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Enrolled Nursing

Training Package Products

Validation Guide

September 2020

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Introduction

SkillsIQ is a not-for-profit Skills Service Organisation (SSO) supporting industry in developing standards to equip the 'people-facing' workforce with the right skills for jobs now and into the future. SkillsIQ is funded by the Department of Education, Skills and Employment to support the Industry Reference Committees (IRCs) responsible for the development and maintenance of Training Packages in the following sectors:

- Community Services
- Health
- Local Government
- Public Sector
- Floristry
- Hairdressing and Beauty Services
- Funeral Services
- Retail Services
- Sport, Fitness and Recreation
- Tourism, Travel and Hospitality.

IRCs drive the process of Training Package development and are made up of people with experience, skills and knowledge of their particular industry sector. IRCs are responsible for the provision of strategic input and advice that represents the needs of their workforce, and for ensuring Training Package Products reflect those needs.

Enrolled Nursing Industry Reference Committee

The Enrolled Nursing IRC has guided the development of this update and is made up of stakeholders and subject matter experts (SMEs) from across Australia who provide:

- guidance at the national level to ensure Training Package Products are flexible and responsive to changing needs and practices
- specialist advice and strategic direction in relation to stakeholder feedback and issues relevant to their sector
- views and feedback on behalf of the sector/organisation they represent; and
- support and facilitation of communication and consultation with others, including other members of their organisations, association members and other networks.

The members of this Committee are:

- Shae Sandri - Australian Private Hospitals Association
- Julie Watts - Australian Nursing and Midwifery Accreditation Council (ANMAC)
- Dr Drew Dwyer - Australian College of Nursing
- Myra Book - Department of Health WA - Chief Nursing and Midwifery Office
- Denielle Beardmore - Ballarat Health Services
- Rose Meiruntu - NSW Department of Health
- Wendy Zernike - The Wesley Hospital and UnitingCare Health
- Mark Staaf - Australian Nursing & Midwifery Federation (ANMF)
- Jo Fox - Fox Education and Consultancy

- Alexis Watt - Independent Tertiary Education Council Australia (ITECA)
- Lee Veitch - Aged and Community Services (ACSA)
- Melanie Robinson - Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM).

Project Background

This project will update the Enrolled Nursing Training Package Products under the remit of the Enrolled Nursing IRC in response to the *Key Drivers for Change* findings in the 2019 Industry Skills Forecast.

This review relates to the Qualifications, Skill Set and Units of Competency contained in the HLT Training Package under the remit of the Enrolled Nursing IRC. While there are other Units included in the Enrolled Nursing Qualifications, only those that are under the remit of the Enrolled Nursing IRC are being updated as a part of this project. A list of these units can be found later in this Validation Guide.

Update of the Enrolled Nursing Training Package Products

An update of the *Diploma of Nursing* and the *Advanced Diploma of Nursing* within the Health Training Package is necessary to ensure these Qualifications are fit for purpose within contemporary Australian health care delivery models. The most recent review and update of the Qualifications resulted in many significant changes, in some cases in response to changes in the scope of practice for Enrolled Nursing graduates.

Industry has indicated that there are key skills shortfalls in relation to some specialist areas of Enrolled Nursing practice relating to paediatric nursing, gerontology nursing and palliative/end-of-life care. There are also skills gaps in the elements of knowledge and skill relating to the administration of medication. These skills gaps, identified in the most recent review of the Training Package Products, have come about in part as a result of changes in health care delivery models and societal factors, such as the ageing population.

Current trends will see an increased emphasis on areas of practice relating to gerontology and end-of-life nursing. Skills are therefore urgently required to support the health care needs of a growing ageing population in response to an increase in the numbers of people who have dementia and those with an increased need for palliation. Enrolled Nurses will need to understand the pathophysiology of ageing and will need the ability to work well in aged care facilities and settings. Demand will not just be seen in hospital environments, but across a range of health services, including aged and residential care.

There are also some identified implementation concerns regarding some individual Units of Competency within the *Diploma of Nursing* Qualification that need to be addressed to ensure inconsistencies are revised and (where appropriate) amended or deleted. There have already been some issues raised with the Department of Education, Skills and Employment that have resulted in Minor Updates being undertaken. The Enrolled Nursing IRC considers that a comprehensive review and/or a complete Qualification update will provide an opportunity to ensure that any further identified issues can be addressed.

