

**Guidelines for writing your SN/RN self-assessment and Manager narratives**

Phase III Pilot study from 24 October 2026 – Please note peer review evidence is no longer required for any PDRP submission

**The nurse will provide a narrative against the overarching domains of competence and use the individual competencies as a guide. Nurses will not be required to provide examples for each competency however, it is expected, that the narrative for each domain will include examples from the competencies. (Ref NCNZ, 2024)**

**Domain one: Professional responsibility**

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

*Narrative must include:*

* Episode of care that incorporates some of the competencies within the domain
* Cultural considerations to meet patient needs
* Evidence based care provided
* Evaluation of outcomes of episode of care

**Domain two: Management of nursing care**

Definition: 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.

*Narrative must include:*

* Episode of care that incorporates some of the competencies within the domain
* Application of nursing process, including evaluation of outcomes of episode of care
* Evidence based care provided
* An example of reflecting on a challenging experience with a RN colleague

**Domain three: Interpersonal relationships**

Definition: This domain contains competencies related to interpersonal and therapeutic communication with health consumers, other nursing staff and inter-professional communication and documentation

*Narrative must include:*

* Episode of care that incorporates some of the competencies within the domain
* Therapeutic relationship
* Negotiated partnership with patient
* Communication with patient and members of health care team

**Domain four: Inter-professional health care & quality improvement**

Definition: 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 inter-professional activities of the team.

*Narrative must include:*

* Episode of care that incorporates some of the competencies within the domain
* Co-ordination of care with healthcare team

Participation in quality improvement activities

 *Plus: Manager* - overarching statement of practice and verification of nurses competence to practice at Competent level

**1. Competent RN level of practice**

* Self-assessment - narrative as above
* Manager - overarching statement or verification of the nurses competence to practice at competent level

**2. Proficient and Expert RN levels of practice**

All nurses must complete the requirements to meet NCNZ continuing competence for each domain (as per above)

For those progressing to higher PDRP level they must submit additional evidence to meet definition of higher level of practice as follows:

* Your self-assessment is to be written against *all* aspects of the definition (these may be numbered). No examples of care are required; your assessment will describe how you meet the level of practice in your current role.
* Manager - overarching statement of practice and verification of nurses competence to practice at Proficient or Expert level

**3. Senior Nurse Level of Practice**

All nurses must complete the requirements to meet NCNZ continuing competence at *senior nurse level* at either Senior Nurse Clinical, Management, Education or Policy and Research. If they work in Direct Client Care in their role, their narrative must also include reference to competencies 2.1-2.9 and 3.1 – 3.3.

*Plus:*

All nurses practicing in Senior Designated Roles, they must submit additional evidence to meet the definition of the Senior Nurse include:

* Your self-assessment is to be written against *all* aspects of the definition (these may be numbered). No examples of care are required; your assessment will describe how you meet the level of practice in your current role.
* Manager - overarching statement of practice and verification of nurses competence to practice at Senior Nurse level

**RN Definitions for PDRP Levels of Practice**

**The Competent RN:**

1. Effectively applies knowledge and skills to practice
2. Develops partnerships with clients that implement Te Tiriti o Waitangi in a manner which the client determines is culturally safe
3. Has consolidated nursing knowledge in their practice setting
4. Has developed an holistic overview of the client
5. Is confident in familiar situations
6. Is able to manage and prioritise assigned client care/workload
7. Demonstrates increasing efficiency and effectiveness in practice
8. Is able to anticipate a likely outcome for the client with predictable health needs.
9. Is able to identify unpredictable situations, act appropriately and make appropriate referrals

**The Proficient RN:**

1. Acts as a role model and a resource person for other nurses and health practitioners
2. Participates in changes in the practice setting that recognise and integrate the principles of Te Tiriti o Waitangi and cultural safety
3. Has an holistic overview of the client and the practice context
4. Demonstrates autonomous and collaborative evidence based practice
5. Actively contributes to clinical learning for colleagues
6. Supports and guides the health care team in day to day health care delivery
7. Participates in quality improvements and changes in the practice setting
8. Demonstrates in-depth understanding of the complex factors that contribute to client health outcomes

**The Expert RN:**

1. Is recognised as an expert and role model in her/his area of practice
2. Guides others to apply the principles of Te Tiriti o Waitangi and to provide culturally safe care to clients
3. Engages in clinical learning for self and provides clinical learning opportunities for colleagues
4. Contributes to specialty knowledge and demonstrates innovative practice
5. Initiates and guides quality improvement activities and changes in the practice setting
6. Delivers quality client care in unpredictable challenging and/ or complex situations
7. Demonstrates successful leadership within a nursing team unit/facility
8. Advocates for the promotion and integrity of nursing within the health care team
9. Is involved in resource decision making/strategic planning
10. Influences at a service, professional or organisational level

**The Senior Nurse:**

1. Demonstrates nursing leadership through broad problem solving and analytical skills in relation to nursing standards at service, organisational and/or national level
2. Utilised in an expert/advisory capacity for extensive nursing experience/knowledge
3. Works through, or mentors nurses through change processes to introduce nursing initiatives that are evidence based and quality focused to improve nursing standards/practice and enhance the service provided. The change process incorporates partnership with Maori, other client groups and the health team
4. Evidence of application of learning gained from postgraduate or post registration education to advance own nursing practice/role
5. Actively participates in professional groups to advance nursing practice

(Ref: National PDRP Framework and Evidential Requirements 2017)