



Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION

Chairperson's Report

Enrolled Nurse Section NZNO

Annual General Meeting

22nd May 2024

Welcome to the Chairperson's report and review for 2023/2024.

Well it is hard to believe it was a year ago that I was presenting the 2022/2023 Chairperson report/review. The past year has been extremely busy and tiring for all nurses in health care settings across New Zealand. Most Healthcare settings are still facing the challenges they were facing last year. I'd like to thank everyone of you for your commitment to Enrolled Nursing and for continuing to work through the challenges we all face within our workplaces, no matter how big or small they may be. We have continued to meet with stakeholders at our face to face meetings, which have included NCNZ, MOH and NZNO.

NZNO

NZNO's Maranga Mai! campaign identifies five fixes needed to improve our health system. Maranga Mai! means 'Rise Up!' and this campaign is a call for NZNO members, whatever sector they work in, to come together and take united action.

We want to win the political and resourcing commitments needed to address the nursing and midwifery shortage crisis permanently – and across the whole health sector.

The five fixes identified in the Maranga Mai! campaign are:

1. Te Tiriti actualised within and across the health system.
2. More nursing and midwifery workers across the health sector.
3. Pay and conditions that meet members value and expectations.
4. More people training in the nursing and midwifery professions.
5. More Māori and Pasifika nursing and midwifery workers.

Collective Agreement

As you are aware the Te Whatu Ora collective agreement will expire on the 31st October 2024. I am pleased to advise you all that there has been two Enrolled Nurses selected for the bargaining team. I wish them all the best for being endorsed. Claims meetings have already been held throughout the workplaces. Claims that are being put forward that were not addressed in the last round of bargaining are as follows,

Safe Staffing, Actualising te Tiriti, Health and Safety, Pay Claim, Senior Nurse/Midwife wage scale review and any other additional claims that may be put forward.

Bargaining Timeline

May/June 2024 - Member campaign actions focused on safe staffing and Ratios Justice including Day of Action 9 May.

July 2024 - Meetings to endorse claims for bargaining and delegates on the bargaining team.

30 August 2024 - Initiate for bargaining (earliest possible date)

September 2024 - Bargaining dates with Te Whatu Ora

September 2024 - Potential escalating member campaign actions

31 October 2024 - Current CA expires.

We have also submitted feedback to a survey received by Paul Goulter asking four questions.

1. How can we increase the membership of our college or section? Currently it sits at around 12,000 members out of a total of 61,000 NZNO members. Given the criticality of Colleges and Sections this number is too low.
2. How can we make the membership of our college and section more active in the work of our college and section?
3. How can our College and Section be more influential in the decisions relating to our speciality?
4. What does effective leadership of your college or section look like?

NZNO AGM and Conference was held back in September at Te Papa, Wellington, Myself and Sharyn attended to represented the Enrolled Nurse Section. Day one was the NZNO AGM and Day two was Conference Day. The theme for conference was Challenging the System. We undertook in activities based on Challenges for Maori within the Aotearoa Health System. A discussion panel with a theme of Challenges for Nurses was also undertaken. I must say there were a lot of Enrolled Nurses in the room that were dissatisfied that there was no Enrolled Nurse on the discussion panel, especially when during the discussion that was taking place 3 HCA's got called up to have their say. As chair of the EN Section I made it very clear to the people needing to know how angry I was that this was allowed to happen and also how dissatisfied I was that yet again Enrolled Nurses get left out. Profiles of the speakers can be found on the NZNO website.

NZNO COLLEGE AND SECTION DAY 2024:

College and Section day was held in Wellington on the 15th March 2024. Both myself and Sharyn attended this day to represent the Enrolled Nurse Section. This was a successful day with presentations from Anne Daniels and Kerri Nuku who outlined current challenges facing nursing and an overview of the NZNO work over the past year. Paul Goulter Highlighted the importance of the college and sections to represent their specialty, he also challenged us to grow in membership numbers, lift member involvement and influence and to consider any barriers which may need to be addressed to enhance their Mahi. Grant

Brookes provided an overview of the Constitutional review, the purpose and process for the review. Rob Zorn spoke about communications support for the colleges and sections. Paul Flynn gave an update on the improvements being made to the membership database. NCNZ presented on the Scope review work and the IQN workforce changes. Jane Lawless presented on Why Words Fail Nurses changing the narrative on Nursing. The College and Sections also did a five minute presentation on what they had achieved over the past year. Our presentation outlined our successes, challenges over the past 12 months and also goals for the future.

Success:

Review of Scope of Practice, education standards and EN Competencies.
Conference 2023

Ongoing stakeholder engagement with Office of the Chief Nurse, Te Aka Whai Ora Chief Nurse, Te Whatu Ora Chief Nurse, Nursing Council of NZ

Challenges:

Retaining Nursing Staff and inclusion of Enrolled Nurses in the paid workforce.
Study and progression of Enrolled Nursing roles.
District variation of enrolled nursing practice due a history of bias and restrictive policies.

Future:

Bridging Programme – Recognition of knowledge, skills and prior learning.
Implementation of the new Enrolled Nurse scope of practice and competencies
Growing the Enrolled Nurse Section membership and participation.
Recognition of Skills - To be standardised throughout the health system nationally.

ENROLLED NURSE SCOPE OF PRACTICE REVIEW

As you heard from NCNZ this work is still ongoing. The Scope Statement was launched at last years conference but cannot come into affect until it has been gazetted. Work is continuing on the Education Standards and the Competencies. A big thankyou to all those that put in feedback on the Education Standards and Competencies consultation.

