

# Competencies for registered nurses undertaking Before School Checks (B4SC)

These competencies are for registered nurses and specifically relate to conducting Before School Checks (B4SC). The B4SC competencies are based on, and **do not replace**, the Nursing Council competencies for registered nurses (Nursing Council of New Zealand, 2007).

## Domains of competence

There are four domains of competence for the registered nurse scope of practice. Evidence of safety to practise as a registered nurse is demonstrated when the applicant meets the competencies within the following domains:

### **Domain one: Professional responsibility**

This domain contains competencies that relate to professional, legal and ethical responsibilities and cultural safety. These include being able to demonstrate knowledge and judgment and being accountable for own actions and decisions, while promoting an environment that maximises health consumer safety, independence, quality of life and health.

### **Domain two: Management of nursing care**

This domain contains competencies related to assessment and managing health consumer care, which is responsive to the consumers' needs, and which is supported by nursing knowledge and evidence based research.

### **Domain three: Interpersonal relationships**

This domain contains competencies related to interpersonal and therapeutic communication with health consumers, other nursing staff and interprofessional communication and documentation.

### **Domain four: Interprofessional health care & quality improvement**

This domain contains competencies to demonstrate that, as a member of the health care team, the nurse evaluates the effectiveness of care and promotes a nursing perspective within the interprofessional activities of the team.

## Competencies and indicators

The competencies in each domain have descriptions of competent performance specifically for registered nurses undertaking B4SC - called indicators, and examples of the evidence that might be used to demonstrate competence against the indicators.

The B4SC competencies provide a framework against which the performance of nurses engaged in B4SC can be measured. The indicators and examples of evidence are neither comprehensive nor exhaustive, they are designed to assist an assessor when using his/her professional judgement in assessing competence of the registered nurse delivering the B4SC.

## Domain One: Professional responsibility

This domain contains competencies that relate to professional, legal and ethical responsibilities and cultural safety. These include being able to demonstrate knowledge and judgment and being accountable for own actions and decisions, while promoting an environment that maximises health consumer safety, independence, quality of life and health.

### **Competency 1.1**

***Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.***

#### **Indicator**

Demonstrates familiarity with the professional, legal and ethical considerations related to nursing practice when delivering the B4SC programme.

#### **Examples of evidence**

- Articulates the principles, objectives and service requirements associated with B4SC programme.
- Articulates processes used to obtain informed consent, maintain confidentiality, and store information securely.
- Provides evidence of the informed consent processes used with a family/whānau who agrees to or declines the B4SC for their child/tamaiti.

### **Competency 1.2**

***Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice.***

#### **Indicator**

Explains the principles of partnership, participation and protection, and consistently applies these to their practice when working with Māori communities, and those tamariki/children who are hard to reach.

#### **Examples of evidence**

- Explains how relationships with Māori communities and whānau/families are established.
- Articulates how Māori whānau are involved in the B4SC.
- Provides evidence of the proportion of Māori tamariki reached for the B4SC.

### **Competency 1.3**

***Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses and others.***

#### **Indicator**

Understands the registered nurse role in directing and delegating nursing care that is undertaken by others.

#### **Examples of evidence**

- Provides direction to, and monitoring of unregulated health care workers when planning and delivering the B4SC programme.

- Demonstrates competent assessment when teaching and role modelling delivery of the B4SC nursing assessment.
- Supervises student nurses on clinical placement in the community child health setting, undertaking aspect(s) of the B4SC check of a 4 year old child.
- Provides student nurses with constructive written and oral feedback.

#### **Competency 1.4**

***Promotes an environment that enables client safety, independence, quality of life, and health.***

##### **Indicator**

Ensures the environment in which the B4SC is being undertaken is appropriate, safe and private for the child/tamaiti and his or her family/whānau.

##### **Examples of evidence**

- Uses premises that promote a safe environment for children, and enables private conversations with the child/tamaiti's parent/caregiver.
- Demonstrates an understanding of how the delivery of the B4SC is modified to meet the immediate needs of the family, when required.
- Articulates the ways a safe environment is ensured when a B4SC is undertaken in a home environment or community facility.

#### **Competency 1.5**

***Practises nursing in a manner that the health consumer determines as being culturally safe.***

##### **Indicator**

Responds to and respects family/whānau previous experience, existing knowledge, and their preferences and expectations when undertaking the assessments in the B4SC.

