

# **Enrolled Nurse Support into Practice Programme (ENSIPP)**

**Health New Zealand Te Whatu Ora Capital, Coast & Hutt Valley**

**47<sup>th</sup> Annual EN Section NZNO Conference May 2025**

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**Do you remember your first year as a nurse?**



# Presentation Overview

- ENSIPP overview
- ENSIPP within Capital, Coast & Hutt Valley
- Future & goals of ENSIPP and EN professional development

# Congratulations

- 60 years of Enrolled Nursing in Aotearoa New Zealand  
*To every enrolled nurse past and present, thank you!*
- Greater Wellington EN Section Conference
- EN Scope of Practice



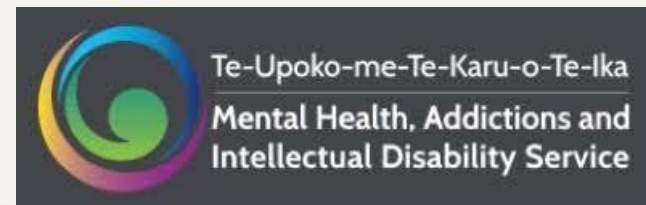
**Enrolled Nurse Section**  
NEW ZEALAND NURSES ORGANISATION



# EN Workforce at Capital, Coast & Hutt Valley

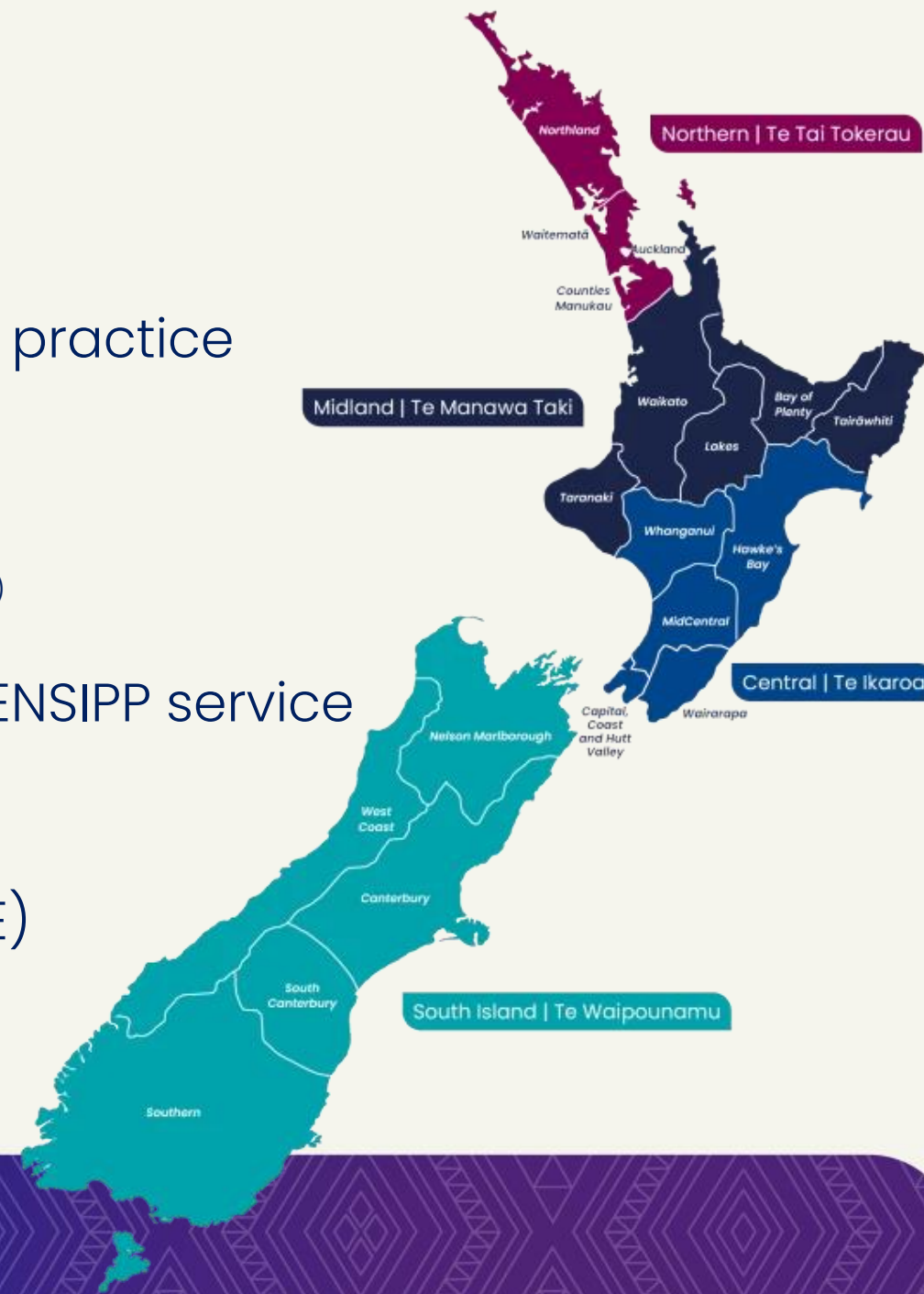
- Total number of ENs in Aotearoa = **2,471**
- New ENs in Aotearoa between July-Dec 2024 = **114**
- EN workforce in the Wellington region is approx. **8.9%**
- Health NZ CC&HV hospital setting= **123** (includes 73 ENSIPP)
- Health NZ CC&HV MHAIDS= **37** (includes 28 ENSIPP)
- Primary Health & Aged and Residential Care = estimate **108** (includes 20 ENSIPP)

