



NEW ZEALAND
NURSES
ORGANISATION

TŌPŪTANGA
TAPUHI
KAITIAKI O AOTEAROA

Enrolled Nurse Scope of Practice

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What is “Scope of Practice”?

A scope of practice is a broad description of the role associated with the educational preparation and level of the nurse. It is provided as a foundation for establishing standards of nursing practice, nursing education, nursing roles and responsibilities, and is defined within the legislative and regulatory framework of the country in which the nurse works (ICN, 2013).

International themes:

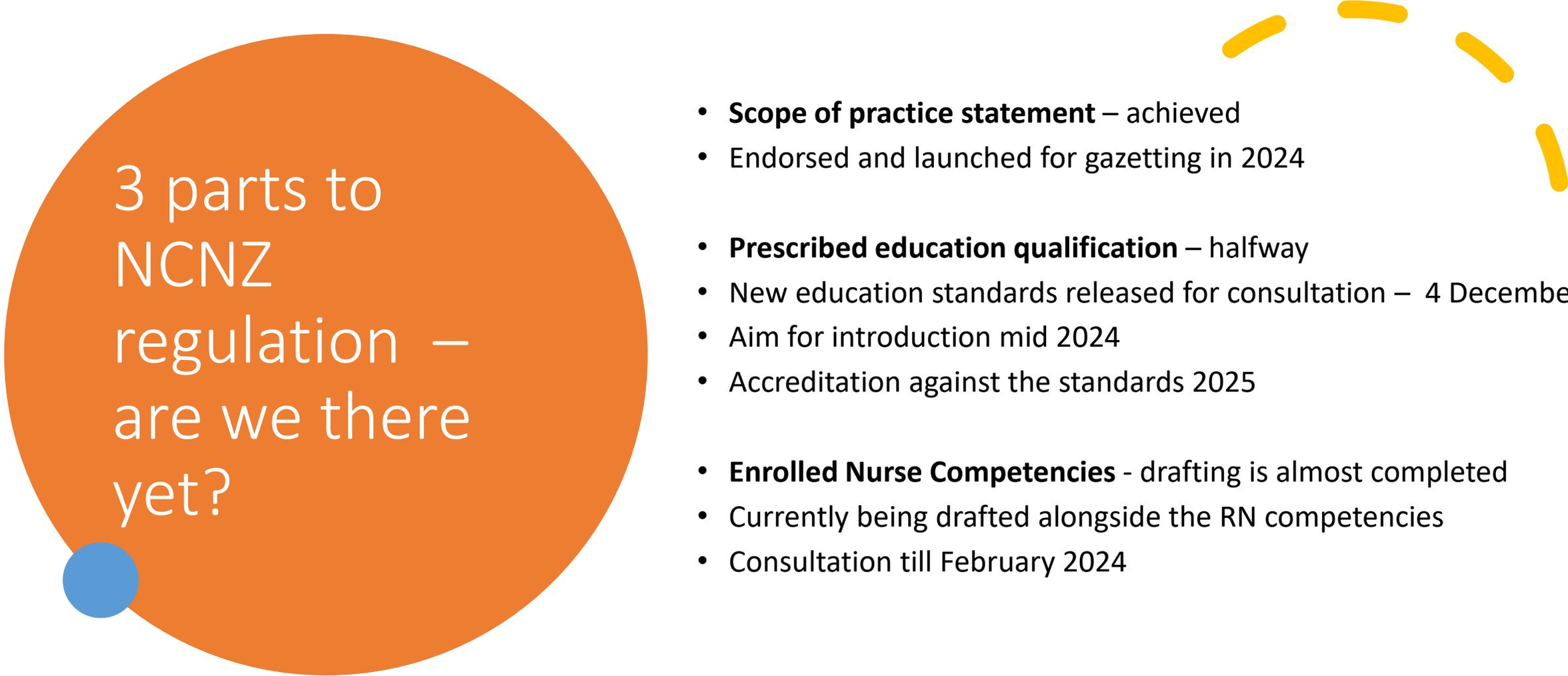
- Wide variety of approaches to define scope
- Highly variable with Managers being key decision makers (often restrictive)
- Confusion about scope in the HC team
- Desire for task lists and guidelines
- EN use higher where policies support a broad Scope

Background to the Scope change

Timeline

The proposed changes to the EN SoP reflected NCNZ's desire to modernise the current scope statement:

- clearly recognising commitment to and the position of Te Tiriti o Waitangi
- reflecting more breadth of practice in the scope statement
- removing specific prescription of tasks
- better reflecting the appropriate position of Enrolled Nurses with respect to Registered Nurses and other practitioners



3 parts to
NCNZ
regulation –
are we there
yet?

- **Scope of practice statement** – achieved
- Endorsed and launched for gazetting in 2024

- **Prescribed education qualification** – halfway
- New education standards released for consultation – 4 December
- Aim for introduction mid 2024
- Accreditation against the standards 2025

- **Enrolled Nurse Competencies** - drafting is almost completed
- Currently being drafted alongside the RN competencies
- Consultation till February 2024

NZNO feedback re draft Scope Statement

- Support for proposed EN statement
- Support for removal of D&D
- EN Title: Not NZNO role to determine title
- ENs are a valuable part of the health workforce and these changes enhance their knowledge and skills and offer new opportunities and challenges.
- Gains for ENs and the health sector

Other feedback on the draft scope

Questioning of the change to EN Scope prior to changes to RN Scope

Strengths:

- *Kawa whakaruruhau framework*
- *Working in partnership and collaboration*
- *Acknowledgement of education and training*

Weaknesses or potential risks

- *Current statement could be open to interpretation by employers and ENs placed in situations outside of their educational preparation.*
- *No clear differentiation between this and the RN scope.*



Final Endorsed Enrolled Nurse scope of practice

Enrolled Nursing in Aotearoa New Zealand reflects knowledge, concepts, and worldviews of both tangata whenua and tangata tiriti. Enrolled Nurses uphold and enact Te Tiriti o Waitangi ngā mātāpono – principles, based within the Kawa Whakaruruhau framework for cultural safety that promote equity, inclusion, and diversity.

