**The Competent RN:**

• Effectively applies knowledge and skills to practice

• Develops partnerships with clients that implement Te Tiriti o Waitangi in a manner which the client determines is culturally safe

• Has consolidated nursing knowledge in their practice setting

• Has developed an holistic overview of the client

• Is confident in familiar situations

• Is able to manage and prioritise assigned client care/workload

• Demonstrates increasing efficiency and effectiveness in practice

• Is able to anticipate a likely outcome for the client with predictable health needs.

• Is able to identify unpredictable situations, act appropriately and make appropriate referrals

**The Proficient RN:**

• Acts as a role model and a resource person for other nurses and health practitioners

• Participates in changes in the practice setting that recognise and integrate the principles of Te Tiriti o Waitangi and cultural safety

• Has an holistic overview of the client and the practice context

• Demonstrates autonomous and collaborative evidence based practice

• Actively contributes to clinical learning for colleagues

• Supports and guides the health care team in day to day health care delivery

• Participates in quality improvements and changes in the practice setting

• Demonstrates in-depth understanding of the complex factors that contribute to client health outcomes

**The Expert RN:**

• Is recognised as an expert and role model in her/his area of practice

• Guides others to apply the principles of Te Tiriti o Waitangi and to provide culturally safe care to clients

• Engages in clinical learning for self and provides clinical learning opportunities for colleagues

• Contributes to specialty knowledge and demonstrates innovative practice

• Initiates and guides quality improvement activities and changes in the practice setting

• Delivers quality client care in unpredictable challenging and/ or complex situations

• Demonstrates successful leadership within a nursing team unit/facility

• Advocates for the promotion and integrity of nursing within the health care team

• Is involved in resource decision making/strategic planning

• Influences at a service, professional or organisational level

**The Senior Nurse:**

* Demonstrates nursing leadership through broad problem solving and analytical skills in relation to nursing standards at service, organisational and/or national level
* Utilised in an expert/advisory capacity for extensive nursing experience/knowledge
* Works through, or mentors nurses through change processes to introduce nursing initiatives which 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
* Evidence of application of learning gained from postgraduate or post registration education to advance own nursing practice/role
* Actively participates in professional groups to advance nursing practice

*Nursing and Midwifery Professional Development Unit -* ***Leading Education for Quality Care***