

# 6<sup>th</sup> annual panel discussion:

“How have you and your organisation managed to advance the Enrolled Nurse since 2010 and measured the success of those strategies?”

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ENROLLED NURSE CONFERENCE 2019



**Enrolled Nurse Section**  
NEW ZEALAND NURSES ORGANISATION

# Panellists:

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**Sue Haywood**, Chief Nursing and Midwifery Officer, Waikato District Health Board.

**Hilary Graham-Smith**, Associate Professional Services Manager, NZNO

**Morag Morag MacKenzie**, Senior Academic Staff Member Centre for Health and Social Practice, Wintec

**Robyn Hewlett**, Chairperson Enrolled Nurse Section, NZNO.

**Kirsten Harrison**, Health Manager, Mt Eden Prison, Department of Corrections

Facilitator: **Suzanne Rolls**, Professional Nursing Adviser, NZNO



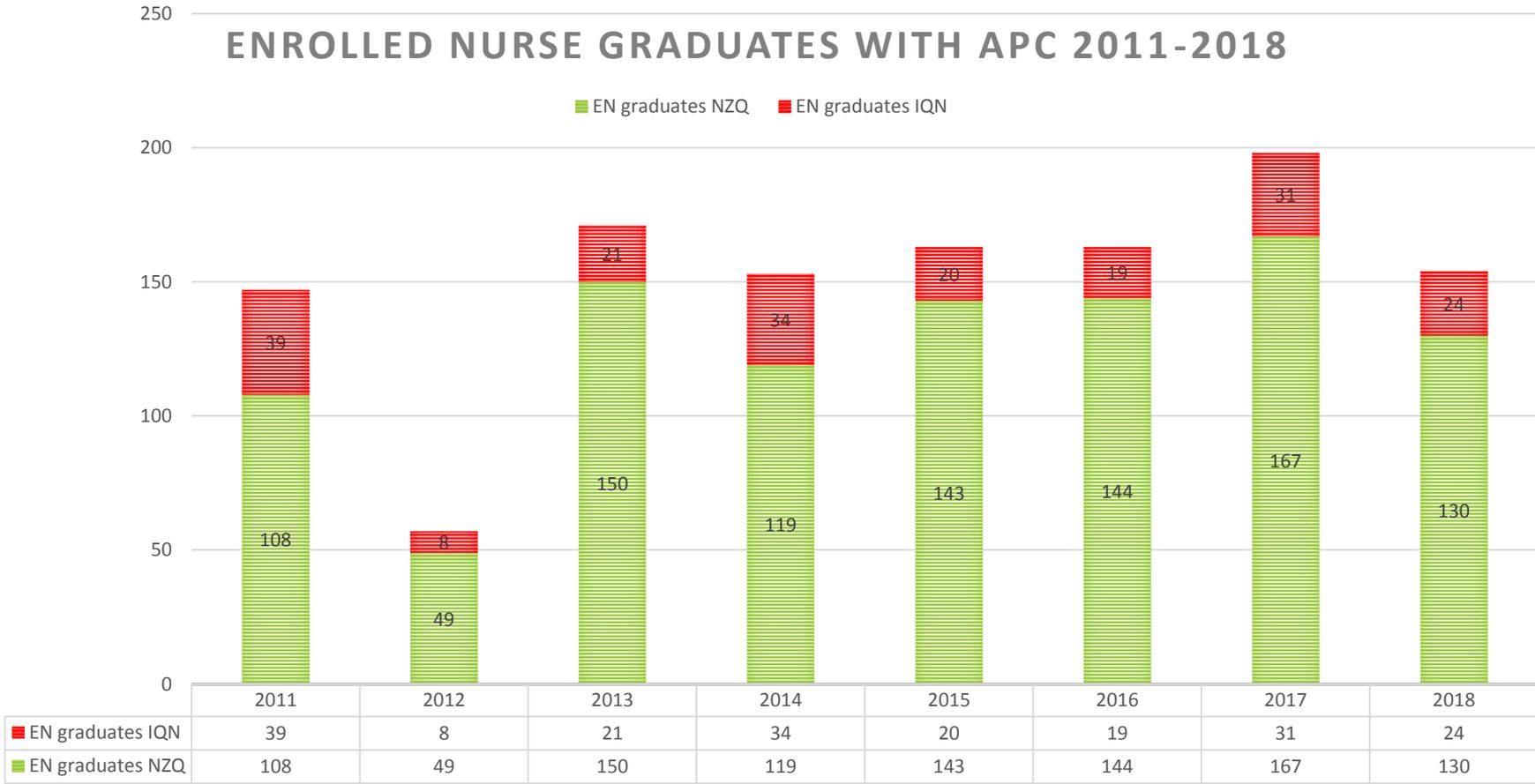
# Scope of practice: key words

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accountability actions activities applies appropriate **assessment** assist assurance **care** changes  
community **competency** consumers contributing collaboration  
culturally data decision delegation development direction discussion documents **education** effectively  
enhance environment establishes **evaluation** families feedback **health** identified impact  
improvement information interventions knowledge legislated maintains  
measurement monitoring **medication** **enrolled**  
**nurse** observes plans policy **practice** practitioner procedures professional provision  
quality relation relationships **responsibility** role safe safety **scope** settings situations skills status **team**  
leader

