



Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand

ENROLLED NURSE SCOPE OF PRACTICE

“TE ANGA WHAKAMUA MŌ NGĀ TAPUHI”

"FORGING FORWARD FOR ENROLLED NURSES"

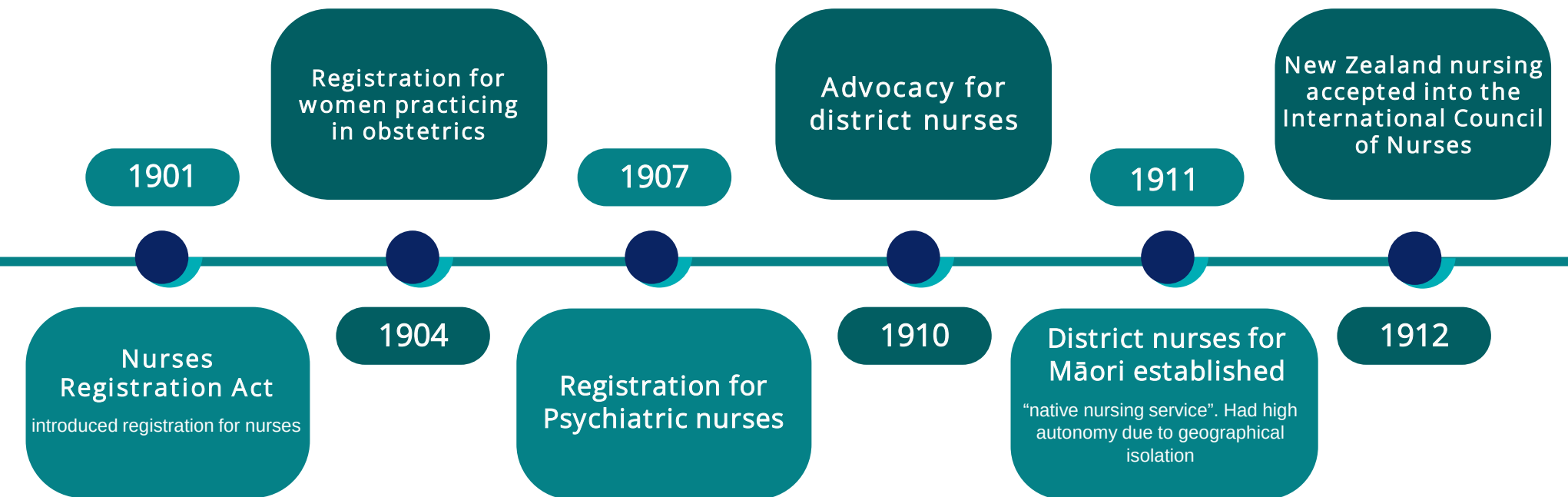
ENROLLED NURSE CONFERENCE
MAY 2025

Catherine Byrne, Chief Executive, Nursing Council

Waikura Kamo, Kaiwhakahaere, Nursing Council

Jane MacGeorge, Clinical Projects lead, Nursing Council

JOURNEY TO ENROLLED NURSING IN AOTEAROA NEW ZEALAND





New Zealand nurses and medical officers at the New Zealand Stationary Hospital, Wisques, France. Royal New Zealand Returned and Services' Association, World War 1914-1918

Source: Alexander Turnbull Library



A nurse on duty at St. Helens Hospital, one of the first state-run maternity hospitals, August 1928

Source: Auckland Library Heritage Collection

School nurses appointed

to assist with and support medical personnel instructions and check on treatments ordered by doctors

The Nurses Registration Act

reduced the age of registration for nurses to 22 years

Nurses asked to delegate tasks

to domestic staff to contain costs due to the changes brought by the Social Security Act

1914-1919

1918

1925-1930

World War One

increased demand for nurses due to staffing difficulties. Impacts of the war and the 1918 influenza epidemic lead to nursing shortages