The first independent review of Australian nursing preparation since 2002, *Educating the Nurse of the Future*, as well as other recent developments such as the Royal Commission into Aged Care Quality and Safety and the update of professional standards as published by the Nursing and Midwifery Board of Australia (NMBA), has meant that an update of the current Training Package is now urgently required.

The HLT Health Training Package must be reflective of the contemporary requirements of industry. Specifically, in current circumstances, the actual way in which Enrolled Nurses prepare to enter the workforce and acquire the necessary skills needs to be aligned to actual work roles, to ensure that Enrolled Nurses can practise and contribute to reducing or eliminating workforce shortages, particularly in regional and rural areas.

More background information and data regarding the project can be found here: **Industry Skills Forecast 2019**

Proposed Changes

To address workforce skills issues, it is proposed that the two Enrolled Nursing Qualifications, including 35 existing Units of Competency, two **new** Units of Competency and one Skill Set within the HLT Health Training Package, be updated in order to align with contemporary industry requirements. A Qualification update is required to reflect the changing scope and responsibilities relevant to the job roles of Enrolled Nurses and to address any of the issues raised in this document.

We encourage you to provide feedback on the Qualifications, Skill Set and Units contained in this first draft and welcome your input to this important project. All feedback will be considered by the IRC in moving forward with future iterations.

There are several areas which were proposed in the Case for Change where further consultation and feedback are required. Please refer to the **Questions for Consideration**.

Unit of Competency and Qualification codes have been updated to reflect the expected year of endorsement.

Consultation Activities and Timelines

National consultation on Draft 2 is open from **Wednesday, 16 September and will close at 5.00 pm on Friday, 2 October 2020**. During this period, input will be sought on the following Training Package Products under the remit of the Enrolled Nursing IRC:

- Two Qualifications
- One Skill Set
- 35 Units of Competency and their associated Assessment Requirements.
- Two **new** Units of Competency and their associated Assessment Requirements.

SkillsIQ will be undertaking a number of key activities to engage community stakeholders and VET professionals. Further details are posted on the SkillsIQ website, accessed at: https://www.skillsiq.com.au/CurrentProjectsandCaseStudies/EnrolledNursingTPD

Feedback can also be provided **online** via the SkillsIQ Online Feedback Forum, accessed at:
https://www.skillsiq.com.au/FeedbackForum/TrainingPackages1/HLTHealth/EnrolledNursingDraft2

When accessing the Feedback Forum, please first refer to the 'How To' guide located on the page. It will provide directions for leaving and submitting comments.

Following the close of the consultation period, feedback received will be collated and evaluated. This feedback will inform the development of the validation draft.

To remain up to date with project developments, subscribe to SkillsIQ at:
https://www.skillsiq.com.au/Subscribetoournewsletter.aspx

About this Validation Guide

This Guide, which should be read in conjunction with the applicable Draft Training Package Products, provides:

- A list of Draft 2 Training Package Products
- Mapping of the Qualifications
- Mapping of the Skill Set
- Mapping of the Units
- Key consultation questions on which SkillsIQ seeks feedback to provide information to the IRC.

Contact Details

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Summary of Changes, Draft 1 to Draft 2

Global Issues

A number of global issues were raised in respondents' comments during Draft 1 consultation, with diverse and sometimes contradictory viewpoints expressed. These were referred to the Industry Reference Committee for resolution.

General Issues with all Enrolled Nursing Training Package Products

In general, the feedback highlighted a number of issues that impact the implementation and delivery of the Enrolled Nursing Qualifications, as follows:

