**Otago Polytechnic Bachelor of 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) is invaluable in helping tauira and kaiako (lecturers) identify strengths and areas for further development.
* This assessment aligns with the six pou (standards) outlined in the 2024 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 tauira competence at the expected level.
* To assess tauira, please use the performance rating scale (0–3) 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 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.
* 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 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 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 preceptor or kaiako.
* Tauira will require direction to identify their learning needs.
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| Y2 | * Tauira are developing nursing knowledge, skills and critical thinking when interpreting and responding to health consumer needs.
* Tauira are beginning to integrate knowledge and concepts to inform clinical reasoning.
* Tauira requires supervision and frequent supportive prompting from RN preceptor when participating in care.
* Tauira are beginning to identify learning needs with guidance from the RN preceptor and kaiako.
* 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.
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| Y3 | * Tauira are extending their nursing knowledge, skills, critical thinking, and problem solving when interpreting, responding, and evaluating care in complex care environments.
* Tauira are beginning to synthesise knowledge and integrate concepts in practice to inform clinical reasoning.
* Tauira can transfer knowledge to new situations and require less supervision and infrequent supportive prompting from RN preceptor when participating in care.
* Tauira demonstrate accountability by consistently practicing within their scope, seeking clarification when needed, and upholding professional standards.
* Tauira identify learning needs and seek opportunities for growth.
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| **Performance Rating Scale** |
| 1 | Not yet performing at 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 one: Māori health** |
| **Reflecting a commitment to Māori health, registered nurses must 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.** |
| *Descriptors* |
| 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 Challenges racism and discrimination in the delivery of nursing and health care. |
| 1.4 Uses te reo and incorporates tikanga Māori into practice. |
| **Please provide feedback on how tauira have demonstrated competence for meeting pou one at the expected level.** |
| *Performance rating scale (please tick)*☐1 (Not yet performing at the expected competence level) ☐ 2 (Performing at the expected competence level) ☐ 3 (Performing above the expected competence level) |
| **Pou two: Cultural safety** |
| **Cultural safety in nursing practice ensures registered nurses provide culturally safe care to all people. This requires nurses to understand their own cultural identity****and its impact on professional practice, including the potential for a power imbalance between the nurse and the recipient of care.** |
| *Descriptors* |
| 2.1 Practises culturally safe care which is determined by the recipient. |
| 2.2 Can describe the impact of colonisation and social determinants on health and wellbeing. |
| 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 to provide whakapapa-centred care. |
| 2.5 Contributes to a collaborative team culture which respects difference, diversity, including intersectional identities and protects cultural identity by acknowledging differing worldviews, values and practices. |
| **Please provide feedback on how tauira have demonstrated competence for meeting pou two at the expected level.** |
| *Performance rating scale (please tick)*☐1 (Not yet performing at the expected competence level) ☐ 2 (Performing at the expected competence level) ☐ 3 (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, Kawa Whakaruruhau** **and cultural safety. An understanding of the need for different forms of communication enables the nurse to influence the interprofessional healthcare team, advocate for innovative change where appropriate and influence the direction of the profession.** |
| *Descriptors* |
| 3.1 Uses appropriate assessment strategies to determine the language and communication needs (verbal and non-verbal) of people, whānau and communities. |
| 3.2 Incorporates professional, therapeutic and culturally appropriate communication in all interactions.  |
| 3.3 Communicates professionally to build shared understanding with recipients of care, their whānau and communities. |
| 3.4 Promotes health literacy by using communication strategies to assess health-related knowledge, provide information and evaluate understanding.  |
| 3.5 Ensures documentation is legible, relevant, accurate, professional and timely.  |
| 3.6 Understands and complies with professional, ethical, legal and organisational policies for obtaining, recording, sharing and retaining information acquired in practice.  |