1917

Influenza epidemic occurs

1920

The Nurses and Midwives Registration Act

and its amendments opened the door for the first time to a second category of nursing support: the Maternity Nurse. These nurses attended maternity cases supervised by a doctor

1938-1939



Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand



A group of nurse aides at
Reefton Hospital in 1946
Source: West Coast New Zealand
History

World War Two

caused strain to nursing
resources. Married women
returned to nursing

1939

1945

**Concerns reported by
Deputy Director-General
of Health**
relating to attracting and retaining
nurses. Mr Ritchie suggests that
nursing salaries, hours and
conditions should improve

1957

**Four reports written
on nursing education**
all reports supported the
transfer of nursing
education from the
Department of Health to the
Department of Education

**The Nurses and
Midwives
Amendment Act**
allowed for the training of
Nursing Aides, instituted annual
practicing certificates and
accepted male students

1939-1945

**Male nurse
registration and
programme
commenced**

1947

**Nursing Aide
courses amended
to become 18
months long**

1962-1972



Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand



Registered community nurse badge



Wellington Hospital community nurse class, June 1976
Source: Te Whatu Ora Capital Coast and Hutt Valley

1965

Amendment to the Nurses and Midwives Act
established a new register for Community Nurses and ceased Nursing Aides registration

Specialities made available to Community Nurses
through endorsement nursing programmes. By 1970, forty endorsement programmes were offered

1967

1971

The Nurses Act

led to the establishment of the Nursing Council of New Zealand and replaced the Nurses and Midwives Registration Board.

Second level nurse training

continues in hospital schools of nursing settings

1973

1977

The Nurses Act

removed the name Community Nurse, with these nurses entered onto a roll, as Enrolled Nurses. The Act provided for direction and supervision of Enrolled Nurses but did not define what this meant

The National Enrolled Nurse Section established

as a section of NZNO and held their first seminar on October 13-15 at Waiwhetu Marae. It attracted a residency of around 90 and a daily attendance of around 160

1978





Enrolled nurse graduates of the Christchurch School of Nursing before their graduation ceremony, 22 March 1984

Source: Papers Past

1983

Ad hoc committee established by the NZNA

to examine the regulation of nursing in NZ. The Committee identified a degree of confusion around the different levels of nursing

1989

Turbulent time for ENs

as discussions about their role and usefulness in the health care system continued. Calls for a clear definition of direction and supervision

1992

EN hospital-based training programmes ceased

No new ENs were added to the roll after 1996. There was a desire to replace ENs with cheaper, unregulated HCAs

Amendment to the Nurses Act

reaffirmed that Enrolled Nurses were required to work under the "direction and supervision" of a Medical Doctor or Registered Nurse, except in emergencies

1988

Letter from 112 ENs and RNs written

to the New Zealand Nurses' Journal to share their concerns about the proposal to replace ENs with a nursing auxiliary

