



Nurse Education in the Tertiary Sector



Nurse Executives of New Zealand

## ***Joint Position Statement***

# **Work Ready New Graduate Nurse**

The aim of this document is to ensure the education and health sectors have an agreed understanding of what constitutes a work ready new graduate nurse. These principles apply to any workplace setting that employs new graduate nurses, including primary health.

The following statements have been developed by members of Nurse Education in the Tertiary Sector (NETS) and Nurse Executives of New Zealand (NENZ), and should be read in conjunction with the Nursing Council of New Zealand Competencies for the Registered Nurse Scope of Practice. Together, these will inform undergraduate nursing curriculum development, clinical education placements, strategic and operational partnerships between the two sectors.

### **Work ready new graduate nurses:**

- § Demonstrate accountability for the registered nurse scope of practice.
- § Demonstrate clinical knowledge and nursing practice application at beginner practitioner level, which includes core assessment skills and the provision and evaluation of appropriate nursing care in a competent and confident manner.
- § Demonstrate accurate documentation, including completed assessment, care planning and using a systems approach in daily reporting.
- § Have a clear understanding of the role of a registered nurse as part of a health care team.
- § Demonstrate effective communication skills with patients, families, interdisciplinary colleagues and managers.
- § Engage and participate in team work.
- § Demonstrate confident practice skills in working with consumers to educate and motivate lifestyle changes to promote wellness.
- § Actively engage in preceptorship relationship and are proactive in seeking and developing other professional peer support networks.
- § Are proactive in seeking ongoing learning opportunities.
- § Demonstrate professional responsibility as an employee in the health care sector, e.g. punctuality, courtesy and responsibility, informed by the NCNZ Code of Conduct.
- § Have beginning professional practice time management skills, which continue to develop; including the ability to direct and delegate to other staff, where appropriate, to ensure they provide safe and effective nursing care.
- § Can manage a realistic workload gradually increasing this over the period of shared workload taking up more responsibility for clinical decision-making with support from their preceptor.
- § Understand that this role often encompasses shift work and rostered duties that cover the 24 hour period. This includes many primary health care settings. [NB. The expectation is that the student has significant experience of working full shifts over a 24 hour period pre registration].