

Registered Nurse Clinical Feedback – Year 3



Pūkengatanga & Evidence Informed Nursing Practice	Pou 4	Pūkengatanga and evidence-informed nursing practice requires registered nurses to use clinical skills, coupled with critical thinking and informed by high quality and current evidence, to provide quality, safe nursing care. Evidence-informed practice prepares the nurse to differentially diagnose, plan care, identify appropriate interventions, lead the implementation and evaluate care provision and outcomes.				1	2	3	NA
	4.1	Understands the wide range of assessment frameworks and uses the appropriate framework to undertake comprehensive assessments in the practice setting.						✓	
	4.2	Develops differential diagnoses based on a comprehensive assessment, clinical expertise and current evidence to inform the plan of care.						✓	
	4.3	Implements and evaluates effectiveness of interventions and determines changes to the plan of care.						✓	
	4.4	Coordinates and assigns care, delegates activities and provides support and direction to others.						✓	
	4.5	Safely manages medicines based on pharmacotherapeutic knowledge, including administration in accordance with policies and best practice guidelines.						✓	
	4.6	Supports individual and whānau choices of complementary therapies by ensuring they have sufficient information to make informed decisions about treatment options.						✓	
	4.7	Understands cultural preferences for complementary treatment, such as the use of rongoā, and supports integration into care.						✓	
	4.8	Demonstrates digital capability and online health literacy to support individuals, whānau and communities to use technology for managing health concerns and promoting wellbeing.						✓	
	4.9	Applies infection prevention and control principles in accordance with policies and best practice guidelines.						✓	
	4.10	Identifies, assesses and responds to emerging risks and challenging situations by adjusting priorities and escalating to the appropriate person.						✓	
	4.11	Understands and works within the limits of expertise and seeks guidance to ensure safe practice.						✓	
	4.12	Maintains awareness of trends in national and global nursing to inform change in practice and delivery of care.						✓	
➤ Please include a comment per pou for scores of 1. ➤ For scores of 2 & 3, please give at least ONE example of the student's practice that supports the level of performance. She applied knowledge, evidence – based practice to support safe and effective patient care. For example, before the bronchoscopy procedure, she performed proper hand hygiene and wore PPE to maintain infection prevention and control standards.									

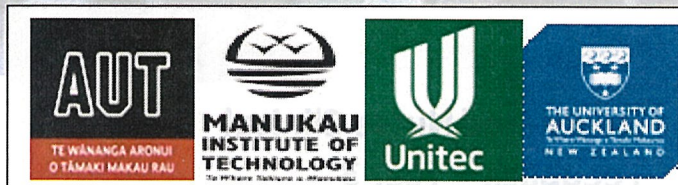
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Pou 2	Cultural safety in nursing practice ensures that registered nurses provide culturally safe care that is inclusive, responsive and equitable. This requires nurses to reflect on their practice, understand their cultural identity and the power imbalances between the nurse and the recipient of care.	1	2	3	NA
	Cultural Safety				
	2.1 Practises culturally safe care which is determined by the recipient.			✓	
	2.2 Challenges racism and discrimination in the delivery of nursing and health care.			✓	
	2.3 Engages in partnership with individuals, whānau and communities for the provision of health care.			✓	
	2.4 Advocates for individuals and whānau by including their cultural, spiritual, physical and mental health when providing care.			✓	
	2.5 Contributes to a collaborative team culture which respects diversity, including intersectional identities, and protects cultural identity by acknowledging differing worldviews, values and practices.			✓	
	➤ Please include a comment per pou for scores of 1. ➤ For scores of 2 & 3, please give at least ONE example of student's practice that supports the level of performance.				
	She demonstrated a good understanding of cultural safety, showing respect for patient's values & beliefs. For example, before a colonoscopy procedure, she introduced herself to the patient in a clear and respectful manner. She explained her role in their care and ensured the patient felt comfortable.				
Pou 3	A commitment to whanaungatanga and communication requires registered nurses to establish relationships through the use of effective communication strategies which are culturally appropriate and reflect concepts such as whānau-centred care and cultural safety. An understanding of different forms of communication enables the nurse to engage with the interprofessional healthcare team, advocate for innovative change where appropriate and influence the direction of the profession.	1	2	3	NA
	Whanaungatanga & Communication				
	3.1 Understands and complies with professional, ethical, legal and organisational policies for obtaining, recording, sharing and retaining information acquired in practice.			✓	
	3.2 Determines the language and communication needs (verbal and non-verbal) of people, whānau and communities.			✓	
	3.3 Incorporates professional, therapeutic and culturally appropriate communication in all interactions.			✓	
	3.4 Communicates professionally to build shared understanding with people, their whānau and communities.			✓	
	3.5 Assesses health-related knowledge, provides information and evaluates understanding to promote health literacy.			✓	
	3.6 Ensures documentation is legible, relevant, accurate, professional and timely.			✓	
	3.7 Uses appropriate digital and online communication.			✓	
	3.8 Provides, receives and responds appropriately to constructive feedback.			✓	
	➤ Please include a comment per pou for scores of 1. ➤ For scores of 2 & 3, please give at least ONE example of the student's practice that supports the level of performance.				
	She demonstrated by building positive, trusting relationship with the patients throughout their care. For example, when I was providing care for a infusion patient she assisted me in checking the patient's vital signs and ensured they were documented accurately.				