1990

Bachelor of Nursing degree programme for RNs introduced

1993



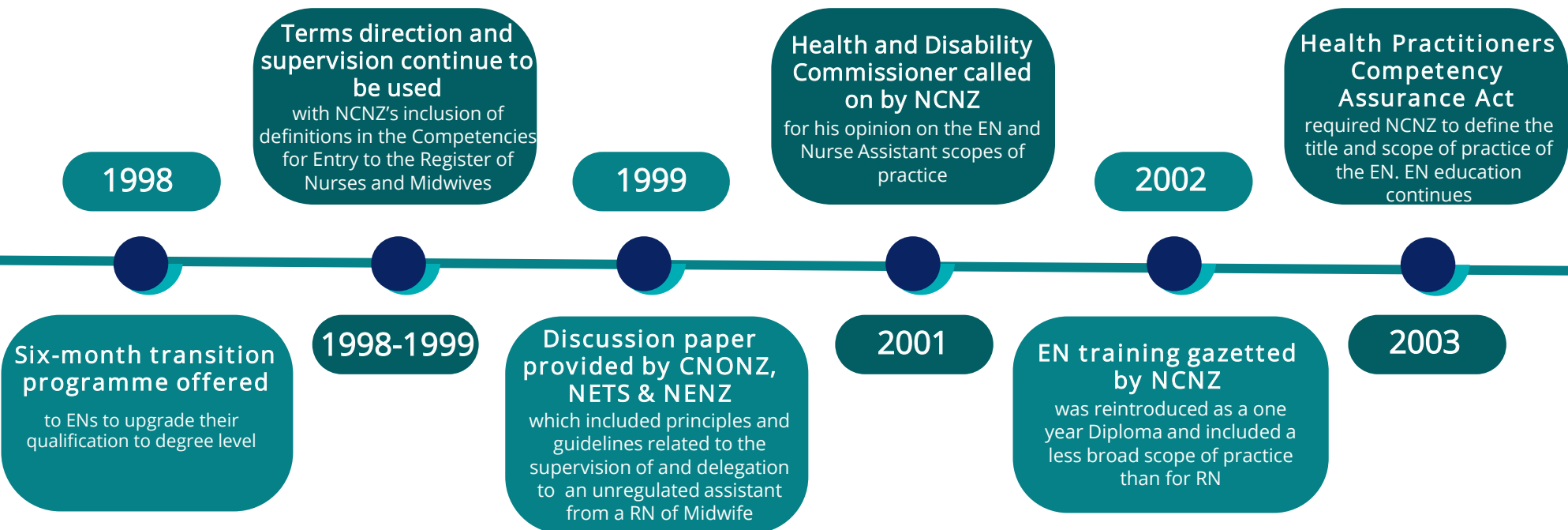
Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand



Around 300 marchers took to the streets of Napier to protest the cuts to EN positions at Healthcare Hawke's Bay, February 1997
Source: NZNO Centennial Publication



Students from Northland Polytech with EN national committee chair Robyn Hewlett and course coordinator Jeanette Briscoe, July 2003
Source: NZNO Centennial Publication





Enrolled nurse badge



A group of enrolled nurses at Gisborne Hospital celebrating National Enrolled Nurses' Day, 30 June 2004

Source: Kaitiaki, NZNO

2004

Group of Nurse Assistants appeal to the High Court against their title

Their appeal was unsuccessful

2007

Minister of Health calls for a broadened EN scope of practice

2010

Revised and broadened scope of practice for ENs introduced

Education set at Level 5
Competencies required ENs to practice under the direction and delegation of RNs

Nurse assistant replaces the EN scope of practice

and EN training phased out.
All ENs who started their training from 2000 to 2004 were registered as Assistant Nurses

2006

NZNO submits a complaint to the Regulations Review Committee

who recommended that NCNZ amend the changes made in 2004. NCNZ took on recommendations

2009

NCNZ confirms all second level nurses to be called ENs

and that they were to have a greater role in assessment, and work as part of a team with RNs

2010-2012



Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand



Enrolled
nurse
badge

60 years of enrolled
nursing in Aotearoa
New Zealand

2011

18-month EN
Diploma
commences

**EN scope of practice
broadened**

Direction and delegation is
removed to include that ENs must
work with access to, and seek when
appropriate, guidance from a
registered nurse or other registered
health practitioner

2023

2024

New EN education
standards published

**New EN standards of
competence published**

2025

As of March 2025:
2,459 Enrolled Nurses
with current APCs



Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand

Our Shared Role – Public Safety

The Council's role under the Health Practitioners Competency Assurance Act 2003, (HPCA) is to protect the health and safety of members of the public by ensuring nurses are adequately educated with appropriate qualifications, and that nurses maintain their competence to practice over their lifetime in practice (continuing competence requirements).

The Council is also able to take action when a nurses practice falls below the required standards, or if the nurse has a health related condition that may impact their practice.

