



# Te Kaunihera Tapuhi o Aotearoa Nursing Council of New Zealand

Pānui March 2023

## Chairperson and deputy chair appointed to Council

Tēnā koutou katoa,

Firstly, I would like to acknowledge those nurses and their whānau who have been affected by the recent cyclone and devastating floods, especially those who have experienced loss and hardship as a result.

Not only will some of you have been impacted personally, but nurses play a key role in caring for the community during disasters. Often this includes putting the needs of others ahead of your own wellbeing and safety. Our thanks to all of you who have been involved in the response and recovery. Kia kaha.

We have a full programme of work ahead of us this year, including continued consultation on the Enrolled Nurse scope of practice, education standards, and competencies, the review of Registered Nurse competencies, improving engagement with Māori nurses, and the implementation of a new competence assessment process for Internationally Qualified Nurses.

The Council's Board leads us in the strategic direction and governance for this work, and we would like to welcome the re-election of Ngaira Harker and Marion Guy as the Board Chairperson and Deputy Chairperson; both having extensive experience in the nursing sector. You can find out more about Ngaira and Marion [here](#).

The Board is made up of members elected by nurses and those appointed by the Minister of Health. The Ministry of Health is currently [advertising](#) for two Board members: one professional member and one lay member.



It is vitally important for nurses to be actively involved to help drive the development of nursing regulation, to support the safest and best care to the public. I would encourage you to apply if you would like to assist in developing and upholding the excellent standards nurses in Aotearoa are known for.

Ngā mihi nui,  
Catherine Byrne,  
**Pouārahi/Pouroki - Chief Executive/Registrar**

## No increase to APC fees in 2023

The Council works hard to keep our Annual Practising Certificate fees affordable and at the lowest level necessary to fund good regulation. In recognition of current cost-of-living pressures, we have decided not to increase the APC fee this year.

During the latter part of 2023 Council will review the proportion of the APC allocated to the disciplinary levy (which funds our fitness to practise work) and consider whether it could be decreased. This would allow more of the overall fee to be used to fund our registration, accreditation, and other functions.

## Hui discusses reset with Māori nurses

A group of 20 senior Māori nurses have attended a hui hosted by the Nursing Council and its Principal Advisor Māori, as the Council looks to improve its communication and engagement with Māori.

The group discussed a number of issues including:

- What does real partnership look like?
- How do Māori nurses wish to engage with the Council?
- What is an effective engagement process/framework for Māori nurses?
- What can be done to increase participation and delivery for Māori nurses in regulatory decisions?

Some of the feedback proposed a genuine aroha, tika, and pono model; a focus on transparency and honesty; collaboration; respectful and meaningful connections; ensuring Māori were consulted properly; there is representation from across the nurse workforce, and an understanding of what each partner brings to the table.

With a limited number of Māori nurses, the group was conscious that consultation and communication needs to be done in a way that does not prove to be an additional burden for an already busy workforce.

A small working group has been set up to take the process forward. The seven Māori nurses and the Council's Principal Advisor Māori are meeting regularly, and discussing the terms of reference and an expression of interest process for a permanent Komiti MĀORI working group going forward.

## Nursing Council signs Pride Pledge



We are pleased to announce that the Nursing Council has [signed up to the Pride Pledge](#).

We are doing this to demonstrate not only our commitment to being an inclusive, safe, and welcoming workplace for our rainbow staff, but also our commitment to this being reflected in how we regulate the nursing profession.

Nurses are the largest single group of health professionals in Aotearoa New Zealand and work across the entire health and disability system (and in some cases outside it). So it is especially critical that LGBTTQIA+ people – including nurses themselves – can have confidence that regulating nurse education and practice is undertaken with understanding of, and respect for, diversity in gender and orientation.

Signing the Pledge represents not just our support for the principles it embodies but also an undertaking to develop our capability in the Council. We look forward to working with the Pride Pledge team to build our knowledge and skills, reflect on our approaches, and ensure our work responds to the needs of rainbow communities.

## Hundreds of submissions on Enrolled Nurse revised scope statement

Consultation on a new Enrolled Nurse revised scope statement has led to hundreds of submissions from Enrolled Nurses and others in the sector.

There were 365 submissions, with 337 individual responses – the majority of which were from Enrolled Nurses themselves.

The draft scope statement is the first part of work being undertaken by the Nursing Council and the NZNO's Enrolled Nurse section, advised by representatives from Te Poari o Te Rūnanga o Aotearoa, to review the entire scope which outlines the role and practice of an EN.

The aim of the review is to develop a new scope that respects the integrity and potential of Enrolled Nurses' practice, as well as better define the competencies and education standards required for enrolled nursing.

A design group made up of Enrolled Nurses, members of Te Poari o Te Rūnanga o Aotearoa, educators, nurse leaders, and employers, was set up to undertake the review work. The group is responsible for developing the new statement, competencies, and standards.

The review's Project Leader Jane MacGeorge says there has been thoughtful and well-considered feedback.

“Overall, the changes have been positively received although suggestions for improvement included ensuring clarity between the Registered Nurse and Enrolled Nurse scopes, and how the Kawa Whakaruruhau framework is embedded into nursing competencies,” she said.

Responses are now being analysed and the testing of ideas and concepts continuing. The design group will also be reviewing the Enrolled Nurse competencies and education standards which will go out for consultation mid-year.

## **Minimum clinical hours to remain the same**

In late 2022, the Council undertook consultation on the minimum number of clinical hours we require in Registered Nurse education programmes.

Those we heard from raised a number of issues around the strains and stresses involved in clinical placements, and how those could be addressed. However, there was little desire for reducing the minimum, and strong support for continuing to require at least 1,100 hours of clinical placement across the degree. Māori respondents were particularly opposed to reducing the number of hours, and there was also little support from Pacific and nursing student respondents.

There were mixed views on allowing some clinical hours to be completed through simulation. While there was some support for this, many noted that the Council would need to provide clearer guidance on what constituted acceptable simulation. We also heard concerns about the appropriateness of simulation for some areas such as mental health care, authentically engaging with culturally safe practice, and nursing for Māori. Respondents from education providers were most strongly in favour of allowing simulated hours.

After considering issues raised during consultation, the Council has decided not to change the minimum number of hours. But we have agreed to explore the development of good practice guidance for simulation. This would not allow simulation to be used in place of clinical settings, but would describe what is needed to use simulation well in the Aotearoa New Zealand nursing context. This work will not begin before 2024 due to current work priorities.

An overview of the consultation and submissions we received will be available on the Nursing Council website on Wednesday March 22.

## No new HPDT decisions to report

There are no new decisions to report from the Health Practitioners Disciplinary Tribunal.



The Nursing Council of New Zealand  
Te Kaunihera Tapuhi o Aotearoa

Level 5

[22 Willeston Street](#)

[Wellington 6011](#)

New Zealand

<https://www.nursingcouncil.org.nz/>

04 385 9589