PAY EQUITY

Pay Equity has finally been finalised and accepted within Te Whatu Ora, although we understand there are still ex Te Whatu Ora employees still waiting for the entitled payments. Unfortunately non Te Whatu Ora workforce are still battling and waiting for Pay Equity to be resolved.

ENROLLED NURSE SECTION NZNO, ENROLLED NURSING MARKETING STRATEGY

This is still work in progress by the Enrolled Nurse Section NZNO National Committee and we have been working with the NZNO Communications and Media Advisor Rob Zorn to

progress this. We met with Rob in February this year where we explored the options of setting up a website. Rob has made a start setting this up for us and is a work in progress.

ENROLLED NURSE POSITIONS WITHIN NEW ZEALAND

These continue to be advertised, with new employment opportunities opening up for enrolled nurses across New Zealand. These opportunities are not only within Te Whatu Ora but in Aged Care Facilities, Community and Primary Health.

DIPLOMA OF ENROLLED NURSE PROGRAMME

Otago Polytechnic Te Pukenga had 30 students

Southern Institute of Technology TBC

Ara Te Pukenga Canterbury had 53 students stated this year, 39 Sitting state in July

Northtec 39 students

Wintec TBC

MIT had 50 students start this year, 34 sitting state in July

ENROLLED NURSE SECTION NZNO AWARD TO A GRADUATING ENROLLED NURSE FROM EACH POLYTECHNIC IN NEW ZEALAND

“Demonstrating Leadership Skills” is the Enrolled Nurse Section NZNO National Committee award given to a new enrolled nurse graduating from our Polytechnics throughout New Zealand each year. Most of our regional enrolled nurse sections also give an award at each graduation and gifts to all the enrolled nurse graduates. Graduating ceremonies have occurred at Wintec, Northtec, Ara, Otago Polytechnic and Southern Institute of Technology.

MEMBERSHIP OF THE ENROLLED NURSE SECTION

Our current membership is sitting at 660. We have had a slight increase in numbers since the same time last year which was 656. We are working with Rob Zorn currently to establish a website, and also working with NZNO on ways we can increase our membership. We are hoping to capture the students who have started the Diploma this year to join the section. Enrolled Nurses who are members of NZNO can now join online at https://www.nzno.org.nz/groups/colleges_sections/sections/enrolled_nurses/join_us

Membership numbers per region

Active Regions

Southern – 131

Canterbury – 149

Top of South – 17

Greater Wellington – 60

Greater Auckland – 103

Midlands – 57

Bay of Plenty/ Tairāwhiti - 31

Tai Tokerau/Northland – 36

Non-Active Regions

Central - 56

Hawkes Bay - 9

Westcoast - 10

GENERAL

En's are concerned for future careers and the role of the Enrolled Nurses with what is going on regarding the HCA's roles. We have heard that the HCA Oversight Committee is trying to get NCNZ to give them a Scope of Practice, there is also talk around more rumination and another step to be put forward as a claim in the next round of bargaining later this year. They are also wanting a career pathway. The National committee have had several conversations with Paul Goulter around this situation on numerous occasions. We have had an email sent to us from one of the co-chairs of the HCA Oversight Committee asking to open up a discussion between the two groups. The email states that they we are aware that their current efforts have raised some concerns among ENs, especially when discussing how our goal for the HCA will fit within the nursing team. There has also been some feedback on specific goals such as the addition of some clinical skills, discussion of a future scope, etc. It also states that they feel that there are still a lot of misconceptions out there, and hope that opening communications with the EN Section directly should help alleviate many of those concerns. They have also spoken with Mary Longmore and published an article in Kaitiaki to help clarify some of these concerns as well. The EN Section Committee were not aware of this until it had been published.

The part of the article that makes comments around the Enrolled Nurses is under the heading, I KNOW A LOT OF NURSES – ESPECIALLY THE ENs – ARE AFRAID OF US COMING INTO THEIR TERRITORY and goes on to say.

But it would not veer into the territory of enrolled nurses (ENs), whose scope was much broader, including giving medication, he said.

"I know a lot of nurses — especially the ENs — are afraid of us coming into their territory," Deibert said. But kaiāwhina only wanted to be a safe, effective and complementary member of the wider nursing team.

"We're all part of that nursing team – but right now we hit a roadblock when we get to a certain point and we have to start over if we want to go to the clinical side, so we're trying to bridge that gap a bit," Deibert said.

We have responded to the email and stated we will be interested in meeting with them and that we will be in touch to arrange this.

THANK YOU'S & APPRECIATIONS

As I come to the end of my two-year term as chairperson, I would like to say a huge thank you to the National Enrolled Nurse Section Committee, Regional Section Committees and Suzanne Rolls for their support to me over the past two years as chairperson of the National Enrolled Nurse Section. This has been greatly appreciated and has not gone unmissed. A huge thank you to Suzanne Rolls, NZNO Professional Nursing Adviser, for the Enrolled Nurse Section NZNO. Suzanne is one of the biggest advocates that we have regarding Enrolled Nursing in New Zealand and mentions Enrolled Nurses and the employment of Enrolled Nurses at every chance she gets. I thank Suzanne for her support, commitment and advice over the past year. Sharyne Gordon our administration support person, in Wellington, a big thank you for all your assistance to me and the national committee. Your support and help have been invaluable. In closing to all our Enrolled Nurse Section members in New Zealand

remember you are all valuable members of the nursing team, wherever you work, your experience, knowledge, and nursing skills will take you into the future and beyond. Take every opportunity you can to increase your knowledge and experience. The nursing world is your oyster.

All the very best for the coming year
Michelle Prattley
Chairperson
NZNO Enrolled Nurse Section