REGISTRATION STANDARD: POST REGISTRATION EXPERIENCE

POST REGISTRATION EXPERIENCE REQUIREMENTS

MARCH 2019
Standard
You must provide evidence of at least two years’ post registration experience.

You must have two years’ nursing practice in the last five years\(^1\). We count five years from the date you applied for New Zealand registration. For example, you apply on 1 April 2019; we look at your nursing practice between 1 April 2014 to 1 April 2019.

Evidence requirements
We require you to provide evidence of two years post registration experience.

1. You must supply a certified copy of your certificate of employment. The certificate of employment must be:
   - Original copy on letterhead paper
   - signed and dated by your employer (human resources department or senior staff member)
   - include the writer's full name, work email and postal address and website address of workplace, if any
   - contain your name, date of birth (or registration number) and state the specific role you were employed in
   - state the start and finish of your employment
   - state the number of clinical practice hours you completed during your employment (either total or hours per week, full time etc.).

2. You must provide a Curriculum Vitae (CV).
   - You must sign and date the CV to verify it is an accurate and truthful overview of your qualifications, professional experience and relevant personal information particularly if you have not prepared it yourself
   - Your CV must include your personal details, education, registration(s), employment history and professional development.

Please provide explanations for any gaps in your practice timeline (e.g. you had a baby). Failure to account for gaps in your practice may hold up your application.

\(^1\)This includes 2,500 hours of practice within the two years. Further information can be found in the Council gazette notice http://www.nursingcouncil.org.nz/content/download/1658/7513/file/Gazette,%20Notice%20of%20Replacement%20and%20Revocation%20of%20Notices%20for%20Registered%20Nurses%20August%202016.pdf
Registered nurse scope of practice

We look at your employment letter and CV to check if your current/previous nursing roles meet our registered nurse scope of practice definition below:

Registered nurses utilise nursing knowledge and complex nursing judgment to assess health needs and provide care, and to advise and support people to manage their health. They practise independently and in collaboration with other health professionals, perform general nursing functions, and delegate to and direct enrolled nurses, health care assistants and others. They provide comprehensive assessments to develop, implement, and evaluate an integrated plan of health care, and provide interventions that require substantial scientific and professional knowledge, skills and clinical decision making. This occurs in a range of settings in partnership with individuals, families, whānau and communities.

Registered nurses may practise in a variety of clinical contexts depending on their educational preparation and practice experience. Registered nurses may also use this expertise to manage, teach, evaluate and research nursing practice. Registered nurses are accountable for ensuring all health services they provide are consistent with their education and assessed competence, meet legislative requirements and are supported by appropriate standards.

Please click here for the definition of practising.

Exemptions

Applicants who arrived in New Zealand prior to 1 January 2014

If you arrived in New Zealand before 1 January 2014, you can apply for individual consideration of your post registration experience. You must write to the Registrant Quality Manager requesting individual consideration of your post registration experience and reasons for this.

Note: if you have not practised in the last 10 years, you may not be accepted into a Competence Assessment Programme (CAP) and your best option may be to seek recognition of prior learning at a Council approved undergraduate programme provider.

Checklist

- Certified copy of your certificate of employment
- Curriculum Vitae (CV) – signed and dated
FAQs

1. Do I meet the post-registration requirements?
   You must meet the standard outlined above. If you do not meet the standard your application to become a registered nurse in New Zealand may not be successful.

2. I work as a company nurse; do I meet the post-registration requirements? I work as a dental nurse; do I meet the post-registration requirements?
   Please refer to registered nurse scope of practice definition above. We might also require you to provide an official position description.

3. Do I need to provide professional reference letters? Do I need to provide character references?
   No, we no longer require professional reference letters or character references.

4. I’ve been working full-time for three years, but I took six months off a year ago. Can I still apply for registration?
   Yes, you can still apply for registration.

Definitions

Gaps in practice means the gaps in your practice timeline e.g. you have had a baby, cared for a sick relative.

Post registration is when you have been registered with a nursing regulatory authority and been granted a registration number.

Review

Last reviewed: March 2019

This standard will be reviewed by October 2019.