The key is achieving the balance between standards that support public safety, reflect the context of nursing and at the same time uphold the professional standing of the profession.



Enrolled Nurse Scope Review

The Review looked at the three key components to a Scope of Practice:

- The **Scope Statement**, which describes the nature of the role.
- The **(Nursing) Competencies**, which describe elements of competent practice that reflect the scope.
- The **Education Standards**, which describe how education providers and programmes create competent practitioners.



Ngā mihi nui



Enrolled nurse design group, enrolled nurse scope review 2023-2025

Catherine Byrne, Nursing Council (Chief Executive)

Angela Joseph, Nursing Council (Director, Professional Standards)

Waikura Kamo, Nursing Council (Kaiwhakahaere)

Jane MacGeorge, Nursing Council (Clinical Project Lead)

Michelle Prattley, NZNZ (EN Section Chair)

Robyn Hewlett, NZNO (EN Section Scope Advisor)

Suzanne Rolls, NZNO (Professional Nurse Advisor)

Coral Wiapo, Auckland University (NP & EN Workforce Development)

Kerri Nuku, NZNO (Kaiwhakahaere, Te Poari)

Mairi Lucas, NZNO (Nursing & Professional Services Manager)

Carolyn McCullough, Te Whatu Ora (Canterbury)

Sue Hayward, Te Whatu Ora (Waikato)

Margaret Pearce, Ross Home and Hospital

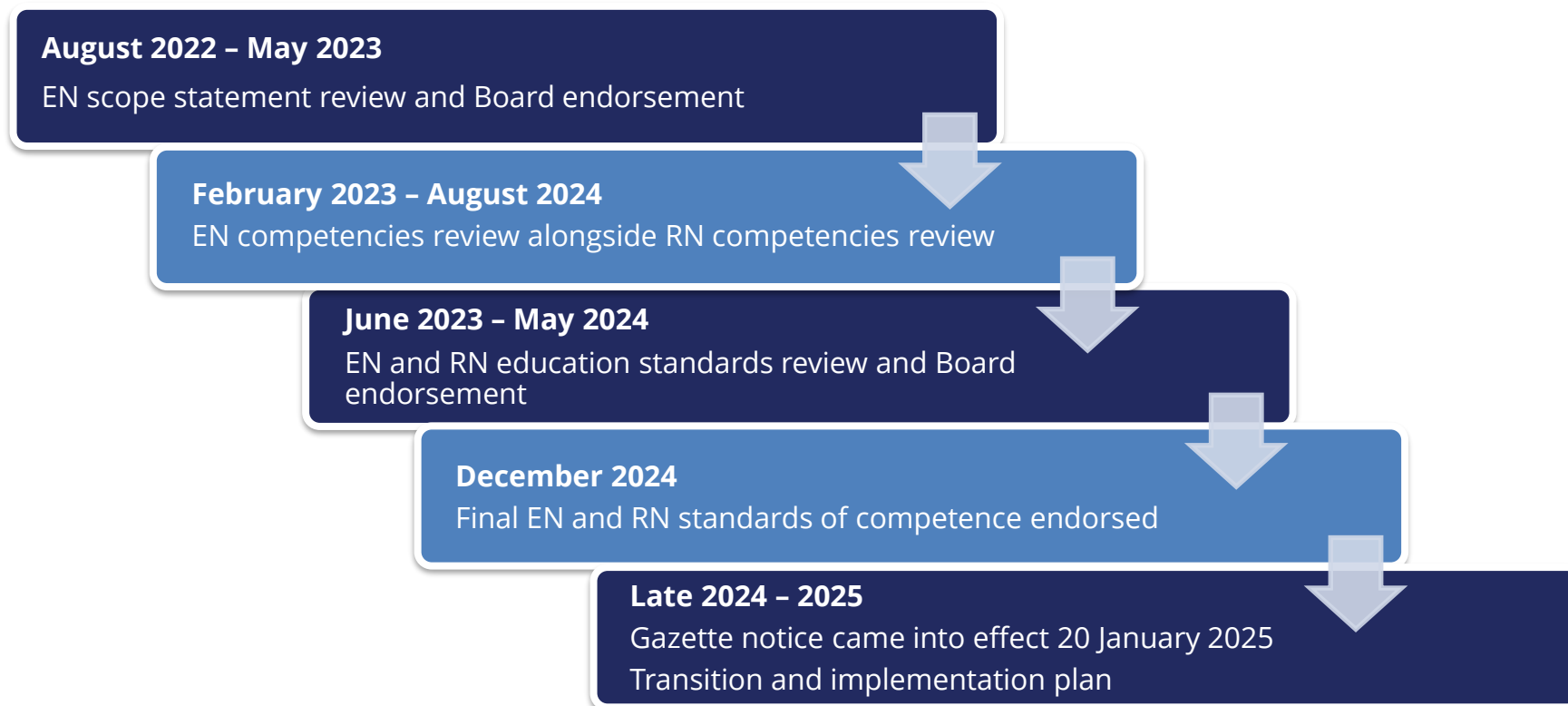
Johanna Rhodes, Te Pūkenga (SIT)

