



Nursing Council of the Cook Islands

Competencies for Nurses in the Cook Islands

Adopted by the Nursing Council of the Cook Islands as a guidance document on the 15 March 2022.

A handwritten signature in blue ink, appearing to read 'Mary Kata', is positioned above the name of the council.

Mary Kata Chair Nursing Council

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Purpose

The competencies in this document have been developed to assist the Nursing Council of the Cook Islands (Nursing Council) to protect the public by regulating nursing practice, as legislatively mandated under the Nurses Act 1986.

Competence assessment is one of the tools used by the Nursing Council to ensure initial and continuing competence to practice in the Cook Islands context. Competence assessment is used to assess:

1. Nurses competency to practice

The competencies identified by the Nursing Council is the minimum requirement for competent practice at an entry level for nurses; and will assist to:

1. Assess the competencies of nurses seeking registration to practice in the Cook Islands
2. Determine disciplinary action against nurses in breach of their registration conditions.

This is a working document and the Nursing Council welcomes suggestions for improvement.

The document define the scope of registered practice by setting competency standards for:

1. Entry level requirements for nurses registration in the Cook Islands
2. Professional standards

Competencies are the combination of skills, knowledge, attitudes, values and abilities that underpin effective performance of a medical and dental practitioner.

Entry level requirements

- Bachelor or Nursing (BN)
- Diploma of Nursing (DipNursing)

The above degrees must be from an institution approved by the Council.

In the case of the person who was practicing as a nurse in the Cook Islands¹ the Council may, if they are satisfied as to the efficiency and good character of such person, admit such person to the register without such training and examination; or

- Is registered as a nurse in a country where the standard of training and examination is not lower than that required by the Council
- Possesses such special qualifications as in the opinion of the Council justifies the admission of such person to the appropriate part of the register²

¹ See Cook Islands Nurses Act 1986

² See Cook Islands Nurses Act 1986

Competency Standards	
Domain 1	
Legal, Ethical and Professional Behaviour	
Competency	Indicators of achievement of competency
Practices nursing according to legislation and polices	<ul style="list-style-type: none"> ✓ Practices in accordance with current competencies and scope of practice ✓ Performs nursing interventions according to recognised standards of practice ✓ Recognises and acts upon breaches of law relating to nursing practice and/or Public service professional code of conduct ✓ Practices in accordance with relevant legislation, national policies and procedural guideline.
Maintains clear and legible documentation and records	All documentation is signed and dated with time to reflect clear and accurate records written by nurses in the patient record
Demonstrates professional behaviour required of a nurse showing accountability and responsibility for nursing outcomes	<ul style="list-style-type: none"> ✓ Continually develop own nursing knowledge, skills and practice Demonstrates the ability to make appropriate management decisions. ✓ Takes responsibility for one's own professional development. ✓ Participates and contributes to research ✓ Contributes to the education and professional development of nursing student and others.
Practices culturally relevant nursing care	<ul style="list-style-type: none"> ✓ Respects the value, customs, spiritual beliefs and practices of individuals and groups ✓ Recognizes own beliefs and values and how these may influence care giving.
Uses ethical decision making to guide nursing practice	<ul style="list-style-type: none"> ✓ Respects the professional boundaries of therapeutic relationships. ✓ Acts to provides safe, appropriate and ethical care to clients in different situations ✓ Discussions concerning patients are restricted to settings/ relevant members of the health care team ✓ Applies and adapts ethical principles to different situations
Advocates for patients' rights and empowers patients to make decisions regarding their care including choice with traditional medicines	<ul style="list-style-type: none"> ✓ Respects the patient's right to access information, privacy, choice, and self-determination. ✓ Seeks out knowledge and specific traditional healing practices. ✓ Incorporates traditional practices when appropriate.