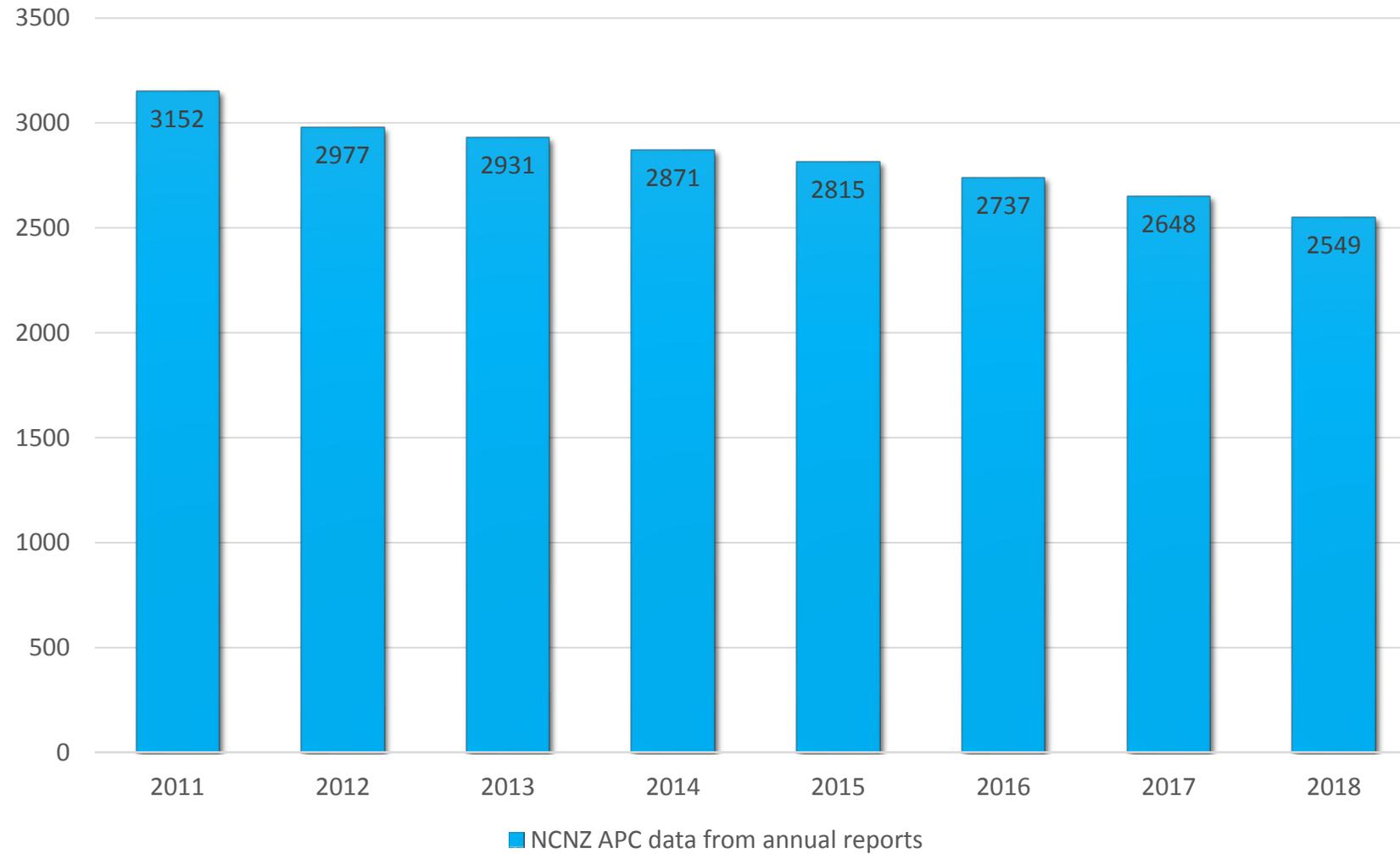


# Enrolled Nurse APC Data



Since the 2010 broadened scope of practice - total graduates between 2011-2018 with active APC = **1206** graduate Ens.

## Enrolled Nurse APC trends 2011-2018



**Net loss of  
603  
enrolled  
nurses  
with APC  
since 2011**

# Opportunities

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- New Zealand National Diploma in Enrolled Nursing
- Employ all EN graduates
- Increase EN student numbers
- Ensuring the current EN workforce can mentor graduate enrolled nurses.
- Increasing the visibility of the EN profession.
- Increase the understanding and knowledge of the EN profession - scope, education and competencies.
- Utilize the enrolled nurse scope of practice across the whole health sector.
- Collect and analyse EN data to inform workforce planning.
- Ensuring the EN profession is in models of care.



# Frequent barriers to growth of EN in the health sector

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- Stated confusion with the scope of practice from nurse leaders
- Historical viewpoints and myths
- Lack of effective and coordinated workforce planning
- Pay and conditions
- Substitution with the another health workers or health practitioners.



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“The Ministry of Health encourages employers and services to **ensure the nursing skill mix is planned to match the level of health need in the population.**”

Enrolled nurses are part of the solution as we seek to provide cost-effective, high-quality care in a range of settings.”

Ministry of Health (MOH) *EN fact sheet, 2016*



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