- *Coding changes* – While this is an issue for RTOs in regard to administration, it is beyond the control of the Enrolled Nursing IRC and SkillsIQ as it is a policy requirement for the endorsement of Training Package Products.
- *Equivalence* – This is unavoidable due to the changing requirements within the updated Units and Qualifications and the need to ensure that learning outcomes continue to meet industry expectations.
- *Terminology* – Terms commonly used in Draft 1 were reviewed based on feedback to better reflect common practices and industry understanding in Draft 2.
- *Determining the types of evidence required in the assessment* – There was confusion about the means by which skills needed to be demonstrated for assessment purposes, whether by simulation or within a 'real' workplace. This issue was considered on a Unit-by-Unit basis and, where appropriate, the IRC has made some changes to allow for a more flexible approach. This has clarified the assessment requirements to ensure a much clearer interpretation.
- *Consistency with the ANMAC wording and suitability* – All attempts have been made, where possible, to ensure consistency with AMNAC requirements.
- *The requirement for written reports* – The IRC acknowledges that while digital reporting is becoming more commonplace, there is still a need for the Enrolled Nurse to have the ability to write and take notes in order to keep records.
- *Minor grammatical errors and formatting* – 'Filler' words that are hard to assess have been removed or replaced where possible.

Units of Competency

Titles

Some Titles have been changed for technical accuracy or to better describe the applicable environment. For example:

> *HLTENN059 Contribute to the nursing care of a person with diabetes*
> *HLTRNL004 Apply nursing practice for a person undergoing renal replacement therapy*
> *HLTRNL003 Apply nursing practice for a person with chronic kidney disease*

Application Statements

Some Application Statements have been changed to better clarify the intent of the Unit.

Elements and Performance Criteria

Elements and Performance Criteria have been refined to incorporate better technical language.

Some Units have additional Performance Criteria and, in other instances, some Performance Criteria have been removed. More detail can be found in the mapping section below.

Performance Evidence

Some scenarios have been reworded to provide clarity. Some additional simulated First Aid incidents have been added to ensure consistency in assessment.

Knowledge Evidence

Unnecessary detail has been removed where possible to simplify the assessment process. In some instances, the Knowledge Evidence has been further refined to incorporate better technical language.

Assessment Conditions

The Assessment Conditions in all Units have been simplified and repetitive information has removed. The text now reads:

> To be eligible to apply for registration as an Enrolled Nurse and to practise in Australia, each applicant must complete a *Diploma of Nursing* program accredited by the Australian Nursing and Midwifery Accreditation Council (ANMAC) and approved as 'an approved program of study' by the Nursing and Midwifery Board of Australia (NMBA) in accordance with the Enrolled Nurse Accreditation Standards.

For more detail visit https://www.ahpra.gov.au.

Skills must have been demonstrated in the workplace or in a simulated environment as specified in the Performance Evidence. Modelling of industry operating conditions, including access to real people for simulations and scenarios in Enrolled Nursing work, is required to meet the conditions for this Unit.

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors.

In addition, assessors must hold current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia.

Changes to Specific Units

Changes to specific Units are outlined in the Mapping Guide.

Proposed Training Package Products

Enrolled Nursing Qualifications

Qualification Code	Qualification Title
HLT64120	Advanced Diploma of Nursing
HLT54120	Diploma of Nursing

Enrolled Nursing Skill Set

Qualification Code	Qualification Title
HLTSS00064	Enrolled Nurse - Renal Health Care Skill Set

Enrolled Nursing Units

Note: The following Units are those under the remit of the Enrolled Nursing Industry Reference Committee. These are the Units which are able to be updated as a part of this project. There are other Units included in the Enrolled Nursing Qualifications, which do not fall under the remit of the Enrolled Nursing IRC and as such, cannot be updated during this project. The full complement of Units contained in the draft Qualifications can be seen in the draft Qualifications as listed on the SkillsIQ Online Feedback Forum: https://www.skillsiq.com.au/FeedbackForum/TrainingPackages1/HLTHealth/EnrolledNursingDraft2

Unit Code	Unit Title	Qualification
HLTENN035	Practise nursing within the Australian health care system	Diploma
HLTENN036	Apply communication skills in nursing practice	Diploma
HLTENN037	Perform clinical assessment and contribute to planning nursing care	Diploma
HLTENN038	Implement, monitor and evaluate nursing care plans	Diploma
HLTENN039	Apply principles of wound management in the clinical environment	Diploma Adv Diploma
HLTENN040	Administer and monitor medicines and intravenous therapy	Diploma Adv Diploma
HLTENN041	Apply legal and ethical parameters to nursing practice	Diploma
HLTENN042	Implement and monitor care for a person with mental health conditions	Diploma
HLTENN043	Implement and monitor care for a person with acute health problems	Diploma
HLTENN044	Implement and monitor care for a person with chronic health problems	Diploma
HLTENN045	Implement and monitor care of the older person	Diploma
HLTENN046	Contribute to maternal and infant health care	Diploma

