

Professional Nursing Adviser Report:

Enrolled Nurse Section NZNO AGM May 2025

Thank you to the national and regional committees for your commitment to the profession of enrolled nursing, which is widely regarded. The pillars of clinical practice and professional leadership are genuinely exemplified in the section.

Thanks to the Greater Wellington Region Enrolled Nurses for hosting the 2025 conference and highlighting enrolled nursing in NZ.

I am grateful for Michelle Pratley's leadership, who has successfully steered the EN Section this past year as Chairperson. The National Committee is passionate about the section's future, enrolled nurse regulation and employment opportunities.

I give special thanks to outgoing members of national and regional committees. Your contribution to the nursing profession is valued. NZNO relies on members to provide generous time and expertise to make the section function, change the health system, and promote the worth of enrolled nursing.

We have a solid foundation with a changed scope of practice and ongoing redesign of the EN competencies and education standards. Now comes the hard part—implementing the scope and standards of competence into the health sector. Enrolled nurses have the knowledge and skills to implement the requirements of the scope and standards. Nurses need to be ambassadors of their practice now and into the future. I am under no illusion that the climb to use the scope and standards of competence will be tremendous. History has shown us that.

The Ministry of Health released a document called – "Putting Patients First – modernising the health workforce." This document undermines the nurse's role, putting political mandates ahead of public safety and replacing the profession's role with government priorities. NZNO had objected to this attack on health workforce's regulation. It is important all nurses get involved in the fight back against this attack on public safety. However, we see the overreliance on unqualified health workers displacing nurses in all areas of health.

The EN section and NZNO must advocate for a substantial increase in enrolled nursing student numbers, increased transition to practice opportunities, improved clinical environments that utilise ENs, and full employment of enrolled nursing graduates. Enrolled nurses must be in the nurse-to-patient ratio discussions and outcomes. It is disappointing to see a lack of strategic and funding from Health New Zealand for enrolled nurse graduates and employment into aged care and primary care. Enrolled Nurses were excluded from this initiative. Why is that? Its time to challenge the employer and funding for enrolled nurses.

NZNO's Maranga Mai strategies and actions are well underway. The NZNO's all-encompassing Maranga Mai! campaign aims to win the political and resourcing commitments needed to address the nursing crisis permanently across the whole health sector. Maranga

Mai! is a call to every nurse, everywhere – and to the broader community – to "rise up" and get behind us. <https://maranga-mai.nzno.org.nz/>

Here are some of the activities of the Professional Nursing Adviser (PNA) team of NZNO over the last year, interspersed with some related activities of the wider professional and industrial services staff:

1. **Care Capacity Demand Management (CCDM)** All Professional Nursing Advisers are engaged with Te Whatu Ora CCDM programmes alongside organisers and member delegates. Many clinical areas are undertaking staffing methodology processes, which include FTE calculations. The challenge is ensuring Health NZ employs the numbers required to meet acuity.
2. **Advise lawyers and other NZNO staff (such as organisers) on the risks to nursing practice and the implications for patient outcomes.**
3. Nursing advisers continue to **work with members to respond to proposals for change in workplaces** and to **individual members seeking support with professional topics** (e.g. performance Improvement plans, ethical concerns and breaches of standards).
4. Implementation of the College and Section forum and induction days. These successful meetings include the ability for members to engage with each other and share expertise. Attendance at both of the meetings

The NZNO 2024-25 annual report will be available to members in September.

Welcome to the new committee members. I wish the section all the success for the forthcoming year and look forward to working with the committees to reach your goals. We have more to do!

Suzanne Rolls, Professional Nursing Adviser
May 2025