Lorna Davies, Te Pūkenga (Ara)



Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand

Project Timeline 2022-2025



This is What We Heard

"As a section we support the proposed Enrolled Nurse Scope Statement. We support the future of our Enrolled Nurses and want them to grow."



Whitireia students Christina Funaki
and Luana Carins-Coelho Lazano
Source: NZ Doctor

"The revised scope recognises Te Tiriti and is based on a partnership and collaborative model with patient, whanāu, and other health professionals."



“Strong focus on mātāpono of the Kawa Whakaruruhau framework.”

“We believe and hope that with this new revised scope of practice, that employers around New Zealand will embrace the Enrolled Nurse and allow them to work fully to the new scope.”



Source: Healthcare Academy of New Zealand

“The scope statement illustrates how graduates from the Diploma of Enrolled Nursing will develop and progress ongoing knowledge within employment opportunities to achieve their potential and contribute successfully in various health contexts.”



“Very positive step – gives incentive to EN to strive.”
“I highly support this. This makes me excited ENs will be finally valued.”



Source: WITT

“It recognizes the Enrolled Nurses will be able to work to their educational preparation and practice experience with guidance from an RN or registered health professional when required.”



Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand

"I believe this opens up opportunities and abilities for Enrolled nurses."

"The new statement clearly defines the role of an Enrolled Nurse by removing barriers e.g. removing direction and delegation and replacing it with partnership and collaboration."

"We are in full support of the inclusion of cultural safety as a part of these standards of practice for enrolled nurses, as we believe this will help create safer experiences for the communities we serve."



Source: Whitireia & WelTec



Incorporating te reo Māori and Māori concepts:

The Council recognises the importance of Te Tiriti o Waitangi in nursing practice and education.

The standards of competence include both Māori kupu (words) and English terms for each standard. These are not direct translations but are used together to add depth and meaning.

The *pou* (pillar) is a significant symbol in Māori culture, representing identity, heritage and the connection to land and traditions. In this context, the *pou* tells the story of core nursing values and the integration of a Māori worldview into professional practice.

Māori kupu explained: kawa whakaruruhau, whakapapa centred care, whanau, tikanga Māori, Maanaki, rongoa



Common kupu in scope and standards of competence

Pou: a pillar or anchor that supports and guides the foundations of practice.

Whakapapa centred care: understanding relationships and ancestry.

Manaakitanga: care, respect, and hospitality.

Whanaungatanga: forming and maintaining relationships.

Kawa Whakaruruhau: cultural safety in Māori context.

Pūkengatanga: expertise, skill, competence, depth of knowledge and ability.

Rangatiratanga: in nursing upholds the dignity, rights and values of all, addressing the needs and aspiration of Māori.