B

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Student: Bachelle Mae Lillo Course: BN Term 5 Placement: Endoscopy Suite - Auckland City Hospital

TEO Staff Member: Hayley Dawson  Contact details: 029 043 22922

Thank you for being a preceptor for the nursing student and supporting their clinical practice development. RN feedback is vital as it helps students and TEO staff understand the students' strengths and areas for further development and supports safe practice of nursing students.

Performance Scale (Please evaluate student performance in relation to their current level in the programme; scale explanation on page 5):

1	Not Competent
2	Developing
3	Competent
NA	Not Applicable

Information for Registered Nurses (RN) giving feedback for nursing students

- This form is based on Nursing Council of New Zealand (NCNZ) Standards of Competence for Registered Nurses (February, 2025).
- More than one preceptor's evidence may be used to complete this form. If you identify any issues or concerns with the student you are working with it is imperative that you address the issue with the student. If you continue to be concerned you should talk directly with the Tertiary Education Organisations (TEO) staff (e.g., clinical tutor) and with the manager of the clinical learning environment.
- The RN preceptor is not responsible for passing or failing the student nurse in relation to the Standards; the TEO staff makes the final decision informed by feedback from clinical placement staff.
- All descriptors may not be assessed, as this depends on the year of the students and the TEO programme they are enrolled in.

Pou 1	Reflecting a commitment to Māori health, registered nurses support, respect and protect Māori rights while advocating for equitable and positive health outcomes. Nurses are also required to demonstrate kawa whakaruruhau by addressing power imbalances and working collaboratively with Māori.	1	2	3	NA
Māori health	1.1 Engages in ongoing professional development related to Māori health and the relevance of Te Tiriti o Waitangi articles and principles.			✓	
	1.2 Advocates for health equity for Māori in all situations and contexts.			✓	
	1.3 Understands the impact of social determinants, such as colonisation, on health and wellbeing.			✓	
	1.4 Uses te reo and incorporates tikanga Māori into practice where appropriate.			✓	
	➤ Please include a comment per pou for scores of 1. ➤ For scores of 2 & 3, please give at least ONE example of the student's practice that supports the level of performance.				
	Rachelle was respecting the cultural and spiritual needs of Māori patients. For example, when booking a patient for a gastroscopy procedure, she asked the patient if they had any cultural or spiritual needs before procedures and ensured their preferences.				

