranga motuhake mō ngā whānau,
hapū, iwi.

NZNO Code of Ethics (2010)

Guide's nurses' practice, and communicates to society the nursing profession's ethical values. It has been formulated and updated in response to the need for a code that closely reflects the current context of nursing practice.

NZNO Standards of Professional Nursing Practice (2012)

Guidelines – NCNZ; NZNO

NCNZ Guidelines: responsibilities for direction and delegation of care to EN (2011)

NCNZ Guidelines: responsibilities for direction and delegation of care by RN to HCA (2011)

NZNO Guidelines for Nurses on the Administration of Medicines (2016)

NCNZ Guidelines – NCNZ: Social Media and electronic communications

NCNZ Guidelines - Professional Boundaries

NCNZ Guidelines for Cultural Safety, the Treaty of Waitangi and Māori Health in Nursing Education and Practice

What else can you do to ensure you work within your scope ?

- Network
- Discuss
- Read
- Ask questions
- Self-management; Self-care
- Wider world – professional AND social awareness and relationship skills

Practicing within your scope ?

Self Management

Competencies
Codes/Standards

Valuing
feedback

Evidence
based
practice

Recognising
Influences

Life-long
learning

Use your insight
Reflect , Own and Act...

Job
description

Learning from
others

Questioning

Changing practice
based on feedback

Learning
from
experience

Teaching

Recognising
Bias



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NZNO Member Support Centre

The easy way to contact NZNO

0800 28 38 48

8.00am to 7.00pm Monday to Friday



8.00am to 7.00pm Monday to Friday

0800 28 38 48



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Karakia Kai

He whakawhetai tēnei i ngā kai
E hora mai nei
E hora mai nā
Horahia te ora
Mauri Ora!

A prayer of thanks for the foods
That are spread here
That are spread there
Let prosperity be widespread
Tis Life!



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