Rongoā: Traditional Māori medicine.



Changes– enrolled nurse scope

Recognises **Te Tiriti o Waitangi and kawa whakaruruhau (cultural safety in the Māori context) and cultural safety** as foundational to nursing practice.

Recognises the accountability of the enrolled nurse to provide nursing care to their level of **education, assessed competence and experience**.

Introduces new concepts such as **whakapapa-centred care**.

Must work with **access to, and seek when appropriate**, guidance from a registered nurse or other registered health professional

Scope has expanded the potential of enrolled nurse practice – across the lifespan and all practice settings



Standards of Competence

Pou One and Two

Enrolled and Registered Nurses

Pou one: Māori health

Reflecting a commitment to Māori health, enrolled and registered nurses must support, respect and protect Māori rights while advocating for equitable and positive health outcomes. Nurses are also required to demonstrate kawa whakaruruhau by addressing power imbalances and working collaboratively with Māori.

Pou two: Cultural safety

Cultural safety in nursing practice ensures enrolled and registered nurses provide culturally safe care that is inclusive, responsive and equitable. This requires nurses to reflect on their practice and understand their cultural identity and the power imbalances between the nurse and the recipient of care.



Pou Three, Four And Five

Enrolled Nurses

Pou three: Whanaungatanga, partnership and communication

A commitment to whanaungatanga, partnership and communication requires enrolled nurses to work in partnership, using a range of communication techniques, to work effectively with individuals, whānau, communities and the interprofessional healthcare team.

Pou four: Pūkengatanga and knowledge-informed practice

Pūkengatanga and knowledge-informed practice requires enrolled nurses to use clinical knowledge and expertise to undertake a nursing assessment, inform clinical decision-making and provide safe care to individuals, whānau and communities. Enrolled nurses integrate clinical and cultural expertise and acknowledge people's unique and diverse values and circumstances.

Pou five: Mana hautū, professional accountability and responsibility

Mana hautū, professional accountability and responsibility in nursing practice, requires enrolled nurses to provide care within professional, ethical and legal boundaries to ensure safe quality nursing practice that upholds people's rights, confidentiality and dignity.



Some Data

Nurses with current APC by registration year

Scope of practice	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Enrolled nurse	2,469	2,378	2,411	2,442	2,459
Registered nurse	59,803	62,429	66,505	75,474	82,106
Nurse practitioner	533	612	705	787	897
Total	62,805	65,419	69,621	78,703	85,462

NCNZ annual and quarterly
reports 2020-2025

Enrolled nurses added to the register

	2020-2021	2021-2022	2022-2023	2023-2024
NZ graduates	160	139	228	265
Internationally qualified	31	44	42	37
Total	191	183	270	302

NCNZ annual reports, 2021-2024



Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand

2012-2013 Nurse Cohort

3,046 nurses were added to the register in the 2012-2013 registration year. The Nursing Council has published 6 reports presenting data related to this cohort of nurses since 2014

150 enrolled nurses registered in the 2012-2013 registration year

25% identify as Māori

8% identify with a Pacific identity

30% were still practicing as ENs by 2023

15% have completed additional qualifications and become RNs by 2023

1,639 registered nurses registered in the 2012-2013 registration year

12% identify as Māori

9% identify with a Pacific identity

71% were still practicing as RNs by 2023



‘Kia whakatōmuri te haere
whakamua’

*‘I walk backwards into the future with
my eyes fixed on my past’*



Lets talk about tuakana-teina

- Experienced enrolled nurses contribute to the learning of their peers through the tuakana-teina model, fostering shared growth, mutual respect, and collective knowledge.
- Nurse-to-nurse support that reflects tuakana-teina values — grounded in whakapapa, relational trust, reciprocity, and mutual respect — rather than hierarchy.
- A relational approach to guided learning where teina are supported to grow in confidence and competence under the nurturing guidance of tuakana, within clinically and culturally safe, empowering spaces.



