

# PDRP Levels of Practice Definitions

This is a guide to support nurses to understand the requirements at each PDRP level and make an informed decision about the level they apply for. It is intended to support Managers to verify practice at each level.

Assessors will use this document to guide assessment. They should be able to see the attributes below within the body of evidence.



- Applies consolidated nursing knowledge and skills to practice
- Develops partnerships with health consumers that honour Te Tiriti o Waitangi, Kawa Whakaruruhau and/ or cultural safety
- Demonstrates confidence in familiar situations
- Manages and prioritises assigned health consumer care/workload, demonstrating increasing efficiency and effectiveness in practice
- Anticipates a likely outcome for the health consumer with predictable health needs
- Identifies unpredictable situations, acts appropriately and makes appropriate referrals
- Participates in quality improvement activities and/ or change initiatives in the practice setting

## Competent RN

- Demonstrates autonomous and collaborative evidence-based practice
- Has a holistic overview of the health consumer and the practice context upholding Te Tiriti o Waitangi, Kawa Whakaruruhau and/ or cultural safety
- Acts as a role model and a resource person for other nurses and health practitioners
- Supports and guides the health care team in day-to-day health care delivery
- Actively contributes to quality improvement activities and/ or change initiatives in the practice setting
- Demonstrates in-depth understanding of the complex factors that contribute to health consumer's health outcomes
- Actively contributes to clinical learning for colleagues

## Proficient RN

- Advances specialty knowledge, demonstrating clinical expertise and innovative practice
- Leads others to apply the principles of Te Tiriti o Waitangi, Kawa Whakaruruhau and cultural safety
- Mentors and provides clinical learning opportunities for colleagues
- Demonstrates leadership within a nursing team unit/facility
- Drives sustainable quality improvement activities and/ or change initiatives in the practice setting utilising Kawa Whakaruruhau and/or cultural safety lens where appropriate
- Delivers quality health consumer care in unpredictable challenging and/or complex situations
- Advocates for the promotion and integrity of nursing within the health care team
- Seeks out ongoing education opportunities, supporting others to participate in professional development

## Expert RN

- Works in an appointed nursing position that requires specific clinical/ professional expertise
- Ensures that the principles of Te Tiriti o Waitangi, Kawa Whakaruruhau and cultural safety are applied across the team/ service/ organisation/ sector
- Mentors emerging leaders
- Influences the practice of others
- Designs framework/ project/ audit that support evidence based best practice representing the nursing voice
- Facilitates and leads sustainable quality improvement activities and/ or change initiatives utilising Kawa Whakaruruhau and/ or cultural safety lens
- Promotes and represents the integrity of the nursing profession, advocating for nursing within the health care team/ service/ organisation/ sector

## Designated Senior Nurse

- Incorporates knowledge-informed nursing into practice, contributing to assessment, planning, delivery and evaluation of nursing care
- Understands Te Tiriti o Waitangi, Kawa Whakaruruhau and cultural safety, using this to develop partnerships with health consumers
- Demonstrates confidence in familiar situations
- Manages and prioritises assigned health consumer care/workload appropriately, demonstrating increasing efficiency and effectiveness in practice
- Responds effectively in unpredictable, challenging and/or complex situations
- Participates in quality improvement activities and/ or change initiatives in the practice setting

## Competent EN

- Demonstrates advancing knowledge and skills in a specific clinical area
- Role models partnerships with health consumers that reflect Te Tiriti o Waitangi, Kawa Whakaruruhau and/ or cultural safety
- Has an in-depth understanding of EN scope and applies this to practice.
- Acts as a role model to their peers and contributes to the education and /or preceptorship of others.
- Supports and guides the health care team in day-to-day health care delivery
- Is involved in service, professional or organisational activities.
- Provides effective management of unpredictable, challenging and/or complex situations
- Actively contributes to quality improvement activities and/ or change initiatives in practice initiative

## Proficient EN

- Utilises broad experiential and evidence-based knowledge to provide care
- Leads others to apply the principles of Te Tiriti o Waitangi, Kawa Whakaruruhau and/ or cultural safety
- Advocates for the EN scope and practice
- Undertakes leadership roles within a clinical/quality team, e.g. shift lead, champion roles, health and safety representative, etc.
- Contributes to the management of changing workloads.
- Contributes to clinical decision making within the interdisciplinary team
- Initiates and leads quality improvement activities and/or change initiatives in the practice setting
- Ensures safety of the health consumer and team in unpredictable, challenging and/or complex situations

## Expert EN