



Welcome to ANSAT for EN

Background

Workplace performance is a vital component of nursing programs affords the opportunity for students to demonstrate that they can meet the requisite NMBA standards of practice. The safety of the public receiving health care is paramount, hence processes that ensure the quality and rigor of student workplace assessment is imperative. Valid determination of students' performance is paramount. It is generally accepted that the assessment process is mediated by academic co-ordinators and involves students and other associated stakeholders in the clinical context, including preceptors, buddy nurses, and other workplace supervisors. The Australian Nursing Standards Assessment Tool (ANSAT) was developed for the purposes to assist engagement of stakeholders in student workplace performance.

The ANSAT tool

The ANSAT is a user-friendly and a work-based assessment tool to assess performance over a range of activities and settings based on the standards defined by the NMBA to assess RN student performance in the practice setting. The tool consists of a scoring sheet that records the assessors rating of items that reflect each standard of practice included in the NMBA registered nurse standards for practice. Further to this, behavioural cues accompany the item statements to assist with clarity and the provision of meaningful feedback to students. The ANSAT is designed as a workplace appraisal instrument that reports continuing performance of all areas of professional practice rather than a one-off or staged a demonstration that is often associated with competency assessments.

An ANSAT for ENs

We were wanting to develop a similar tool for assessment for EN students, named ANSAT for ENs. For this reason we are asking for you to participate in providing feedback in this survey about the words we have used to summarise each standard of practice included in the NMBA enrolled nurse standards for practice.

Please click on the link to open the tool so you can review as you answer the questions <https://photos.app.goo.gl/TNA6cBwkFVpxrLtQ9>

ANSAT for EN's

1. Name (optional)

* 2. Role/designation

* 3. Work area

* 4. Does the Block have the all the titles you require?

Student Name:		Student ID:
Course Name / Code:		Level:
Clinical Setting/ Ward:		Placement Dates.:
Assessment types/ Date: E.g. Interim		Completed Hours:

 Yes Partial No

If you answered partial or no please provide a clear explanation

* 5. Are the scoring definitions clear and easy to understand?

1	Expected behaviours and practices not performed : Continuous verbal &/or physical direction required; Not achieving minimum acceptable level of performance within scope; Demonstrates desired behaviours infrequently or rarely.
2	Expected behaviours and practices performed below the satisfactory standard . Frequent verbal &/or physical direction required; Demonstrates desired behaviours inconsistently; Needs guidance to be safe; requires close supervision.
3	Expected behaviours and practices performed at a satisfactory/pass standard . Occasional supportive cues required; Demonstrates desired behaviours consistently to a satisfactory & safe standard; This is the passing standard .
4	Expected behaviours and practices performed at a proficient standard . Infrequent supportive cues required; Performs above the passing standard; Practises at a safe standard; Consistent, reliable and confident.
5	Expected behaviours and practices performed at an excellent standard . Supportive cues rarely required; Performs well above the passing standard; Demonstrates greater independence on practice with a high safety priority; Exhibits a level of excellence / professionalism

- Yes
- Partial
- No
- If you answered partial or no please provide a clear explanation

* 6. Should the shading in the scoring block stay as it is?

- Yes
- Partial
- No
- If you answered partial or no, please provide a clear explanation

* 7. Do the bullets point under Standard 1 clearly articulate the expectations described under

1. Functions in accordance with the law, policies and procedures affecting EN practice					
• Demonstrates knowledge and understanding of the implications of the NMBA EN standards	1	2	3	4	5
• Complies with practices according to relevant legislation and workplace policy, codes and guidelines	1	2	3	4	5
• Fulfils duty of care within EN scope of practice to ensure safe outcomes	1	2	3	4	5
• Identifies and clarifies EN responsibilities for aspects of delegated care in collaboration with RN	1	2	3	4	5

this standard?

- Yes
 Partial
 No
 If you answered partial or no, please provide a clear explanation

* 8. Do the bullets point under Standard 2 clearly articulate the expectations described under

2. Practises nursing to ensure rights, confidentiality, dignity and respect is upheld					
• Practices culturally safe care for Aboriginal and Torres Strait Islander people and other cultures	1	2	3	4	5
• Demonstrates respect for others regardless of values and beliefs and maintains equitable care	1	2	3	4	5
• Provides care maintaining privacy, dignity, confidentiality and accommodates needs as required	1	2	3	4	5
• Clarifies with RN and healthcare team when interventions are unclear or inappropriate	1	2	3	4	5

this standard?

- Yes
 Partial
 No
 If you answered partial or no, please provide a clear explanation

* 9. Do the bullets point under Standard 3 clearly articulate the expectations described under

3. Accepts accountability and responsibility for own actions					
• Practices within the EN scope of practice relevant to competence, legislation, education, and experience	1	2	3	4	5
• Demonstrates responsibility and accountability for nursing care as specified within an agreed plan of care	1	2	3	4	5
• Recognises RN as the person responsible to assist EN decision-making and provision of care and consults appropriately	1	2	3	4	5
• Collaborates with RN to ensure delegated responsibilities are within own scope of practice and institutional policies and protocols	1	2	3	4	5

this standard?

