

Notes on Completion of Your Self-Assessment

These notes are intended to assist nurses in completing their self assessment.

Preparing for Self Assessment

The NCNZ (2011) suggests you prepare for self and competence assessment by:

- Reviewing the competencies and indicators.
- Think of specific examples **from your practice** where you met each competency.
- Think about what you do well and what you could improve.

If you find a particular competency difficult it may be helpful to discuss this with colleagues in your area but remember each competency is generic and applies to all settings (NCNZ 2011). Think of the competencies as questions and ask yourself, "How do I undertake a comprehensive and accurate nursing assessment of clients" (Competency 2.2).

Writing your Self Assessment

Self assessments are not intended to be written in the same way as academic essays. Your self assessment is a reflection of your current nursing practice and each competency needs to include examples from your current practice. Try to use statements that begin with "I" and "my", such as:

"I assessed Mrs X's ADL's and noted she had difficulty with personal hygiene and mobility and I..."

"I refer to and apply the national standards for..... in my care of patients with..."

If you discuss a patient just remember to keep the information anonymised. Here is an example:

2.2 Undertakes a comprehensive and accurate nursing assessment of clients in a variety of settings.

My practice involves the assessment of clients on admission to the ward. For example, I recently cared for an elderly man with COPD and dementia. My initial ADL's assessment revealed he lived alone and needed help with his personal hygiene, nutrition and mobility. I also used the mini mental assessment tool as there were concerns about his memory and cognitive function. His notes showed he had a high ETOH intake and he appeared to be showing signs of withdrawal. I assessed him using the CIWA scale and noted that he was at moderate risk. I then spoke to the doctor about my findings and suggested to the coordinator that he needed a minder until his mental status had been assessed properly and his withdrawal symptoms had settled.

The same practice example or patient episode may also meet a number of the competencies, and can be used number of times as long as you explain how it supports **each** competency.

Your self assessment should be written at the level you are applying for. The competent performance indicators (the examples under the competency) are different for competent, proficient and expert and give you a clue to what you should be writing in your self assessment.

For more help contact Teresa Fraser by email: teresa.fraser@wairarapa.dhb.org.nz

References:

Nursing Council of New Zealand.(2011). Guidelines for Competence Assessment. Retrieved from <http://www.nursingcouncil.org.nz/download/97/comp-assess-feb11.pdf>

Notes: Reflecting on your application of the principles of the Treaty of Waitangi to nursing practice.

Following consultation with the Maori Development Unit and Chris Baker (Waikato DHB) the following questions and suggestions attempt to guide nurses in reflecting on their practice. These notes do not provide answers but are aimed at assisting the process of self reflection.

Understanding needs

Understanding needs is about establishing trust and connecting with patient/clients and their whanau in order to develop a relationship and work in partnership.

A comprehensive nursing assessment should consider the diversity of the needs, preferences and values of all patients/clients and their Whanau.

- How have you worked with patient/client and whanau in order to assess the diverse needs, preferences and values of Maori patients/clients and their Whanau?
- What model(s) have you used to plan care for and with Maori patients/clients and their Whanau and how do you apply this?

More cultural support than nursing care

When reflecting on the nursing care you provide Maori patients/clients and their Whanau broadly consider the cultural support you provide rather than focussing on the nursing care.

- How do you work in partnership with the patient/client and their whanau to meet their cultural needs?
- What cultural support are you providing your patients/client and their Whanau?
- How are you providing cultural support?
- How do you make a difference to the patient/client/whanau experience and improve health outcomes?

Accessing services

It is important to recognising that as a nurse you may not be the most appropriate person to provide care, information or services. However it is also important to be aware of what services are available for patient/clients and their Whanau and be able to access these services.

- What services have you accessed/delivered for your Maori patients/clients and their Whanau?
- Who have you consulted for advice regarding the needs of a Maori patient/client and their Whanau?
- How have you helped to improve access of Maori patients/clients and their Whanau to appropriate services?

These notes are not to be considered comprehensive and are not a substitute for discussion and consultation with senior colleagues or the Maori Health Unit.