Unit Code	Unit Title	Qualification
		Adv Diploma
HLTENN047	Apply nursing practice in the primary health care setting	Diploma Adv Diploma
HLTENN048	Apply nursing practice in the emergency care setting	Adv Diploma
HLTENN049	Apply nursing practice in the orthopaedic care setting	Adv Diploma
HLTENN050	Apply nursing practice in the rehabilitation care setting	Adv Diploma
HLTENN051	Apply nursing practice in sexual and reproductive health care	Adv Diploma
HLTENN052	Conduct clinical assessments	Adv Diploma
HLTENN053	Apply nursing practice in the critical care setting	Adv Diploma
HLTENN054	Contribute to the registration eligibility and assessment of donors	Adv Diploma
HLTENN055	Apply nursing practice in the respiratory care setting	Adv Diploma
HLTENN056	Apply nursing practice in the cardiovascular care setting	Adv Diploma
HLTENN057	Contribute to the nursing care of a person with diabetes	Diploma
HLTENN058	Apply nursing practice in the perioperative setting	Adv Diploma
HLTENN059	Apply nursing practice in the hyperbaric environment	Adv Diploma
HLTENN060	Apply nursing practice in the paediatric care setting	Adv Diploma
HLTENN061	Apply nursing practice in the contemporary aged care setting	Adv Diploma
HLTENN062	Implement and monitor care for a person with a stoma	Adv Diploma
HLTENN063	Apply nursing practice in the contemporary mental health care setting	Adv Diploma
HLTENN064	Apply nursing practice in the rural and remote setting	Adv Diploma
HLTENN065	Research and report on nursing trends and practice	Adv Diploma
HLTENN066	Contribute to the improvement of clinical practice	Adv Diploma
HLTRNL003	Apply nursing practice for a person with chronic kidney disease	Adv Diploma
HLTRNL004	Apply nursing practice for a person undergoing renal replacement therapy	Adv Diploma

List of New Enrolled Nursing Units

Unit Code	Unit Title	Qualification
HLTENN067	Apply, implement, and monitor nursing care in a paediatric setting	Adv Diploma
HLTENN068	Provide end-of-life care and a palliative approach in nursing practice	Diploma Adv Diploma

Mapping Guide

Qualification Mapping

Existing Qualification Code and Title	Draft 1 Qualification Code and Title	Comment in Relation to Previous Version E = Equivalent N = Not Equivalent
HLT64115 Advanced Diploma of Nursing	HLT64120 Advanced Diploma of Nursing	**E** Description: • Additional information regarding ANMAC-accredited providers Units: • Codes updated
HLT54115 Diploma of Nursing	HLT54120 Diploma of Nursing	**N** Description: • Additional information regarding ANMAC-accredited providers Units: • Codes updated • Removed *HLTENN039 Contribute to nursing care of a person with complex needs* from core • Added *HLTENN062 Apply nursing practice in the paediatric care setting* to core

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Skill Set Mapping

Existing Qualification Code and Title	Draft 1 Qualification Code and Title	Comment in Relation to Previous Version E = Equivalent N = Not Equivalent
HLTSS00062 Enrolled Nurse Renal Health Care Skill Set	HLTSS00064 Enrolled Nurse Renal Health Care Skill Set	**E** Units: • Codes updated

Unit of Competency Mapping

Note: The following Units are those under the remit of the Enrolled Nursing Industry Reference Committee only. A full list of Units contained in the draft Qualifications can be found by viewing the Qualifications on the SkillsIQ Online Feedback Forum: https://www.skillsiq.com.au/FeedbackForum/TrainingPackages1/HLTHealth/EnrolledNursingDraft2