Review of Nursing Education 2025

- The Council has commissioned an independent review of nursing education in Aotearoa to determine a future vision for nursing education in New Zealand
- This is an opportunity to think and shape how nursing education is delivered for the future
- The last formal review was undertaken by KPMG in 2001 –nearly 25 years ago



Why now?

- Significant disruptive changes to health and education delivery
- Unprecedented change to the polytechnic sector, with the development of Te Pūkenga, the investment in a unified business model and the restructuring of Te Pūkenga back to individual entities with a focus on financial sustainability
- Reported financial challenges experienced by the University sector
- Changes to the delivery of education with the use of advancing technology
- Social and cultural changes with an increased focus on Te Tiriti o Waitangi and the urgent need to address health inequities
- Changing population demographics
- Increased expectations and the necessity for tertiary providers to attract and retain staff with high levels of academic qualifications and skills
- Shifting balance of tertiary providers and new courses
- Expectations regarding contributing to and leading research in nursing
- Positioning of post graduate study within the context of the reform of vocational education



Looking Ahead

- You are not ‘just enrolled nurses’ – you are the backbone of the health system, you are the steady hand during very complex and uncertain times, you are the heart that listens and the head that practises with intelligence and wisdom.
- Carry yourselves with pride –keep learning, we are all tuakana teina at various points in time and please NEVER underestimate the impact you have on the people you provide care to.
- “He aha te mea nui o te ao? He tangata, he tangata, he tangata”



+NEWS | In print

Enrolled nurse's care in a suitcase



Fiona Cassie
fcassie@nzdoctor.co.nz

Wednesday 17 August 2022, 01:52 PM



Enrolled nurse Maudie Paul-Palmer with the new wheels she uses to provide outreach care to Kensington Health practice patients [image: supplied]

On home visits, enrolled nurse Maudie Paul-Palmer takes cervical-



MYSIT

ABOUT US

CONTACT US

FAQS

Search...

CAMPUSES

COURSES

ENROLMENTS


STUDENTS

INTERNATIONAL

Back

SIT Enrolled Nursing pass rate a perfect 100%

Publish Date: Wednesday, 7 February 2024



News, Articles, Nursing & Health Science

#SIT Invercargill #Invercargill #News #Nursing

SIT | Te Pūkenga Enrolled Nursing graduates consistently among the best in New Zealand, based on the latest Nursing Council exam pass rate.

SIT Enrolled Nursing graduates had an **successful year in 2023**, based on the Examination results from the Nursing Council allows them to practise as nurses in New Zealand. In the December 2023 national exam results, SIT Enrolled Nursing graduates achieved a perfect pass rate of 100%, exceeding the national average pass rate of 86.9% by more than 13%.

SIT Acting Head of School of Nursing (SoN) and Post Graduate Programme Manager, Karyn Madden. SIT students achieved perfect pass rate of 100% in the December 2023 Enrolled Nursing exams.

RNZ

Home

News

Radio

Podcasts & Series

Topics

Te Ao Māori

New Zealand

World

Politics

Pacific

Te Ao Māori

Sport

Business

Country

Local


NEW ZEALAND / HEALTH

Wintec enrolled nursing diploma students achieve 100% pass rate

4:45 pm on 2 February 2024

Share this

Libby Kirkby-McLeod, Reporter



Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand

Ki te kotahi te kākaho, ka
whati; ki te kāpuia, e kore e
whati.

*When we stand alone we are
vulnerable, but together we
are unbreakable.*



Acknowledgements

- The members of the Enrolled Nurse Section
- The members of the enrolled nurse design group
- The enrolled nurse design group Māori rōpū
- Dr Margaret Hughes for her timeline of the evolution of a nursing supervision, direction, and delegation role in New Zealand
- Heather Wood – NZNO librarian



Any pātai?



Te Kaunihera Tapuhi o Aotearoa
Nursing Council of New Zealand