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Names and Signatures of Clinical Staff			
1 st Preceptor name	Della Ann Joseph	Preceptor Signature Date 20/4/26	<i>[Signature]</i>
2 nd Preceptor name		Preceptor Signature Date	
Feedback discussed with the student?	☒ Yes ☐ No	Feedback discussed with the TEO staff member?	Yes / No <i>[Signature]</i>
Signature of CNM/ACNM/CN/CLN/Coord/TL	<i>[Signature]</i>	Date: 20/04/26	Interim / Final
General comments			
Sighted and signed - H. Dawson 24/04/26 <i>[Signature]</i>			

Performance Scale (Please evaluate student performance in relation to their current level in the programme):

	Performance	Descriptor	Alignment with NCNZ Standards of Competence
1	Not Competent	Performance does not meet minimum standards; unsafe practice; lacks cultural safety and clinical judgment; requires frequent supervision; exhibits inconsistent application of knowledge and/or skills.	Breaches patient safety or fails to demonstrate standards of competence in one or more NCNZ pou 1-
2	Developing	Performance is partially meeting minimum standards; showing progress towards competent practice; not consistently demonstrating cultural safety and clinical judgment; may require frequent supervision; may exhibit inconsistent application of knowledge and/or skills.	Is beginning to apply NCNZ standards of competence but not consistently; limited ability to integrate one or more pou at this time.
3	Competent	Performs safely and independently; demonstrates sound judgment, effective communication, and culturally safe practice.	Meets NCNZ standards of competence across domain provides safe, effective, and culturally responsive nursing care.
NA	Not Applicable	Does not apply to this student at this time.	This descriptor within the standards of competence is not assessed at this time in the programme or in this clinical setting.

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Pou 5	Manaakitanga and people-centred care requires nurses to demonstrate compassion, collaboration and partnership to build trust and shared understanding between the nurse and people, whānau or communities. Compassion, trust and partnership underpin effective decision-making in the provision of care to support the integration of beliefs and preferences of people and their whānau.	1	2	3	NA
Manaakitanga & People-Centredness	5.1 Ensures integrated relational and whakapapa-centred care to meet the needs of people and whānau.			✓	
	5.2 Upholds the mana of individuals, whānau and the nursing profession by demonstrating respect, kindness, honesty and transparency of decision-making in practice.			✓	
	5.3 Facilitates opportunities for people and whānau to share their views and actively contribute to care planning, decision-making and the choice of interventions.			✓	
	5.4 Establishes, maintains and concludes safe therapeutic relationships.			✓	
				✓	
	➤ Please include a comment per pou for scores of 1. ➤ For scores of 2 & 3, please give at least ONE example of the student's practice that supports the level of performance. She provided compassionate, respectful and supportive care to patients during her clinical placement				
Pou 6	Rangatiratanga and leadership in nursing practice are demonstrated when nurses proactively provide solutions and lead innovation to improve the provision of care. Leadership requires all nurses to act as change agents and lead change when appropriate. Fundamental to the integration of leadership is the need for nurses to intervene, speak out, and advocate to escalate concerns on behalf of colleagues or recipients of care.	1	2	3	NA
Rangatiratanga & Leadership	6.1 Actively contributes to a collaborative team culture of respect, support and trust.			✓	
	6.2 Demonstrates professional and ethical accountabilities and adheres to the Nursing Council of New Zealand Code of Conduct, relevant legislation and organisational policies and procedures.			✓	
	6.3 Understands continuous learning and proactively seeks opportunities for professional development.			✓	
	6.4 Engages in quality improvement activities.			✓	
	6.5 Identifies and responds appropriately to risk impacting the health, safety and wellbeing of self and others to practice safely.			✓	
	6.6 Understands the impact of healthcare provision on global and local resources, demonstrates and supports the constant assessment and improvement of sustainability practices.			✓	
	➤ Please include a comment per pou for scores of 1. ➤ For scores of 2 & 3, please give at least ONE example of the student's practice that supports the level of performance. She demonstrated leadership by communicating clearly and respectfully with the team, ensuring accurate information to support patients safety				