Previous Unit Code and Title	New Unit Code and Title	Comment in Relation to Unit E = Equivalent, N = Not Equivalent, A = Application, El = Elements, PE = Performance Evidence, KE = Knowledge Evidence, AC = Assessment Conditions PC = Performance Criteria
HLTENN001 Practise nursing within the Australian health care system	HLTENN035 Practise nursing within the Australian health care system	**N** • Elements: some Elements merged or removed to better reflect the role of the EN • PCs: Changes made to address changes in Elements; grammatical changes made to ensure clarity • PE: Changes to volume of assessment and clarity around Assessment Requirements

Previous Unit Code and Title	New Unit Code and Title	Comment in Relation to Unit E = Equivalent, N = Not Equivalent, A = Application, El = Elements, PE = Performance Evidence, KE = Knowledge Evidence, AC = Assessment Conditions PC = Performance Criteria
		• KE: Minor grammatical changes made to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN002 Apply communication skills in nursing practice	HLTENN036 Apply communication skills in nursing practice	**E** • PC: Minor grammatical changes made to ensure clarity • PE: Changes to volume of assessment and clarity around Assessment Requirements • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN003 Perform clinical assessment and contribute to planning nursing care	HLTENN037 Perform clinical assessment and contribute to planning nursing care	**E** • PC: Minor grammatical changes made to ensure clarity • PE: Changes to volume of assessment and clarity around Assessment Requirements • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN004 Implement, monitor and evaluate nursing care plans	HLTENN038 Implement, monitor and evaluate nursing care plans	**E** • PC: Minor grammatical changes to ensure clarity • KE: Changes to knowledge lists to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed

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Previous Unit Code and Title	New Unit Code and Title	Comment in Relation to Unit E = Equivalent, N = Not Equivalent, A = Application, El = Elements, PE = Performance Evidence, KE = Knowledge Evidence, AC = Assessment Conditions PC = Performance Criteria
HLTENN005 Contribute to nursing care of a person with complex needs		**Not carried forward** • Content added to *HLTENN043 Implement and monitor care for a person with acute health problems* and *HLTENN044 Implement and monitor care for a person with chronic health problems*
HLTENN006 Apply principles of wound management in the clinical environment	HLTENN039 Apply principles of wound management in the clinical environment	**N** • Elements: some Elements merged or removed to better reflect the role of the EN • PC: Change made to address changes in Elements; grammatical changes to ensure clarity • PE: Clarity around Assessment Requirements • KE: Changes to knowledge lists to ensure clarity and reflect current terminology • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN007 Administer and monitor medicines and intravenous therapy	HLTENN040 Administer and monitor medicines and intravenous therapy	**N** • PC: Some Performance Criteria removed or changed to better reflect role and responsibilities of EN; grammatical changes to ensure clarity • PE: Clarity around Assessment Requirements • KE: Changes to knowledge lists to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed

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Previous Unit Code and Title	New Unit Code and Title	Comment in Relation to Unit E = Equivalent, N = Not Equivalent, A = Application, El = Elements, PE = Performance Evidence, KE = Knowledge Evidence, AC = Assessment Conditions PC = Performance Criteria
HLTENN008 Apply legal and ethical parameters to nursing practice	HLTENN041 Apply legal and ethical parameters to nursing practice	**E** • PC: Grammatical changes to ensure clarity • PE: Clarity around Assessment Requirements • KE: Changes to knowledge lists to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN009 Implement and monitor care for a person with mental health conditions	HLTENN042 Implement and monitor care for a person with mental health conditions	**N** • PC: Grammatical changes to ensure clarity; unnecessary duplication relating to PE removed • PE: Grammatical changes to ensure clarity • KE: Changes to knowledge lists to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN010 Apply a palliative approach in nursing practice		**Not carried forward**
HLTENN011 Implement and monitor care for a person with acute health problems	HLTENN043 Implement and monitor care for a person with acute health problems	**N** • Supersedes Not Equivalent Unit; • Content expanded to include components from *HLTENN005 Contribute to nursing care of a person with complex needs*