Enrolled Nurses are accountable and responsible for their nursing practice, ensuring all health services they provide are consistent with their education and assessed competence, legislative requirements, and are supported by appropriate standards. This includes the right of Māori and other population groups to quality services that are culturally safe and culturally responsive.

The Enrolled Nurse works in partnership and collaboration with the health consumer, their whānau, communities, and the wider healthcare team to deliver equitable person/ whānau/ whakapapa-centred general nursing care, advocacy, and health promotion across the life span in all settings. An Enrolled Nurse's practice is informed by their level of educational preparation and practice experience, and may include a leadership or coordination role within the healthcare team.

*Enrolled Nurses partner with health and disability support consumers to initiate care, monitor, and enhance health status through nursing assessments, care planning, implementation, and evaluation of care. Enrolled Nurses work with access to and seek, when appropriate, guidance from a Registered Nurse or other registered health practitioner.**

Breaking it down.....



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Enrolled Nurse – education standards



Released on NCNZ website - for consultation for 6 weeks



Generic standards for all programmes (EN, RN, NP)



Individual schedules for EN or RN programmes

Consultation EN education standards

- **Standard One:** Te Tiriti o Waitangi partnership obligations
- **Standard Two:** Safe care for the public
- **Standard Three:** Academic governance, leadership, and partnership
- **Standard Four:** Programme of study – EN/RN schedules
- **Standard Five:** Ākonga/Student experience
- **Standard Six:** Ākonga/Student assessment
- **Standard Seven:** Emergency events



Consultation – Specific changes

- Pg 27-28
- Changes to credits and qualification level
- Reduction in clinical hours
- Simulated learning
- Recognition of prior learning
- Ability for ENs to sign off assessments



What does a competent enrolled nurse look like?



- Professional standing
- Equity and Pae Ora Act (Healthy Futures) , Te Ao Māori, Kawa Whakaruruhau, Cultural Safety, te Tiriti o Waitangi
- Attributes – diversity and inclusion
- Accountable for practice – decisions, omissions and actions, conduct
- Assures the public of competence
- Practises in challenging and adapting contexts
- Is positioned into the future - climate change and social determinants of health – Sustainable development goals

What is a competent Enrolled Nurse? elements to cover (resist the list)

Trusted by the community
(public protection HPCAA)
Positive aspects of being a
regulated practitioner

Pae Ora and Equity
Understanding and working
within te Tiriti o Waitangi
framework

Cultural safety demonstrated
in practice inclusive of Kawa
whakaruruhau

Demonstrates ethical
decision-making frameworks
Understands social
determinants of health and
social justice principles

Has the knowledge and skills
which provide improved
health outcomes

Understands the application
of the EN Scope of Practice
Practice at top of scope

Clinical judgement and
decision-making to inform
assessments, interventions
and prioritisation of care

Decision-making and the
ability to refer on when
appropriate

Assessment of deterioration
and escalation pathways

Understanding of emerging
diseases, population health
and public health

Contributes to the changing
practice environment –
climate change and
sustainability; social changes

Health and Safety, infection
control, safe Handling,
violence and aggression

Time management
Team work
Cohesion

Communication – health
team, Whānau, Consumer,
whanaungatanga (building
relationships). *Meet the
unmet need for whanau*

Patient education and Health
education

Able to mentor and preceptor
those undertaking nursing
education

Participates in Continuing
competence opportunities

LOOKING TO THE FUTURE



How might the EN role look different at your workplace?

- Include your contribution to nursing in your area of practice to reflect some the new aspects built into the scope of practice



What may need to change at your place of work to support you?

- Model of care/frameworks
- Policy
- Job descriptions
- Education and support
- Other considerations?



Use the key words in the new scope of practice to build your education goals for the year

Questions?



Useful resources

Cultural Safety:

NCNZ Guidelines for Cultural Safety, the Treaty of Waitangi and Māori Health in Nursing Education and Practice

NZ Health Quality and Safety commission

<https://www.hqsc.govt.nz/our-work/leadership-and-capability/kaiawhina-workforce/health-literacy-equity-cultural-safety-and-competence/>

(Has links to other references and links to webinars and learning modules)

NCNZ Consultation on Scope:

<https://www.nursingcouncil.org.nz/NCNZ/publications-section/Consultation/ENScopeStatementConsultation.aspx>:

Technical background document; Scope review document; new scope statement; timeline of EN practice in NZ
Links to presentations about investigation into EN scope/training/practice overseas and development of the role in NZ

NCNZ Consultation on EN Education standards:

https://www.nursingcouncil.org.nz/NCNZ/News-section/news-item/2023/10/Enrolled_Nurse_education_standards_consultation.aspx?WebsiteKey=60ff96d4-9981-4a6f-9e32-8e537523ec0e

Nursing pipeline work:

<https://www.tewhatauora.govt.nz/assets/Whats-happening/Work-underway/Taskforces/Nursing-Pipeline-Programme/Enrolled-Nurse-Recommendations-Paper-Dec-2021.pdf>

<https://www.nmbi.ie/Standards-Guidance/Scope-of-Practice/Considerations-in-Determining-Scope/Responsibility,-Accountability-Autonomy>