##### **Examples of evidence**

- Includes the extended family, whānau or aiga in the B4SC.
- Integrates the family's cultural needs into the B4SC check.
- Ensures referrals made to providers are culturally acceptable to, and accessible for, the family.
- Ensures the needs of children with a disability and their family are identified and attended to.
- Uses an interpreter when the child/tamaiti's and family/whānau's primary language is not English.

## Domain Two: Management of nursing care

This domain contains competencies related to assessment and managing health consumer care, which is responsive to the consumers' needs, and which is supported by nursing knowledge and evidence based research.

### Competency 2.1

***Provides planned nursing care to achieve identified outcomes.***

#### Indicator

Utilises evidence to provide well child care and demonstrates knowledge of disparities and determinants of health when planning and delivering B4SC assessments.

#### Examples of evidence

- Articulates local disparities and determinants of health relevant for preschool children in the local community.
- Utilises a community profile of local health and social services to support families access to services and to maintain professional networks.
- Works in partnership with families when planning and undertaking the B4SC, and explaining the outcome of the B4SC.
- Explains how B4SC nursing practice contributes to meeting the planned outcomes of the B4SC.
- Professional accountability is demonstrated through follow up to assess referral outcomes.

### Competency 2.2

***Undertakes a comprehensive and accurate nursing assessment of health consumers in a variety of settings.***

#### Indicators

1. Applies comprehensive knowledge of child health and development to undertake a systematic assessment as described in the WCTO Practitioner Handbook and Well Child Schedule.
2. Facilitates the review and interpretation of the assessments undertaken by VHTs and early childhood educators to ensure the B4SC provides a comprehensive picture of a child/tamaiti's health and development.

#### Example of evidence

- Demonstrates ability to use, and interpret the findings from, the B4SC assessment tools: Child Health Questionnaire, SDQ, PEDS, growth, dental health, speech, immunisation status, family violence (child abuse and neglect, and intimate partner violence), smoking status, and vision and hearing testing outcomes.

### Competency 2.3

***Ensures documentation is accurate and maintains confidentiality of information.***

#### Indicators

1. Documents the B4SC in a systematic way to meet legal and professional standards (legible, accurate, and concise).
2. Documents clearly in a child/tamaiti's B4SC record the information provided to a parent/caregiver declining the B4SC.

### **Examples of evidence**

- Documentation provides the data required for the B4SC Information System.
- Provides evidence of documentation that meets the criteria of being legible, accurate, clear, concise, and timely.
- Explains how health information is kept confidential, at all times.
- Referral letters are legible and contain full, accurate and relevant information.
- Records all information and anticipatory guidance provided to parents, including to parents who decline the B4SC.
- Understands the principles of health literacy, uses language families can understand to explain the process, findings, interventions and referrals of the B4SC assessment.

### **Competency 2.4**

***Ensures the health consumer has adequate explanation of the effects, consequences and alternatives of proposed treatment options.***

#### **Indicator**

Understands the principles of health literacy, uses language families/whānau can understand to explain the process, findings, interventions and referrals of the B4SC assessment.

### **Examples of evidence**

- Demonstrates ability to explain information and answer family/whānau questions so that they understand what is being said.
- Checks with families to clarify their understanding of the process, interventions findings and referrals in the B4SC assessment.
- Provides data on the uptake of follow-up appointments and referrals.
- Families/whānau provide positive feedback on the usefulness of the B4SC.

### **Competency 2.5**

***Acts appropriately to protect oneself and others when faced with unexpected health consumer responses, confrontation, personal threat or other crisis situations.***

#### **Indicator**

Explains processes used to manage unexpected, crisis or conflict situations.

### **Examples of evidence**

- Articulates the processes used to manage unexpected, crisis or conflict situations to ensure everyone's safety.
- Is able to defuse a conflict situation through negotiation.

### **Competency 2.6**

***Evaluates health consumers' progress toward expected outcomes in partnership with health consumers.***

#### **Indicator**

Articulates the criteria for evaluating the B4SC, including analysing and interpreting the assessments that are completed by others involved in the B4SC in partnership with the family/whānau.

### **Examples of evidence**

- Demonstrates the process used for explaining the scoring and interpretation of the SDQ and the vision and hearing tests to family/whānau.
- Explains how the family/whānau are involved in evaluating a child/tamaiti's B4SC outcome, and the importance of follow-up prior to the child/tamaiti beginning school.

