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Te Whare Wānanga o Tāmaki Makaurau  
NEW ZEALAND



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# ENROLLED NURSES MAKING A DIFFERENCE IN PRIMARY CARE. ENROLLED NURSE PRIMARY HEALTH CARE WORKFORCE DEVELOPMENT INITIATIVE UPDATE

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Ngāti Whakāue, Tapuika)

Presented at the EN Conference May 2023.

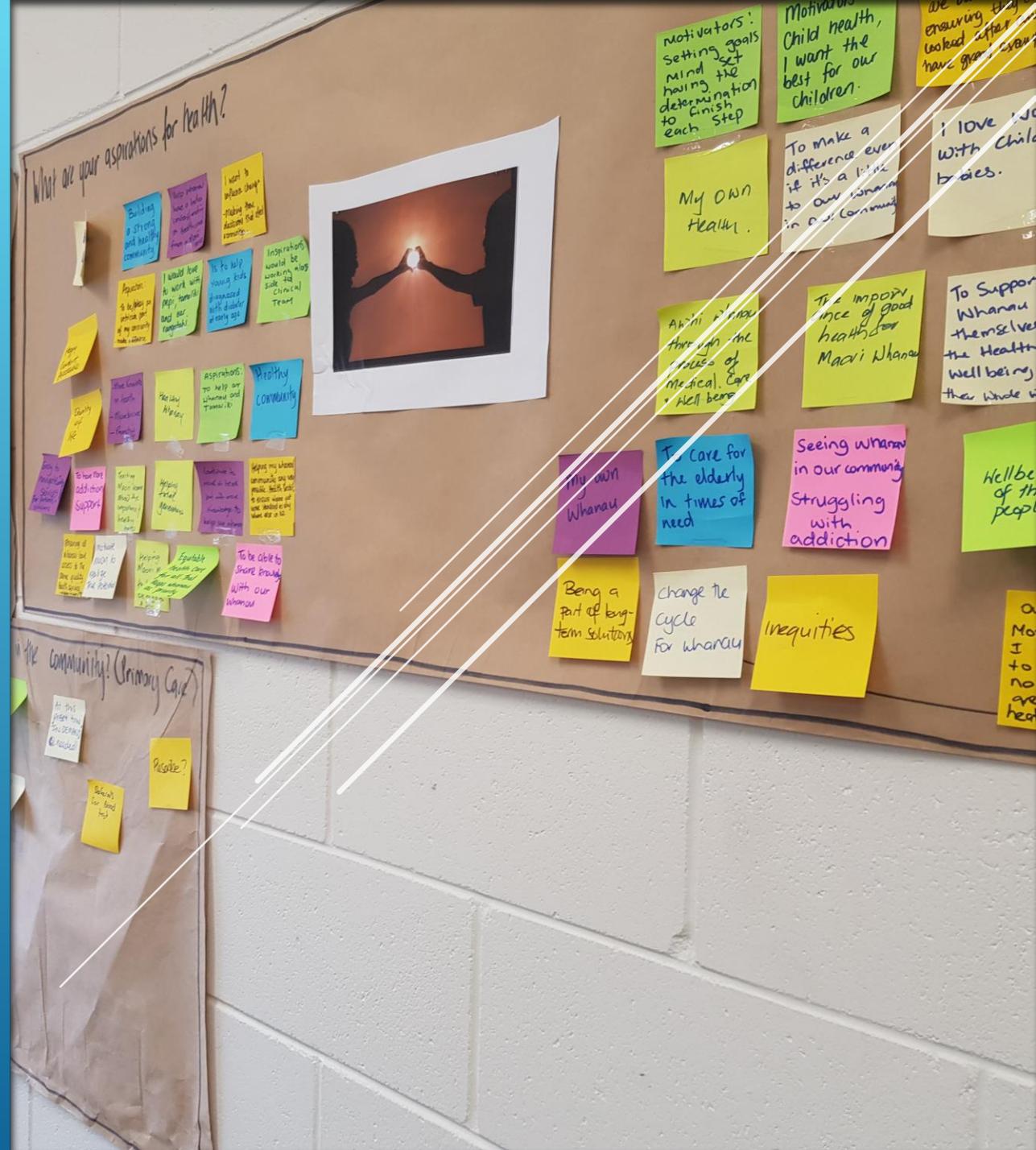
**Te Whatu Ora**  
Health New Zealand

- ▶ **Collaboration** between University of Auckland, Otago University, and Te Whata Ora
- ▶ **Partnership** approach with NZNO, Education Providers, NZ College of MH Nurses, Te Rau Ora and The Fono.
- ▶ **Purpose** – to embed EN/NP service delivery into primary health care practice and increase the participation of Maori and Pacific in the nursing workforce.
- ▶ Originally **funded** by the MOH – Mental Health and Maori directorate but now sits with Te Whatu Ora
- ▶ **3 Enrolled nursing streams** into primary care were identified.

