



New Zealand Nurses Organisation

Submission to the Nursing Council of New Zealand

on the

Standards for the Nurse Entry to Practice Expansion Programme

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SUMMARY

1. The New Zealand Nurses Organisation (NZNO) welcomes the expansion of the nurse entry to practice programme and thanks the Nursing Council of New Zealand (MCNZ) for this opportunity to comment on the standards.
2. We have consulted our members in the preparation of this submission in particular NZNO staff (Management, Professional Nursing Advisors, Policy Analysts, and Industrial Advisors) and NZNO members (Colleges and Sections, Board Members and other health care workers).
3. NZNO strongly supports the opening of placements for nurse entry to practice in all employment situations. While it is clear that this programme supports NETP for non-District Health Board providers, including primary health care and non government organisations, it is not clear whether it will also cover placement in nationally-funded services such as Family Planning and Plunket. Obviously it is highly desirable that all providers employing nursing services have NETP placements, but NZNO notes that there will be resourcing issues for some of these providers.
4. NZNO believes that NETP programmes should be available for all nursing levels, while recognising that second level nursing may not require a full year programme.
5. We note that NETP may be relevant in the context of the Review of Education Standards for Registered Nurse and the question of a four year nursing degree. NZNO has not formed a position on the latter as yet, however such changes would require a full consultation process.
6. Generally we support the NCNZ standards, but have raised some matters for your consideration below.

DISCUSSION

Standard 1

- 1.10 We suggest adding a phrase to the effect that the confidentiality of participant's individual information should be maintained

Standard 2:

- 2.8 We note that there has been some concern expressed about the variance in quality in programmes and are pleased to see the addition of more detail in referencing the Council's standard and competencies, and having a designated nurse leader with professional accountability in that area. However, it is not clear on what basis a nurse will be designated as a leader in that area, nor how they will be monitored and evaluated by the Council on a robust and nationally consistent basis.

Standard 3:

- Similarly assessment by RNs is also variable across the spectrum and it is not clear what the "appropriate qualifications" are that will be required to undertake assessment activities, what standards are set for the quality of these assessments, and what or whom audits them.
- NZNO notes that preceptor programmes vary across the country from one day to a more structured one semester course in a tertiary education institution. The level and quality of training has a significant impact on an RN's competence and ability to support and assess a new graduate's practice. Gains in safety, nurse confidence and competence, satisfaction and , hopefully, retention, will not be realized unless there are rigorous processes for ensuring the preceptors are educated and assessed for suitability.
- NZNO strongly recommends that a measureable standard for preceptorship be developed.

Standard 4:

- We strongly support a specified position to coordinate the programme, providing the link between the DHB and employing organisation.

Standard 5:

- We support the requirements for evidence as outlined, but since the most important thing is to be able to measure the effectiveness(or not) of the programmes by their outcomes, we suggest that such a requirement is added.

CONCLUSION

7. The New Zealand Nurses Organisation recommends that you:

- **note** that we agree with the standards for the NETP expansion programme;
- **agree** that ideally the programme should be expanded to include all employment situations and all levels of regulated nursing, and note that that would require more resourcing in some areas, including both CTA and DHB/employer provision of funding;
- **agree** that there is a need to develop sound preceptorship training and auditing;
- **agree** that the outcomes of the programme should be closely monitored.

Marilyn Head

NZ Nurses Organisation

ABOUT THE NEW ZEALAND NURSES ORGANISATION

8. NZNO is a Te Tiriti o Waitangi based organisation. It is the leading professional body and nursing union in Aotearoa New Zealand, representing over 41 000 nurses, midwives, kaimahi hauora, students, health care assistants and other health professionals. Te Runanga o Aotearoa NZNO comprises Māori membership and is the arm through which our Treaty based partnership is articulated.

9. We have consulted our members in the preparation of this submission in particular NZNO staff (Management, Professional Nursing Advisors, Policy Analysts, and Industrial Advisors) and NZNO members (Colleges and Sections, Board Members and other health care workers).
10. The NZNO vision is “Freed to care, Proud to nurse”. Our members enhance the health and wellbeing of all people of Aotearoa New Zealand through ethically based partnerships. Our members are united in the achievement of their professional and industrial aspirations.

REFERENCES

Author, (Date), Title, Publisher, Location