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Previous Unit Code and Title	New Unit Code and Title	Comment in Relation to Unit E = Equivalent, N = Not Equivalent, A = Application, El = Elements, PE = Performance Evidence, KE = Knowledge Evidence, AC = Assessment Conditions PC = Performance Criteria
HLTENN012 Implement and monitor care for a person with chronic health problems	HLTENN044 Implement and monitor care for a person with chronic health problems	**N** • Supersedes Not Equivalent Unit; • Content expanded to include components from *HLTENN005 Contribute to nursing care of a person with complex needs*
HLTENN013 Implement and monitor care of the older person	HLTENN045 Implement and monitor care of the older person	**E** • Application reworded to better reflect role of EN • PC: Grammatical changes to ensure clarity; unnecessary duplication relating to PE removed • PE: Grammatical changes to ensure clarity • KE: Changes to knowledge lists to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN014 Contribute to maternal and infant health care	HLTENN046 Contribute to maternal and infant health care	**E** • PC: Grammatical changes to ensure clarity; unnecessary duplication relating to PE removed • PE: Grammatical changes to ensure clarity • KE: Changes to knowledge lists to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN015 Apply nursing practice in the primary health care setting	HLTENN047 Apply nursing practice in the primary health care setting	**E** • PC: Grammatical changes to ensure clarity; unnecessary duplication relating to PE removed

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Previous Unit Code and Title	New Unit Code and Title	Comment in Relation to Unit E = Equivalent, N = Not Equivalent, A = Application, El = Elements, PE = Performance Evidence, KE = Knowledge Evidence, AC = Assessment Conditions PC = Performance Criteria
		• PE: Grammatical changes to ensure clarity • KE: Changes to knowledge lists to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN016 Apply nursing practice in the emergency care setting	HLTENN048 Apply nursing practice in the emergency care setting	**E** • PC: Grammatical changes to ensure clarity • KE: Grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN017 Apply nursing practice in the orthopaedic care setting	HLTENN049 Apply nursing practice in the orthopaedic care setting	**E** • PC: Grammatical changes to ensure clarity • KE: Grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN018 Apply nursing practice in the rehabilitation care setting	HLTENN050 Apply nursing practice in the rehabilitation care setting	**E** • PC: Grammatical changes to ensure clarity • PE: Changes to volume of assessment and clarity around Assessment Requirements • KE: Grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed

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Previous Unit Code and Title	New Unit Code and Title	Comment in Relation to Unit E = Equivalent, N = Not Equivalent, A = Application, El = Elements, PE = Performance Evidence, KE = Knowledge Evidence, AC = Assessment Conditions PC = Performance Criteria
HLTENN019 Apply nursing practice in sexual and reproductive health care	HLTENN051 Apply nursing practice in sexual and reproductive health care	**E** • PC: Minor grammatical changes to ensure clarity; unnecessary duplication relating to PC removed • KE: minor additions made • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN020 Conduct clinical assessments	HLTENN052 Conduct clinical assessments	**E** • PC: Grammatical changes to ensure clarity • PE: Clarity around Assessment Requirements; the wording 'in a simulated environment' added • KE: Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN021 Apply nursing practice in the critical care setting	HLTENN053 Apply nursing practice in the critical care setting	**E** • PC: Grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN022 Contribute to the registration, eligibility and assessment of donors	HLTENN054 Contribute to the registration eligibility and assessment of donors	**E** • PC: Grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed

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Previous Unit Code and Title	New Unit Code and Title	Comment in Relation to Unit E = Equivalent, N = Not Equivalent, A = Application, El = Elements, PE = Performance Evidence, KE = Knowledge Evidence, AC = Assessment Conditions PC = Performance Criteria
HLTENN023 Apply nursing practice in the respiratory care setting	HLTENN055 Apply nursing practice in the respiratory care setting	**E** • PC: Grammatical changes to ensure clarity • PE: Clarity around Assessment Requirements; the wording 'in a simulated environment' added • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN024 Apply nursing practice in the cardiovascular care setting	HLTENN056 Apply nursing practice in the cardiovascular care setting	**E** • Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN025 Implement and monitor care for a person with diabetes	HLTENN057 Contribute to the nursing care of a person with diabetes	**N** • Supersedes Not Equivalent Unit; • Major grammatical and structural changes to meet industry's needs
HLTENN026 Apply nursing practice in the perioperative setting	HLTENN058 Apply nursing practice in the perioperative setting	**N** • PC 2.3 added • Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed

