The consolidation and development of nurse leaders in Aotearoa is the main strategic priority of NEA. A component of the work of NEA is to provide a supportive, informative, and collegial environment for all nurse leaders.

Role diversity is prevalent health leadership, including roles removed from the clinical space and roles where employers believe a nursing APC is not required or where they have not advertised specifically for a nurse. For example, but not limited to; service manager, quality manager.

However, nurses in such roles often see great value in their nursing knowledge and frameworks. They are still making an impact on the nursing workforce and equitable patient outcomes. The broad and enabling RN scope of practice in Aotearoa, makes it possible for nurses in diverse leadership roles to maintain their APCs.

NEA values practise diversity of nursing leadership, and recognise that in roles for which an employer may not *require* an APC, an application may still be submitted if the applicant's:
- Nursing knowledge is still used and impacts nursing and/ or health consumer outcomes AND
- APC has been maintained.

Support information
https://www.nursingcouncil.org.nz/NCNZ/nursing-section/Continuing_Competence.aspx
RN's use their nursing expertise to manage, teach, evaluate and research nursing practice. Registered nurses, *who are not practising in direct care*, are exempt from those competencies in domain two (management of nursing care) and domain three (interpersonal relationships) that only apply to clinical practice.

There are specific competencies in these domains for nurses working in management, education, policy and/or research.
These are included at the end of domains two and three. Nurses who are assessed against these specific competencies are required to demonstrate how they contribute to practice.

Competencies for nurses involved in management:
- Competency; Promotes an environment that contributes to ongoing demonstration and evaluation of competencies.
- Competency; Promotes a quality practice environment that supports nurses' abilities to provide safe, effective and ethical nursing practice.
- Competency; Promotes a practice environment that encourages learning and evidence-based practice.
- Competency; Participates in professional activities to keep abreast of current trends and issues in nursing.

Competencies for nurses involved in education:
- Competency; Promotes an environment that contributes to ongoing demonstration and evaluation of competencies.
- Competency; Integrates evidence-based theory and best practice into education activities.
- Competency; Participates in professional activities to keep abreast of current trends and issues in nursing.

Competencies for nurses involved in research:

- Competency; Promotes a research environment that supports and facilitates research mindedness and research utilisation.
- Competency; Supports and evaluates practice through research activities and application of evidence-based knowledge.
- Competency; Participates in professional activities to keep abreast of current trends and issues in nursing.

Competencies for nurses involved in policy:
- Competency; Utilises research and nursing data to contribute to policy development, implementation and evaluation.
- Competency; Participates in professional activities to keep abreast of current trends and issues in nursing.