Student name: Placement:

Thank you for being a preceptor for our nursing student and supporting their clinical practice development. RN feedback is vital as it helps student and Tertiary Education Institute (TEI) teachers understand the student’s strengths and areas for further development. Please use the scale for qualitative feedback. At completion of Transition placement, indicate whether the student’s practice demonstrates the respective NCNZ domain expectations for a Registered Nurse. Discuss any feedback of note with the student as well as TEI Teacher.

Performance Feedback:

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| 0 | Not observed or no opportunity to observe |
| 1 | Not yet demonstrated & requiring intensive coaching and supervision |
| 2 | Not yet demonstrated & requiring ongoing coaching and supervision |
| 3 | Demonstrated at expected level with minimal prompting |
| 4 | Demonstrated at expected level with consistency |
| 5 | Demonstrated at expected level with consistency & at high standard |

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|  | **Domain Competencies** | | **Observed Performance** | | | | | | |
| 1. Professional Responsibility | 1. Accepts responsibility for ensuring that his or her nursing practice and conduct meets the standard of the professional ethical and relevant legislative requirements | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Demonstrates the ability to apply the principles of Te Tiriti o Waitangi / Treaty of Waitangi to nursing practice | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses and others | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Promotes an environment that enables health consumer safety, independence, quality of life, and health | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Practises nursing in a manner that the health consumer determines as being culturally safe | | 0 | | 1 | 2 | 3 | 4 | 5 |
| Please give examples of when professional responsibility was demonstrated: | | | | | | | | |
|  | | | | | | | | |
| At completion of Transition Placement: | Professional Responsibility | | Met / Not met | | | | | |
|  | **Domain Competencies** | | **Observed Performance** | | | | | | |
| 1. Management of Nursing Care | 1. Provides planned nursing care to achieve identified outcomes | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Undertakes a comprehensive and accurate nursing assessment of health consumers in a variety of settings | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Ensures documentation is accurate and maintains confidentiality of information | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Ensures the health consumer has adequate explanation of the effects, consequences and alternatives of proposed treatment options | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Acts appropriately to protect oneself and others when faced with unexpected health consumer responses, confrontation, personal threat or other crisis situations | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Evaluates health consumer’s progress toward expected outcomes in partnership with health consumers | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Provides health education appropriate to the needs of the health consumer within a nursing framework | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Maintains professional development | | 0 | | 1 | 2 | 3 | 4 | 5 |
| Please give examples of when management of nursing care demonstrated: | | | | | | | | |
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| At completion of Transition Placement: | Management of Nursing Care | | Met / Not met | | | | | |

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|  | **Domain Competencies** | | | | **Observed Performance** | | | | | | |
| 3. Interpersonal Relationships | 1. Establishes, maintains and concludes therapeutic interpersonal relationships with health consumer | | | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Practises nursing in a negotiated partnership with the health consumer where and when possible | | | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Communicates effectively with health consumers and members of the health care team | | | | 0 | | 1 | 2 | 3 | 4 | 5 |
| Please give examples of when interpersonal relationships demonstrated: | | | | | | | | | | |
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| At completion of Transition Placement: | | Interpersonal Relationships | | | Met / Not met | | | | | |
|  | **Domain Competencies** | | | | **Observed Performance** | | | | | | |
| 4. Interprofessional Health Care & Quality Improvement | 1. Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care | | | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Recognises and values the roles and skills of all members of the health care team in the delivery of care | | | | 0 | | 1 | 2 | 3 | 4 | 5 |
| 1. Participates in quality improvement activities to monitor and improve standards of nursing | | | | 0 | | 1 | 2 | 3 | 4 | 5 |
| Please give examples of when interprofessional evidence-based practice demonstrated: | | | | | | | | | | |
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| At completion of Transition Placement: | | Interprofessional Health Care & Quality Improvement | | | Met / Not met | | | | | |
| **Names and Signatures** | | | | | | | | | | | |
| Preceptor name (and role) | |  | | Preceptor Signature | |  | | | | | |
| Signature of Charge Nurse /  Coordinator / Team Leader | |  | | Date | |  | | | | | |
| TEI teacher name | |  | | Feedback discussed  with student? | | Yes / No | | | | | |
| Comments | | | | | | | | | | | |
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*Information for Registered Nurses (RN) giving feedback to Transition Nursing students*

* Your feedback is important and supports safe development of new RNs
* This form is based on Nursing Council of New Zealand (NCNZ) Competencies: the same competencies that RNs are expected to meet for retaining annual practising certificate requirements
* There are four domains of competence for the registered nurse scope of practice. Evidence of safety to practise as a registered nurse is demonstrated when the student meets all the competencies within all four domains
* The Likert (0-5) scale is your assessment of the level the student performance you have observed in relation to each competency. More than one preceptor’s evidence may be used to complete this form
* Please refer to the back of this form for some specific examples for each competency
* In the comments section, please provide some clear examples of the student’s behaviour to show how each domain is met
* This summative assessment of practice is completed in conjunction with student’s self-assessment evidence/examples of NCNZ competencies
* 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 Institution (TEI) teacher 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 competencies. The TEI is responsible for making the final decision informed by this information from clinical placement staff

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| Please comment below on any competencies rated **2 or lower:** | | | | | |
| Competency | Score | Comment/example | | | |
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| Have these concerns been discussed with student? | | | Y / N | Have these concerns been discussed with TEI teacher? | Y / N |



