



Competency Assessment Programme

Information

2013

“Through care, to quality of life”



Rosebank Philosophy

We believe in the importance of respecting the integrity and dignity of each person - resident, staff members, resident's relatives and friends.

We seek to create and provide a caring, homely and safe environment where the individuality of each person is valued and respected and the physical, emotional, social, cultural and spiritual needs of all are met.

About Rosebank Residential Home

Rosebank is a purpose built Rest Home and Hospital in Ashburton - a rural service town - an hour south of Christchurch. Rosebank is home to 64 people requiring Rest Home care and 36 residents requiring Hospital or nursing home care.

Rosebank is staffed by a caring team of Registered Nurses, caregivers, housekeepers, cooks and kitchen staff, laundry supervisor and assistants, diversional therapists, mobility assistants, a mobility advisor, general handyman, gardener, staff educator and our manager.

Registered Nurses are on duty 24hours a day as part of a dedicated and well trained multidisciplinary team, committed to caring for the health and well being of our residents.

Rosebank is an independent, privately owned organisation.

Introduction

The recruitment and retention of Registered Nurses is a national, local and international issue. One of the recent strategies devised to assist with the immediate future nursing resource needs of Rosebank is the development and implementation of this Return to Nursing/Competency Assessment Programme.

This programme is designed to return to nursing those Registered Nurses who have chosen to remain 'out of the nursing workforce' for more than five years, and also introduce foreign nurses to the nursing processes and protocols in New Zealand, ensuring they will demonstrate their ability to meet the New Zealand Nursing Council Competencies for Registered Nurse scope of practice.

Conversations and correspondence with Nursing Council and educational facilities within New Zealand that offer 'Return to Nursing' courses would indicate that demand for course places is high and that there are not enough places for those seeking this re-education.

This course includes:

- Supervised clinical practice
- Theory/clinical update
- Appropriate lecture times
- Cultural awareness and commitment
- A written assignment ensuring students understand the need to apply theory to practice.

The return to nursing practice programme allows participants to re-enter nursing practice with up-to-date knowledge and skills and the confidence to meet the competencies for registered nurse practice. Rosebank's Return to Nursing Programme is approved by the Nursing Council of New Zealand.

There is an expectation that within the designated time frame, programme participants will meet the requirements of the Nursing Council's competency assessment tool in order for their annual practicing certificate to be issued.

Best Practice Nursing Care Is:

- Safe, well led care that is risk averse and delivered within the resources available.
- Clinically governed practice
- Compliant or exceeds policy/standards/legislation
- Is research or evidence based within contemporary models of care and quality framework
- Supports collaborative partnerships with stakeholders
- Is delivered by appropriately qualified people - correct number, correct skill, correct mix in contemporary facilities
- Practice stands up to scrutiny - audit, peer review, benchmarking - best practice target and key performance indicators.
- Efficient, effective and economically competitive
- Is a magnet for new staff by virtue of its quality reputation
- Supportive of staff development - innovation and knowledge management.
- Culturally appropriate care is delivered at all times.

Competency Assessment Programme

Course Philosophy

Working in partnership with nurses we provide quality education whilst promoting the enhancement of professionalism through an ongoing and supportive learning process. Our prime focus is the maintenance of quality resident care and best practice utilizing evidence-based practice and acquired skill models.

Aims of the Rosebank Competency Assessment Programme

- To facilitate a supportive transition back into practice - or To facilitate a supportive transition to practice in New Zealand
- To provide an overview of current nursing practice
- To provide orientation to Rosebank Residential Home
- To encourage personal and professional development
- To actively recruit participants to work at Rosebank.

Expected Outcomes:

On completion of the programme the nurse will:

- Demonstrate competency in clinical/technical skills pertinent to the area and within their scope of practice (HPCA Act 2003).
- Have met requirements of compulsory certification as designated by Rosebank.
- Have met the requirements of Nursing Council of New Zealand Competencies for Registered Nurses.
- Have acquired the skills and confidence to practice in a safe and competent manner, maximising resident safety, independence, quality of life & health.
- Have achieved effective teamwork and learnt how to work in the Aged Care setting as a member of an interdisciplinary team.
- Demonstrate evidence based practice.
- Contribute to enhanced resident care and service outcomes.
- Administer and monitor therapeutic regimes accurately and safely.
- Demonstrate the integration of nursing knowledge with physical assessment skills.
- Practice in a culturally safe manner in relation to the Treaty of Waitangi.
- Undertake responsibility for own professional development and contribute to the development and recognition of professional nursing practice.