## EN/NP SEP WORKFORCE DEVELOPMENT PROGRAMME



# CO-DESIGN: THE EARN WHILE YOU LEARN MODEL.



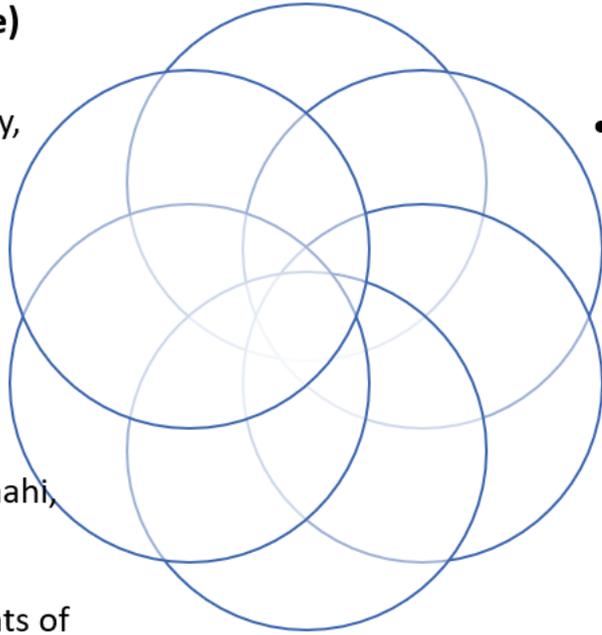


### Tino Rangatiratanga (self-governing)

- Shared governance, leadership, and delivery of model with with tangata whenua and tangata tiriti
- Mana motuhake (Māori members autonomously exercising tikanga, from a Te Ao Māori standpoint)

### Manaakitanga (ethic of care)

- Actions and attitudes grounded in respect, humility, kindness, and honesty.
- Uplifting mana



### Whakawhanaungatanga (connecting)

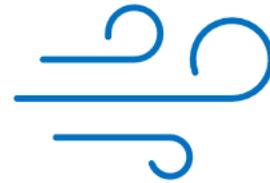
- Relationships between kaimahi, health providers, education institute
- High trust without constraints of surveillance and performativity

### Akoranga (teaching and learning)

- Model developed grounded in shared experience and learning
- Recognition of the reciprocal learning relationship needed for success
- Kaimahi and providers with iwi-specific tanga

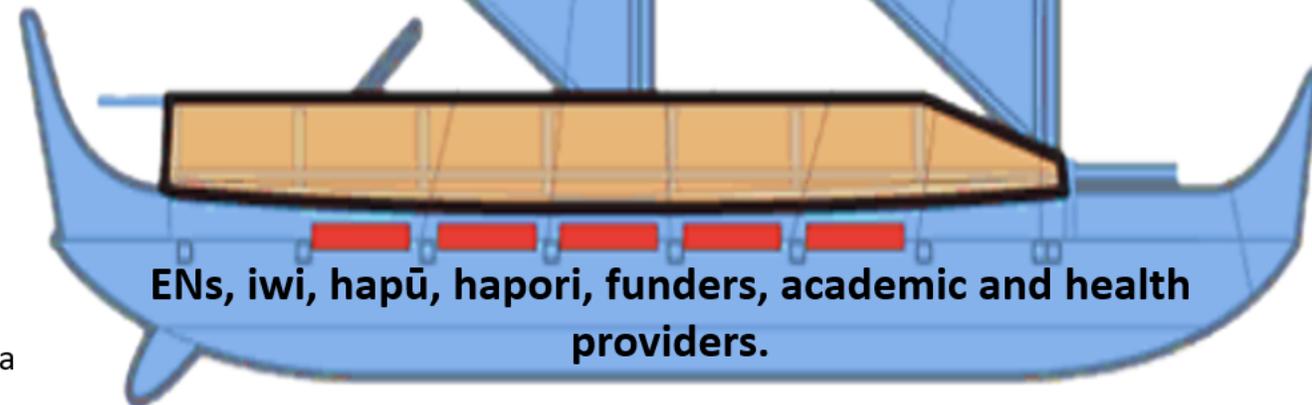
### Koha (financing)

- Salary, course fees, incidentals, milestone payment, professional development
- Flexibility to fund without surveillance

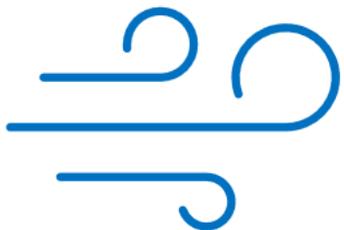


**Kaupapa**

**Moemoeā**



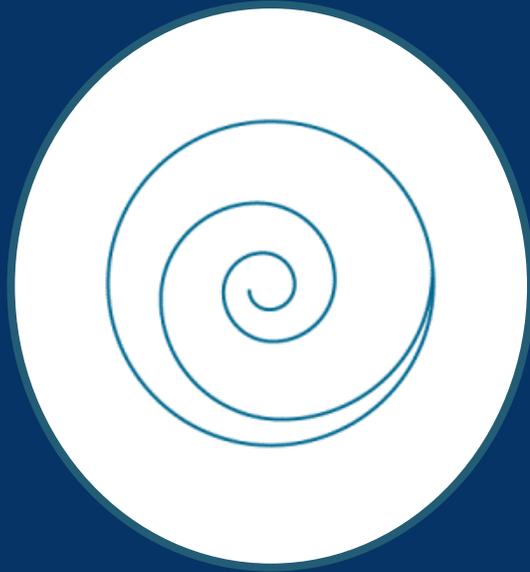
**ENs, iwi, hapū, hapori, funders, academic and health providers.**