Domain 2	
Management of nursing care of individuals, families and communities in a variety of settings	
Competency	Indicators of achievement of competency
Competently assesses and diagnoses health status	Undertakes comprehensive and systematic assessments
Accurately interprets data to inform sound clinical decision-making	<ul style="list-style-type: none"> ✓ Demonstrates the ability to think laterally and critically within a problem-solving context. ✓ Collects, analyses and utilizes data about patients and incidents and trends and implements remedial changes to improve care delivery.
Effectively plans and implements nursing care in collaboration with the multidisciplinary team	<ul style="list-style-type: none"> ✓ Formulates a plan of care in collaboration with the patient and/or significant others to meet expected outcomes. ✓ Implements and documents planned nursing care ✓ Makes clinical judgment and provides appropriate nursing therapeutic interventions and procedures for the individual patient, family and community. ✓ Manage workload effectively
Evaluates progress and revises plan	Evaluates and documents progress towards expected outcomes and uses evaluation data to modify the plan of care.
Ensures holistic continuous quality of care through use of the nursing process	<ul style="list-style-type: none"> ✓ Participates in continuous quality improvement and quality assurance activities. ✓ Acknowledges limitations in knowledge and competence.

Domain 3	
Leadership management, quality improvement and therapeutic environment	
Competency	Indicators of achievement of competency
Practices nursing within the philosophy and culture of the organisation	<ul style="list-style-type: none"> ✓ Actively seeks to participate in health policy development and evaluation, and programme planning ✓ Accepts leadership responsibility in the delivery of nursing and health ✓ Demonstrates an understanding of efficient and safe human resource management such as rostering ✓ Demonstrates an understanding of the requirements for health and safety. ✓ Understands, interprets and contributes to policy development at the unit level
Shows a commitment to developing own knowledge, skill and practice	<ul style="list-style-type: none"> ✓ Reflects on practice outcomes and makes changes to practice when appropriate ✓ Demonstrates critical thinking and decisions making skills ✓ Actively participates in professional development and completes 60 hours over 3 years
Maintains safe patient care through effective evidence-based nursing practice	<ul style="list-style-type: none"> ✓ Utilises well conducted/evaluated research findings in practice as appropriate (practice based on evidence). ✓ Ensures that no action or omission on the part of the nurse, or within the nurse's sphere of responsibility, is detrimental to the patient, family and community. ✓ Maintains and updates technical skills that is mandatory education such as adult and paediatric cardio pulmonary resuscitation (CPR) ✓ Provides a safe environment for patient(s) and staff including implementing infection control procedures.
Demonstrates leadership and management skills/attributes to achieve best practice outcomes	<ul style="list-style-type: none"> ✓ Initiates and participates in dialogue about new initiatives and change processes in nursing and health care ✓ Responds appropriately to comments or complaints from patients and co-operate with complaints/incident process ✓ Participates in education and quality improvement activities in the clinical settings ✓ Delegates, monitors and supervises work performed by enrolled nurses and hospital aides

Domain 4	
Communication and collaboration	
Competency	Indicators of achievement of competency
Communicates and collaborates effectively with individuals, families and communities to develop a therapeutic relationship	<ul style="list-style-type: none"> ✓ Listens and interacts clearly by verbal, written and electronics means as appropriate, to patients/clients, families, carers, and other health professionals. ✓ Communicates effectively in English and or Cook Island Maori
Uses health and information systems and technology to effectively support safe patient care	<ul style="list-style-type: none"> ✓ Communicates and clarifies advances in appropriate technologies to the patient. ✓ Uses available information technology to access information and new knowledge. ✓ Undertakes training in the application of new health technologies as necessary.
Contributes to effective multidisciplinary health team work by maintaining collaborative relationships	<ul style="list-style-type: none"> ✓ Collaborates with and co-ordinates health teams. ✓ Communicates and participates with members of the health care teams in decision making concerning patients. ✓ Clarifies responsibility for aspects of care with other members of the health team. ✓ Works collaboratively with nursing colleagues to ensure continuity of quality nursing care.

Domain 5	
Primary and Public Health	
Competency	Indicators of achievement of competency
Manages and promotes primary healthcare to support wellness of individuals, families and communities	<ul style="list-style-type: none"> ✓ Undertakes nursing care that ensures patients receive and understand health information, health promotion and current information concerning their health care that contributes to informed choice ✓ Teaches patient/families/carers/health professionals, aspects of care as appropriate.