Nursing Council of New Zealand, 2024



# ENSIPP Overview

- Support graduate ENs during their first year of practice
- National Learning Framework (Health Workforce NZ, 2020)
- 17 ENSIPP across Aotearoa New Zealand (ACE, 2025)
- Variation in programmes but consistent with ENSIPP service specifications
- Apply via Advanced Choice Employment (ACE)



# Capital, Coast & Hutt Valley ENSIPP

- First ENSIPP cohort in 2020
- Since 2022, two recruitment processes inform one cohort
- EN graduates employed into:
  - Hospitals- Wellington, Hutt Valley, Kenepuru
  - MHAIDS
  - Aged and Residential Care
  - Primary Health & Community Nursing
- Promote employment of our Māori & Pacific ENs





# Graduate Support

- Clinical orientation
- Preceptorship
- Clinical coaching & pastoral support
- Professional supervision for our MHAIDs graduates
- Monthly visits with senior nursing team
- Encourage EAP/Raise/Piki
- Individual Learning Plan



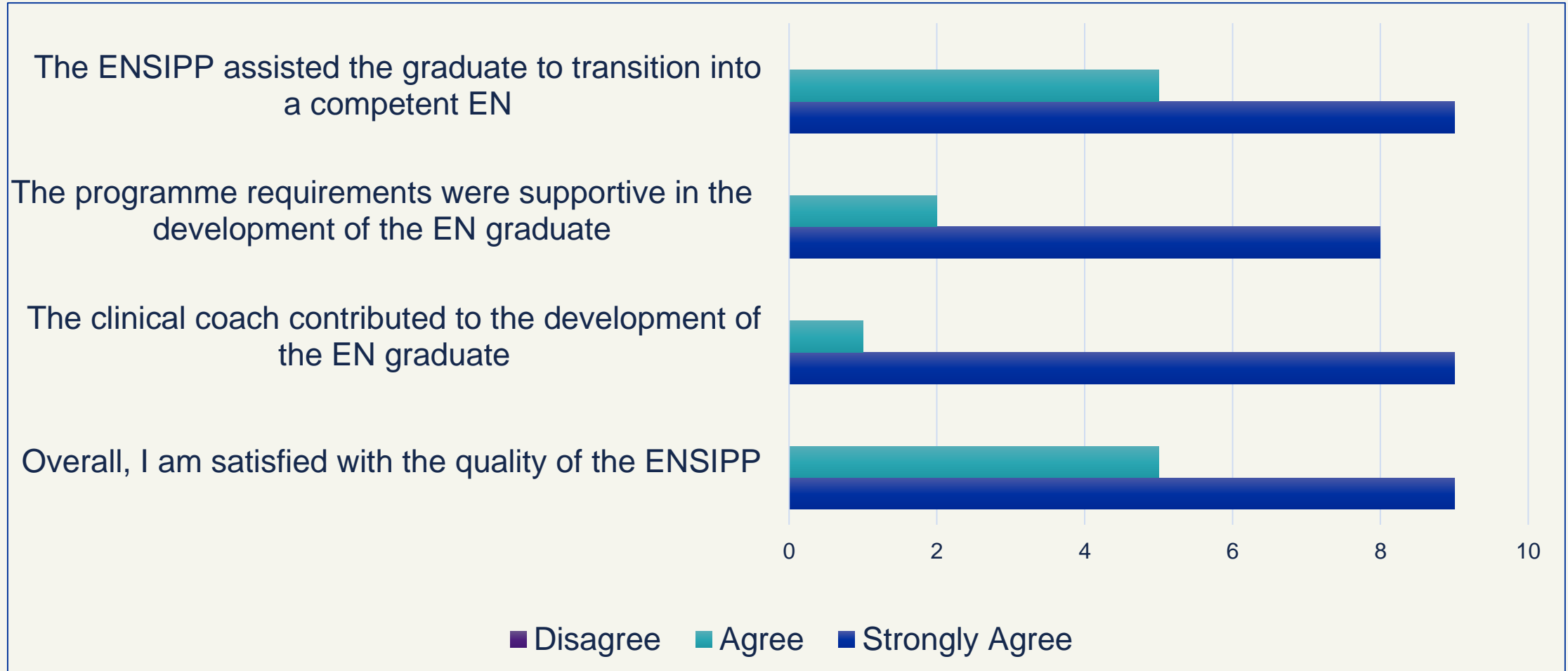


# Programme Requirements

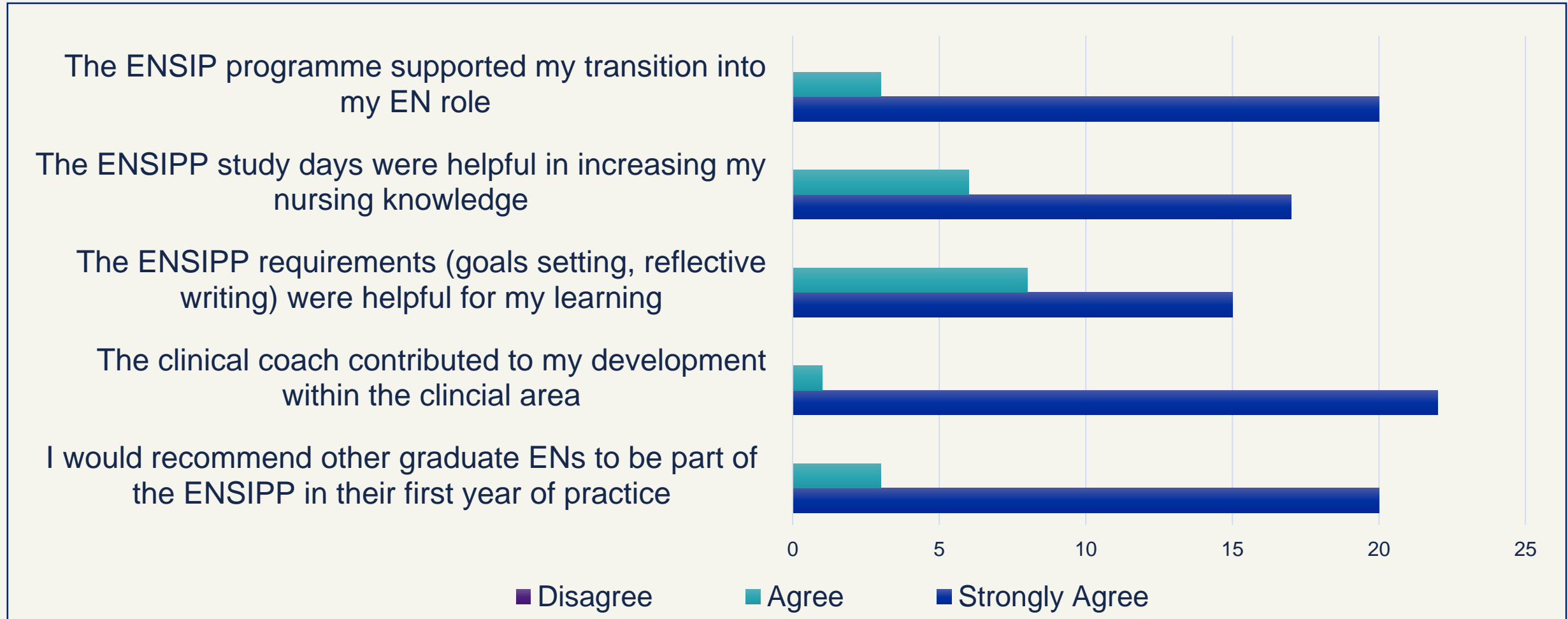
- 10 Study days
- Goal setting
- Clinical Nursing Assessment (CNA)
- Mid-Year Formative/Appraisal
- Competent portfolio on PDRP