### **Competency 2.7**

***Provides health education appropriate to the needs of the health consumer within a nursing framework.***

#### **Indicator**

Uses the B4SC as an opportunity to provide appropriate and relevant health promotion and parenting education to the child/tamaiti and family/whānau.

### **Examples of evidence**

- Articulates examples of health education provided to the child/tamaiti and the family/whānau.
- Demonstrates effective health education techniques and use of appropriate health information resources.
- Provides anticipatory guidance to increase health knowledge and support families/whānau to improve their confidence in improving their child/tamaiti's health.

### **Competency 2.8**

***Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care.***

#### **Indicator**

Participates regularly in peer review processes.

### **Examples of evidence**

- Can show evidence of written exemplars.
- Participates in case review, clinical supervision, annual peer review, annual updates, and service appraisal.
- Seeks clinical supervision to review assessment findings and support decision making.

### **Competency 2.9**

***Maintains professional development.***

#### **Indicator**

Completes initial B4SC orientation and training, and attends 8 hours of B4SC-relevant professional development per annum.

### **Example of evidence**

- Provides verified record of attendance at professional development sessions on the following (for example): privacy and legal process for nursing practice, preschool child health and development, VHT overview, oral health screening, PEDS, SDQ, speech and language development, and B4SC documentation.

## Domain three: Interpersonal relationships

This domain contains competencies related to interpersonal and therapeutic communication with health consumers and other nursing and health staff, and interprofessional communication and documentation.

### **Competency 3.1**

***Establishes, maintains and concludes therapeutic interpersonal relationships with health consumers.***

#### **Indicator**

Confidently uses strength-based approaches to meet the diverse communication needs and styles of families/whānau.

#### **Examples of evidence**

- Articulates the importance of varying the nursing approach to respond to child/tamaiti and family/whānau communication needs.
- Utilises effective questioning and clarifying skills when interacting with children/tamariki and their family members.
- Provides evidence of client satisfaction with the nursing care provided.
- Provides evidence that families/whānau understand the health and development promotion advice provided.

### **Competency 3.2**

***Practises nursing in a negotiated partnership with the health consumer where and when possible.***

#### **Indicator**

Utilises a range of strategies to establish relationships with families from diverse backgrounds, so that families/whānau contribute as partners in the B4SC assessment.

#### **Example of evidence**

- Families/whānau articulate satisfaction with the process and relationship established during the B4SC.
- Demonstrates respect for the knowledge of parents and caregivers through the process of the B4SC assessment.

### **Competency 3.3**

***Communicates effectively with health consumers and members of the health care team.***

#### **Indicator**

Demonstrates effective oral and written communication skills.

#### **Examples of evidence**

- Uses an interpreter when necessary to enhance communication and understanding with children and their families/whānau.
- Uses a variety of positive and professional communication techniques to optimise relationship building and communication with children and their families/whānau, and B4SC colleagues.

## Domain four: Interprofessional health care & quality improvement

This domain contains competencies to demonstrate that, as a member of the health care team, the nurse evaluates the effectiveness of care and promotes a nursing perspective within the interprofessional activities of the team.

### **Competency 4.1**

***Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care.***

#### **Indicator**

Demonstrates collaboration with colleagues and other B4SC team members to ensure a timely and quality B4SC, and ensure referrals respond to the health needs of children and their families/whānau.

#### **Examples of evidence**

- Provides evidence of collaboration with other practitioners to improve access to health care for children and their families/whānau.
- Provides evidence of collaborating with the health care team to action referrals.

### **Competency 4.2**

***Recognises and values the roles and skills of all members of the health care team in the delivery of care.***

#### **Indicator**

Explains the roles of those involved in providing the B4SC programme to children and families whānau.

#### **Examples of evidence**

- Articulates the roles of DHB/Plunket/PHO, MOH, MOE, NGOs, and providers of the B4SC services (e.g. VHTs, speech language therapists, etc).
- Demonstrates local referral pathways are used to promote the health and development of children before they are 5 years old.
- Provides evidence of consultation with other members of the B4SC and local child health team.

### **Competency 4.3**

***Participates in quality improvement activities to monitor and improve standards of nursing.***

#### **Indicator**

Demonstrates quality improvement activities undertaken to monitor and improve the B4SC programme and own nursing practice.

#### **Examples of evidence**

- Facilitates completion and analysis of client satisfaction surveys.
- Contributes to review of B4SC systems e.g. policy review; audit, and appraisal and assessment of practice.
- Presents examples of best practice and evidence at in-service and staff development session.

#### **References**



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