- Yes
- Partial
- No
- If you answered partial or no, please provide a clear explanation

* 10. Do the bullets point under Standard 4 clearly articulate the expectations described under

4. Interprets information from a range of sources to contribute to planning of care					
• Uses range of skills, including technology, to accurately collect, interpret, utilise, monitor and report information	1	2	3	4	5
• Collaborates with RN to develop, monitor and maintain plan of care	1	2	3	4	5

this standard?

- Yes
- Partial
- No
- If you answered partial or no, please provide a clear explanation

* 11. Do the bullets point under Standard 5 clearly articulate the expectations described under

5. Collaborates with RN, the person receiving care and healthcare team					
• Develops and promotes positive professional relationships with multidisciplinary health care team	1	2	3	4	5
• Manages and prioritises workload in accordance with plan of care and person receiving care	1	2	3	4	5
• Contributes to and collaborates with multidisciplinary health care team meetings and case conferences to plan care.	1	2	3	4	5

this standard?

- Yes
- Partial
- No
- If you answered partial or no, please provide a clear explanation

* 12. Do the bullets point under Standard 6 clearly articulate the expectations described under

6. Provides skilled and timely care whilst promoting independence and involvement	1	2	3	4	5
• Provides care to people who are unable to meet own physical and / or mental health needs	1	2	3	4	5
• Participates with RN to evaluate person's progress toward expected outcomes and seeks appropriate assistance as required	1	2	3	4	5
• Exercises time management and workload prioritisation	1	2	3	4	5
• Demonstrates currency and competency in the safe use of healthcare technology	1	2	3	4	5

this standard?

- Yes
 Partial
 No
 If you answered partial or no, please provide a clear explanation

* 13. Do the bullets point under Standard 7 clearly articulate the expectations described under

7. Communicates and uses documentation to inform and report care	1	2	3	4	5
• Uses a variety of communication methods to report on and handover patient cares and status to RN and healthcare team	1	2	3	4	5
• Collects data, reviews and documents accurately and clearly, to enable informed decision making by the multidisciplinary team	1	2	3	4	5

this standard?

- Yes
 Partial
 No
 If you answered partial or no, please provide a clear explanation

* 14. Do the bullets point under Standard 8 clearly articulate the expectations described under

8. Provides nursing care that is informed by research evidence	1	2	3	4	5
• Seeks assistance and additional knowledge and information when presented with unfamiliar situations.	1	2	3	4	5
• Incorporates evidence for best practice as guided by RN and multidisciplinary healthcare team	1	2	3	4	5
• Demonstrates problem solving and analytical skills when planning, providing and evaluating care	1	2	3	4	5

this standard?

- Yes
 Partial
 No
 If you answered partial or no, please provide a clear explanation

* 15. Do the bullets point under Standard 9 clearly articulate the expectations described under

9. Practises within safety and quality improvement guidelines and standards					
• Contributes and consults in analysing risk and implementing strategies to minimise risk	1	2	3	4	5
• Reports and documents unsafe care, and safety breaches / hazards according to legislative requirements and institutional policies and procedure	1	2	3	4	5
• Demonstrates willingness to participate in quality improvement programs and accreditation standards relevant to accreditation	1	2	3	4	5

this standard?

- Yes
 Partial
 No
 If you answered partial or no, please provide a clear explanation

* 16. Do the bullets point under Standard 10 clearly articulate the expectations described under

10. Engages in ongoing development of self as a professional					
• Identifies learning needs through critical reflection and consideration of evidence-based practice in consultation with the RNs and the multidisciplinary healthcare team and <u>takes action</u> based on these needs	1	2	3	4	5

this standard?

- Yes
 Partial
 No
 If you answered partial or no, please provide a clear explanation

*

1	2	3	4	5
1	2	3	4	5
1	2	3	4	5

17. Should we keep the green shading in the 3-5 scoring columns?

- Yes
 Partial
 No
 If you answered partial or no, please provide a clear explanation

* 18. Would you like to see the same the same 1-2 shading as the scoring block?

- Yes
- Partial
- No
- If you answered partial or no, please provide a clear explanation

* 19. Does the signature block have the all the titles you require?

Discussed: Yes	No	Additional Paperwork (clinical tool book): Yes	No
Date:		Satisfactory / Unsatisfactory	
Print Name and designation/Title:			
Signature:			

- Yes
- Partial
- No
- If you answered partial or no, please provide a clear explanation

20. The cues are representative of expected behaviours. Are there any behaviours you would like to add to this list

<https://photos.app.goo.gl/r1Pzxww2gRpEewDZ9>

21. Any suggestions/changes or additions