# National Workforce Update

Currently, we have 15 active students and 1 graduate

## Enrolled Nurses

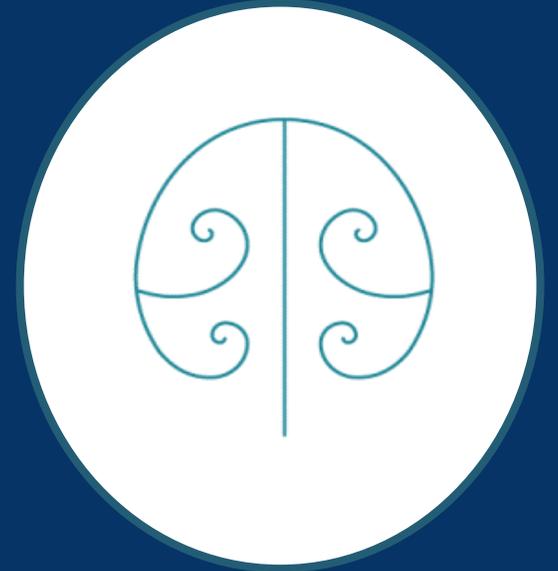


**Māori ENs**

**84%**

**Pacific ENs**

**16%**



The first EAYL graduate completed mid-2022 and is serving an enrolled population with 72% Māori, most living in Quintile 5 of the Deprivation Index.

Model of Care: a holistic focus on young people's wellness, with lifestyle assessments and early intervention for drug and alcohol use, anxiety, depression, and domestic violence.

# NATIONAL EN SERVICE ESTABLISHMENT POSITIONS

Aim: To establish supported placements in primary health settings for 12-19 ENs prioritising Māori and Pacific ENs.

**55%**



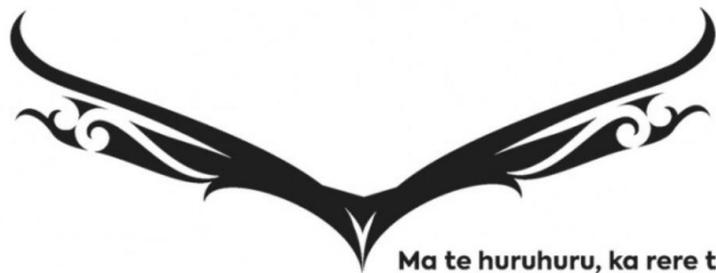
**Māori ENs**

**22%**



**Pacific ENs**

9 ENs are participating in the programme delivering care based on the needs of the community, to support equitable health outcomes and flexible healthcare delivery for whānau.



**Ma te huruhuru, ka rere te manu**  
**With feathers the bird will fly**

## KEY RECOMMENDATIONS

INTENTIONALLY PRIORITISE MAORI

LEGITIMISE TE AO MĀORI

APPROPRIATE RESOURCING (PERSONNEL, FUNDING, TIME, AND TRAVEL)

FLEXIBILITY IN CONTRACTS AND FUNDING MODELS;

ACCESSIBLE AND AFFORDABLE PATHWAYS FOR MĀORI TO ENTER A REGULATED NURSING CAREER

EXPLORE HOW THE EAYL CAN BE ADAPTED FOR PACIFIC UNREGULATED HEALTH WORKERS AND PACIFIC COMMUNITIES.

SELF DETERMINATION OF LOCAL COMMUNITIES

**THE EN WORKFORCE DEVELOPMENT INITIATIVE  
ADDRESSES KEY CONCEPTS. THESE CONCEPTS  
ARE INTEGRAL TO UPHOLD THE INTEGRITY OF THE  
INITIATIVE.**

1. CLEARLY GIVES EFFECT TO THE PRINCIPLES OF TE TIRITI O WAITANGI AND IS UNDERPINNED BY A KAUPAPA MĀOR APPROACH.
2. PROVIDES A PRIMARY HEALTH CARE FOCUS WHICH ALIGNS WITH THE HEALTH REFORMS.
- 3.. IT RESPONDS TO THE RHETORIC THAT 'EVERY WHĀNAU NEEDS A NURSE'.
4. IT VALUES THE MĀTAURANGA, TE AO MĀORI AND LIVED EXPERIENCES OF MAORI NURSES.
5. FOCUSES ON DEVELOPING A AOTEAROA-CENTRIC SUSTAINABLE, EQUITABLE AND ETHICAL NURSING WORKFORCE



# THE DIFFERENCE THAT ENROLLED NURSES MAKE:

Sharing our Pūrākau (stories)

CATHY KUMAR – EN STUDENT (PASIFIKA)

FRANKIE CURTIS – EN (NGATI HINE, NGA PUHI)

GDYNIA KING – EN STUDENT (NGA POROU)

VIRGINIA WATI – EN (NGA PUHI)

▶ PATAI? (QUESTIONS)