# 2024 Evaluation: Managers/Educators

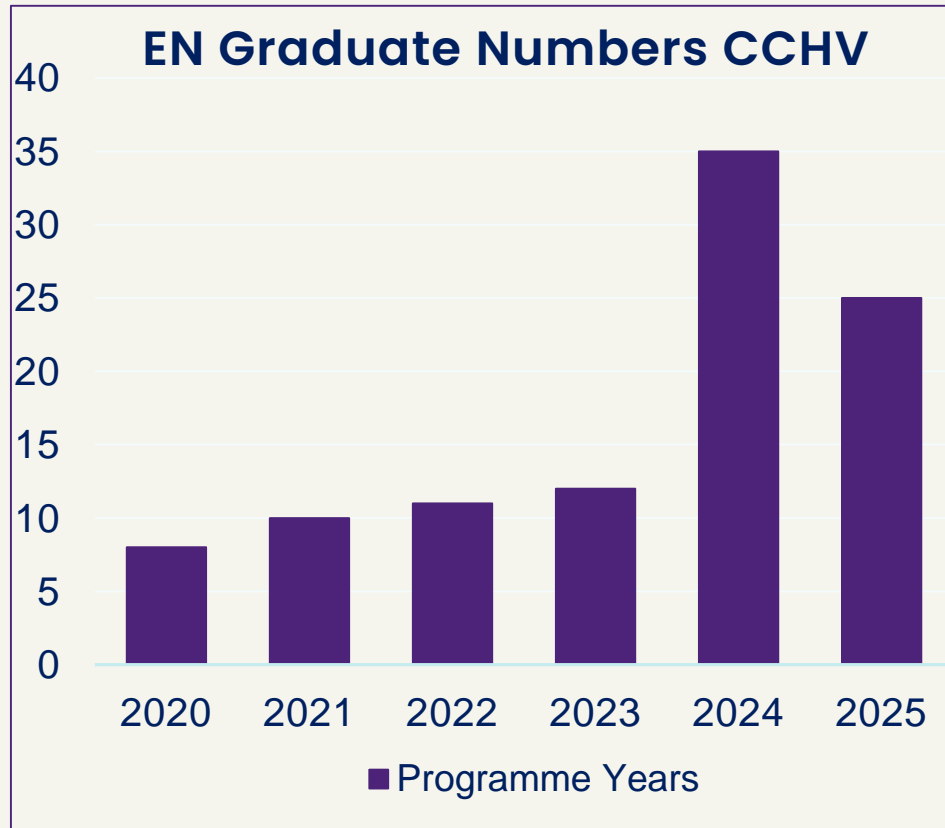


# 2024 Evaluation: Graduates





# Programme Growth



- Continuous programme growth since 2020
- Now one of the biggest ENSIPP
- Largest cohort to date was 2024- 35 graduates
- Increase in the diversity of clinical areas:
  - 2020-2022- hospital settings & MHAIDS only
  - 2023 – first EN in our paediatric department
  - 2024 – first ENSIPP in primary health care
  - 2025- Increase from 3 – 18 ENSIPP in MHAIDS
  - 2025- 25 in ENSIPP

# Programme Growth Strategies

- 2022- The graduate programme coordinator ENSIPP
- Every opportunity to talk ENSIPP:
  - Nurse leadership and managers across HSS, MHAIDS
  - Nurse leadership in primary health/community & aged and residential care
- Face-to-face building relationships
- In-service education
- Optimising student placement
- Preceptorships courses

# Programme and District Successes

- EN Clinical Coach
- Professional supervision for MHAIDS ENSIPP
- Electronic portfolios for all ENSIPP
- EN Professional Development Pathway
- National ENSIPP Coordinator Group
- ALERT training – reserved for ENs
- Micro-credentialing for MHAIDS ENs





# Forging Forward

- Support EN students and graduates
- Engage in professional development
- Challenge the current, ask questions
- Promote policy change in your districts
- Get involved with your district's ENSIP programme
- Challenge yourselves– new clinical areas, roles, clinical coach





# Ngā mihi nui, any questions?

# References

Health New Zealand Te Whatu Ora. (2025). Advanced Choice of Employment. <https://en.acenz.net.nz/>

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North, N., Leung, W., Lee, R. (2014). New graduate separations from New Zealand's nursing workforce in the first 5 years after registration: A retrospective cohort analysis of a national administrative data set 2005–2010. Journal of Advanced Nursing, 70(8), 1813–1824. doi: 10.1111/jan.12339

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