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Previous Unit Code and Title	New Unit Code and Title	Comment in Relation to Unit E = Equivalent, N = Not Equivalent, A = Application, El = Elements, PE = Performance Evidence, KE = Knowledge Evidence, AC = Assessment Conditions PC = Performance Criteria
HLTENN027 Apply nursing practice in the hyperbaric environment	HLTENN059 Apply nursing practice in the hyperbaric environment	**E** • Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN028 Apply nursing practice in the paediatric care setting	HLTENN060 Apply nursing practice in the paediatric care setting	**E** • Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN029 Apply nursing practice in the contemporary aged care setting	HLTENN061 Apply nursing practice in the contemporary aged care setting	**N** • Minor grammatical changes to ensure clarity • PC: Criteria 1.6 and 3.1 added; criterion 4.3 removed • PE: Minor changes to address additional criteria • KE: Minor changes to address additional criteria • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN030 Implement and monitor care for a person with a stoma	HLTENN062 Implement and monitor care for a person with a stoma	**E** • Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed

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Previous Unit Code and Title	New Unit Code and Title	Comment in Relation to Unit E = Equivalent, N = Not Equivalent, A = Application, El = Elements, PE = Performance Evidence, KE = Knowledge Evidence, AC = Assessment Conditions PC = Performance Criteria
HLTENN031 Apply nursing practice in the contemporary mental health care setting	HLTENN063 Apply nursing practice in the contemporary mental health care setting	**E** • Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN032 Apply nursing practice in the rural and remote setting	HLTENN064 Apply nursing practice in the rural and remote setting	**N** • Minor grammatical changes to ensure clarity • PC: Criterion 3.8 removed • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN033 Research and report on nursing trends and practice	HLTENN065 Research and report on nursing trends and practice	**E** • Minor grammatical changes to ensure clarity • PE: Reworded to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTENN034 Contribute to the improvement of clinical practice	HLTENN066 Contribute to the improvement of clinical practice	**E** • Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
N/A	HLTENN067 Apply, implement, and monitor nursing care in a contemporary paediatric setting	**NEW**

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Previous Unit Code and Title	New Unit Code and Title	Comment in Relation to Unit E = Equivalent, N = Not Equivalent, A = Application, El = Elements, PE = Performance Evidence, KE = Knowledge Evidence, AC = Assessment Conditions PC = Performance Criteria
N/A	HLTENN068 Provide end-of-life care and a palliative approach in nursing practice	**NEW**
HLTRNL001 Support a person with chronic kidney disease	HLTRNL003 Apply nursing practice for a person with chronic kidney disease	**E** • Title changed • Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed
HLTRNL002 Provide care and support to a person undergoing renal replacement therapy	HLTRNL004 Apply nursing practice for a person undergoing renal replacement therapy	**E** • Title changed • Minor grammatical changes to ensure clarity • AC: Additional information regarding ANMAC-accredited providers; unnecessary duplication relating to PE removed

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Questions for Consideration

The following specific questions have been developed to clarify detailed information within Draft 2 of the Enrolled Nursing Training Package Products.

HLTENN039 Contribute to nursing care of a person with complex needs

- The content of this Unit was merged into

  - HLTENN045 Implement and monitor care for a person with acute health problems

  and

  - HLTENN046 Implement and monitor care for a person with chronic health problems.

  Do the revised Units capture the necessary skills to justify the removal of HLTENN039? If not, what needs to be added?

HLTENN041 Administer and monitor medicines and intravenous therapy

- In terms of the pathophysiology of medication groups, should the wording read

  - pharmacology of medication groups?

  or

  - pharmacodynamics/therapeutics/kinetics of medication groups?

- Specific mention of sites for medications should be included. However, should this apply to all routes/methods rather than just intramuscular or subcutaneous?

HLTENN043 Implement and monitor care for a person with mental health conditions

- PC 4.4 is about medications, and in Draft 2 this has been removed.
  This Unit can be delivered before students have done their medication Unit, or just as they have started their medication Unit. Hence this should be a broader criterion around treatment options and not have such a specific focus on medications, rather than expecting EN students to have such in-depth knowledge of individual medications. Does this criterion need to be replaced?