| 3.7 Uses digital and online communication as appropriate. |
| 3.8 Provides, receives and responds appropriately to constructive feedback.  |
| **Please provide feedback on how tauira have demonstrated competence for meeting pou two at the expected level.** |
| *Performance rating scale (please tick)*☐1 (Not yet performing at the expected competence level) ☐ 2 (Performing at the expected competence level) ☐ 3 (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 critical thinking strategies informed by cultural and scientific knowledge to provide quality, safe nursing care. Evidence informed knowledge prepares and supports the nurse to differentially diagnose, identify appropriate interventions, plan care, lead the implementation and ensure that practice is constantly evaluated.** |
| *Descriptors* |
| 4.1 Undertakes comprehensive assessments to develop differential diagnoses and inform the plan of care. |
| 4.2 Understands the range of assessment frameworks and uses the appropriate framework for the practice setting. |
| 4.3 Implements and evaluates effectiveness of interventions and modifies the plan accordingly. |
| 4.4 Appropriately coordinates and assigns care, delegates activities and provides support and direction to others. |
| 4.5 Based on pharmacotherapeutic knowledge, safely manages medicines, including their administration in accordance with policies and best practice guidelines. |
| 4.6 Supports individual and whānau choice of alternative therapies by ensuring they have sufficient information to make informed decisions about treatment options. |
| 4.7 Understands cultural preferences for 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 Maintains awareness of trends in national and global nursing to inform change in practice and delivery of care. |
| **Please provide feedback on how tauira have demonstrated competence for meeting pou four at the expected level.**  |
| *Performance rating scale (please tick)*☐1 (Not yet performing at the expected competence level) ☐ 2 (Performing at the expected competence level) ☐ 3 (Performing above the expected competence level) |
| **Pou five: Manaakitanga and people-centred care** |
| **Manaakitanga and people-centred care requires nurses to demonstrate the values of compassion, collaboration and partnership to build trust and shared understanding between the nurse and the recipient of care people, whānau or communities. These values underpin acceptable and effective decision-making related to the provision of care and appropriate interventions and ensure the integration of beliefs and preferences of people and their whānau.** |
| *Descriptors* |
| 5.1 Demonstrates the values of compassion, collaboration and trust that underpin manaakitanga and people-centred care. |
| 5.2 Ensures integrated relational and whakapapa-centred care to meet the needs of people and whānau. |
| 5.3 Upholds the mana of individuals, whānau and the nursing profession by practising manaaki, kindness, honesty and transparency of decision-making in practice. |
| 5.4 Facilitates opportunities for people and whānau to share their views and actively contribute to care planning, decision-making and related interventions.   |
| 5.5 Establishes, maintains and concludes safe therapeutic relationships. |
| **Please provide feedback on how tauira have demonstrated competence for meeting pou five at the expected level.**  |
| *Performance rating scale (please tick)*☐1 (Not yet performing at the expected competence level) ☐ 2 (Performing at the expected competence level) ☐ 3 (Performing above the expected competence level) |
| **Pou six: Rangatiratanga and leadership** |
| **Rangatiratanga in nursing practice is demonstrated when nurses proactively provide solutions and lead innovation to improve the provision of care. Rangatiratanga requires all nurses to act as change agents and lead change when appropriate. Fundamental to the integration of rangatiratanga is the need for nurses to act as independent thinkers and intervene, speak out, advocate and follow processes to escalate concerns on behalf of, or supporting, recipients of care or team members.** |
| *Descriptors*  |
| 6.1 Actively contributes to a collaborative team culture of respect, support and trust.  |
| 6.2 Demonstrates understanding of professional and ethical responsibilities and adheres to the Nursing Council of New Zealand Code of Conduct, relevant legislation and organisational policies and procedures in practice. |
| 6.3 Understands lifelong learning and takes responsibility for own professional development.  |
| 6.4 Engages in quality improvement. |
| 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. |
| **Please provide feedback on how tauira have demonstrated competence for meeting pou six at the expected level.** |
| *Performance rating scale (please tick)*☐1 (Not yet performing at the expected competence level) ☐ 2 (Performing at the expected competence level) ☐ 3 (Performing above the expected competence level) |
| ***General feedback***  |

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| Date Tauira name and signature   |    |
| Date Preceptor Name and Signature   |    |
| Preceptor NCNZ registration   |    |
| Date Kaiako name and signature    |    |