Content:

The content is specific to the New Zealand context and the Aged Care sector and includes but is not limited to:

1. Cultural Safety, the Treaty of Waitangi and a Maori health nursing workshop.
2. Statutes and regulations impacting on the practice of nursing in New Zealand.
3. Medication management.
4. Documentation.
5. Direction and Delegation.

6. Wound management.
7. Manual Handling.

Programme Structure:

1. The programme will be of six to twelve weeks duration and divided into theory and clinical components.
2. There is also a self directed learning component that is to be completed by each participant in order to gain registration. The details are as follows:

Theory:

Ten study days (80 hours) will be held at Rosebank Residential Home. Education will be provided by the Staff Educator and some specialist tutors. This will ensure the Nursing Council of New Zealand's minimum requirement of at least 40 hours of theory in the Return to Nursing Programmes is met. Further theory and clinical time can be negotiated.

Study days will be held on site in the Rosebank Residential Home staff room/classroom commencing at 0800 hours.

Clinical Practice:

This will be offered in all areas of Rosebank Residential Home. Each student will be supported in clinical practice by Registered Nurse preceptor, with a minimum of three years experience and the Staff Educator. Support will also be provided by the General Manager, the Clinical Nurse Manager and other Rosebank Registered Nurses.

This will ensure that students will meet the Nursing Council of New Zealand's requirements of supervised practice and competency assessment.

A minimum of 20 clinical shifts are provided (160 hours). Placements and shifts are negotiated with the Unit managers.

For competency to be met some students may require extra hours in the clinical setting, however the programme cannot exceed twelve weeks.

Assessment:

The student is expected to complete all set work and pass each of the following formative and summative assessments

- Workbook related to each topic area.
- Practical clinical assessment of residents in the workplace.
- Clinical feedback from preceptor/buddy nurse.
- A written assignment applying domains of practice to the practical care of a resident.
- Certificate of attainment 'Return to Nursing Programme' issued by Rosebank Residential Home Ltd (and endorsed by Nursing Council).

Any student not demonstrating the required competencies within the twelve week period will be referred back to the New Zealand Nursing Council.

Dates: This course will be offered at times convenient for Rosebank throughout the year.

Course Fees: the course fee is available on request and covers the administration, theory and clinical components of the programme.

- a deposit of 50% is payable at the time that you are offered a place on the course and the remaining 50% must be paid 4 weeks prior to the commencement of the course.

- Following receipt of the deposit an applicant may withdraw up to 4 weeks prior to the commencement of the course and any fees paid will be refunded, less a \$100.00 administration fee.

Eligibility for the Programme

New Zealand Nurses returning to practice:

1. Evidence of New Zealand registration (a letter from Nursing Council).
2. Current CV with references from previous nursing employers if possible

Overseas Nurses:

1. Letter from Nursing Council New Zealand directing the nurse to undertake an approved Competency Assessment Programme.
2. Evidence of an English language assessment within the past two years for those required to do so by New Zealand Nursing Council. The applicant is required to pass an approved English language assessment:
 - a. Academic International English Language Testing System (IELTS) with a score of 7.0 in reading, listening, writing and speaking respectively OR
 - b. Pass the Occupational English Test (OET) exam with a B in each section
 - c. Demonstrate their ability to communicate effectively for the purpose of practicing in their scope of practice.
3. Current CV, outlining your overseas registration, all current experience and at least 2 references.
4. Information relating to your visa

Send your completed application to:

Staff Educator,
Rosebank Residential Facility,
77 Walnut Avenue,
Ashburton,
New Zealand.
education@rosebankhosp.co.nz

For Students Accepted into the Programme

Accommodation: We do not provide accommodation. If you have no contacts in this area with whom you can stay, we can put you in touch with Church and other community groups in Ashburton who provide boarding arrangements.

Travel: The cost of travel to clinical placement here at Rosebank is your responsibility.

Uniforms: Tunics will be provided, but you must provide your own plain black or navy blue trousers or ¾ pants.

Shoes: black enclosed with non slip soles.