The following series of general questions has been developed to guide feedback for Draft 2 of the Enrolled Nursing Training Package Products.

Qualifications

- Do the Qualifications provide a clear and accurate description of the skills outcomes for each Qualification?
- Are the Qualifications structured properly so that learners can progress from the Diploma to the Advanced Diploma, if required?
- Are the core Units and the number of electives appropriate? As we've merged Units, should the number of electives be reduced by one in the relevant Qualifications'

Packaging Rules, as the content would be absorbed into the single Unit which sits in the core?

- Are there any imported Units which should be listed? (**Note:** The content of any imported Units is outside the scope of this review.)
- Should the Qualification Titles be updated to better reflect job outcomes?

Suite of Units of Competency

- Are all the draft Units required? Should any be deleted?
- Are there any additional Units of Competency required?

Titles and Application Statements - Units of Competency

- Do the Titles reflect the skills being described? Could any Titles be changed to better indicate what the Units cover?
- Do the Application Statements provide a clear and accurate description of the skills being described?

Elements and Performance Criteria

- Do the Elements and Performance Criteria accurately describe what people do in these roles? If not, what could be added?
- Do the Performance Criteria adequately describe the level of proficiency?

Performance Evidence

- Would the types of evidence prove that a person is competent in all the Unit outcomes, including Performance Criteria, Foundation Skills and knowledge?
- Is the suggested volume (sufficiency) of evidence appropriate? Too little, too much?
- Are the statements clear? Would assessors understand exactly what they must do?

Knowledge Evidence

- What is the essential knowledge required of an individual in order to perform the tasks described in the Performance Criteria? Is the Knowledge Evidence requirement specific enough?
- Is there anything which should be added or deleted?
- What is the breadth and depth of knowledge required? Is this described well enough to assist assessors in understanding the scope?

Assessment Conditions

- Are the nominated environments appropriate?
- Are the statements clear? Would assessors understand what they must provide for the purposes of assessment?

Terminology

- Are there any words or terms used in any of the Units that aren't reflective of current industry terminology?

Appendix A: Training Package Unit of Competency Terminology Guide

Units of Competency specify the skills and knowledge a learner needs in order to complete a work task. Each Unit of Competency has associated Assessment Requirements, which detail what a learner must demonstrate and know in order to be deemed competent, along with any special conditions which apply to the assessment of competency.

UNIT CODE	Unique code which identifies the Unit of Competency
UNIT TITLE	The Unit title is a brief statement of the outcome of the Unit of Competency, i.e. what the task is that learners will be able to complete once they are deemed competent.
APPLICATION	The application summarises: • the content of the Unit of Competency and the skill area it addresses • any relationship with other Units of Competency • any licensing requirements or relevant legislation • any elaboration of the Unit of Competency's scope, purpose and operation in different contexts; for example, by showing how it applies in the workplace.
PREREQUISITE UNITS	Prerequisites are other Units of Competency or, in some cases, licences, etc. that a learner must complete before undertaking this Unit of Competency. This may be in order to provide underpinning skills or knowledge that is essential prior to a learner undertaking this Unit.
ELEMENTS	The Elements are the basic themes of the Unit of Competency. They describe the significant functions that form part of the work task that the Unit of Competency covers.
PERFORMANCE CRITERIA	The Performance Criteria specify the required steps that enable the learner to undertake the work task.
Assessment Requirements	
PERFORMANCE EVIDENCE	Identifies what a learner must demonstrate in order to be deemed competent at the work task.
KNOWLEDGE EVIDENCE	Identifies what a learner needs to know to perform the work task effectively.

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ASSESSMENT CONDITIONS	Assessment Conditions provide the context for the Unit of Competency, describing essential operating conditions that must be present for assessment, depending on the work situation, needs of the candidate, accessibility of the item/s, and local industry and regional contexts. They may specify any of the following: • conditions under which competency must be assessed, including variables such as the assessment environment or necessary equipment or tools • whether or not the Unit must be assessed in the workplace or may also be assessed via simulation • resource implications; for example, access to particular equipment, infrastructure or situations • any required characteristics of the assessor; for example, whether or not the assessor must hold a higher Qualification in that field, etc.

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