<p>Works effectively with individuals, families, community groups and populations</p>	<ul style="list-style-type: none"> ✓ Works effectively within the community healthcare team to deliver healthcare that facilitates independence, self-esteem and safety ✓ Evaluates the effectiveness of the patient response to the prescribed treatments, interventions and health education in collaboration with the patient, their family and other health care team members ✓ Works in partnership with other sectors to promote population and environmental health ✓ Works with health promoters and environmental health protection officers to support the health and wellbeing of the population and environment in schools, public places and wider community.
<p>Uses health information and policies to participate in planning for local health services</p>	<ul style="list-style-type: none"> ✓ Demonstrates literacy and knowledge of local policies and manuals and where to source them from ✓ Has adequate computer skills necessary to record, enter, store, retrieve and organise data essential for care delivery
<p>Understands their likely role in disaster and emergency response</p>	<ul style="list-style-type: none"> ✓ Understands and participates in emergency procedures and plans and lines of communication to maximise effectiveness in a crisis situation.

Competence assessment form

This form may be used by nurses selected for the recertification programme (audit) or by nurses completing a competence assessment programme. All registered nurses (RN) assessing nurses in competency assessment programmes must have appropriate preceptor or assessment preparation. In some instances the registered nurse completing the assessment must be a Council-approved assessor.

Please refer to the competencies for the registered nurse scope of practice for the specific indicators for each competency. Sufficient comments must be completed under each competency to substantiate the assessment.

Please complete all of the following details:

Name of nurse:

Practice area

Assessor (name and signature):

Position Date.....

Address and phone number:

Verifying nurse (when completing a self-assessment for audit) OR

Programme coordinator (when completing a competence assessment programme)

Name and signature:

Position Date

Address and phone number:

There are five domains of competence for the registered nurse scope of practice. Evidence of safety to practice as a registered nurse demonstrated when the nurse meets the competencies within all four domains.

Registered nurses who are working in management, education, policy and/or research should consult the competencies for the registered nurse scope of practice for specific competencies related to their area of practice.

Competencies Assessment Form

RN/EN name:

Area:

Date:

Domain 1: Legal, Ethical and Professional Behaviour

Competencies	RN comments	Met/Not met	Charge Nurse comments
Practices nursing according to legislation and policies.			
Maintains clear and legible documentation and records			
Demonstrates professional behaviour required of a nurse showing accountability and responsibility for nursing outcomes			
Practices culturally relevant nursing care			
Uses ethical decision making to guide nursing practice			
Advocates for patients' rights and empowers patients to make decisions regarding their care including choice with traditional medicines			

Domain 2: Management of Nursing Care of individuals, families and communities in a variety of settings			
Competencies	RN comments	Met/Not met	Charge Nurse comments
Competently assesses and diagnoses health status			
Accurately interprets data to inform sound clinical decision-making			
Effectively plans and implements nursing care in collaboration with the multidisciplinary team			
Evaluates progress and revises plan			
Ensures holistic continuous quality of care through use of the nursing process			
Domain 3: Leadership Management, Quality Improvement and Therapeutic Environment			
Competencies	RN comments	Met/Not met	Charge Nurse comments
Practices nursing within the philosophy and culture of the organisation			
Shows a commitment to developing own knowledge, skill and practice			
Maintains safe patient care through effective evidence-based nursing practice			

Demonstrates leadership and management skills/attributes to achieve best practice outcomes			
Domain 4: Communication and Collaboration			
Competencies	RN comments	Met/Not met	Charge Nurse comments
Communicates and collaborates effectively with individuals, families and communities to develop a therapeutic relationship			
Uses health and information systems and technology to effectively support safe patient care			
Contributes to effective multidisciplinary health team work by maintaining collaborative relationships			
Domain 5: Primary and Public Health			
Competencies	RN comments	Met/Not met	Charge Nurse comments
Manages and promotes primary healthcare to support wellness of individuals, families and communities			

Works effectively with individuals, families, community groups and populations			
Uses national health information and policies to participate in planning for local health services			
Understands their likely role in disaster and emergency response			

Overall Comments by Charge Nurse

Areas of Strength

Areas for future development

RN signature

Date

Charge Nurse Signature

Date