



2014 Enrolled Nurse Panel

We have a panel of leaders in health with us today who will contribute to the debate on enrolled nursing in NZ. The Enrolled Nurse Section wishes to thank you for accepting this invitation and making the time to share your viewpoints and future thinking about ENs in the health workforce.

Each panellist will be given five minutes to respond to the following question

“As leaders in health how do you foresee the future development and utilisation of the enrolled nurse role in the New Zealand Health System?”

I will open the floor for questions to the panellists.

I would like to introduce the panellists

- **Carolyn Reed**, CEO Nursing Council of New Zealand;
- **Memo Musa**, New Zealand Nurses Organisation, CEO;
- **Leanne Samuels**, Executive Director Nursing & Midwifery, Southern District Health Board;
- **Gillian Bremner**, CEO, of Presbyterian Support Otago;
- **Ray Anton**, Chairperson, Rural Hospital Network;
- **Kevin Hague**, Health Spokesperson, Green Party of Aotearoa, New Zealand;
- **Alison Hussey**, Senior Nursing Advisor, Office of the Chief Nurse, Ministry of Health.

Setting the scene.

We have come a long way since 2004. The past decade for enrolled nurses is a significant landmark of policy change, regulation changes, using the strategic leverage of the Enrolled Nurse Section ensuring ENs are part of the much needed health workforce in NZ. From 2009 to 2012 the landscape for enrolled nursing practice changed. The scope of practice was broadened by Nursing Council of NZ, alongside the competences and education standards.

It is timely that we have an open discussion regarding a shared vision and purpose for the future of enrolled nursing in NZ. Many generations of enrolled nurses have ensured (if not demanded) that Ens have a future in the NZ health system. The enrolled nurse section members ably led by the national committee have ensured any nursing or health issue under national debate has a comment or submission from an enrolled nurse perspective. It is important to acknowledge the volunteer time your regional and national committees across the country contribute to professional nursing debate in NZ.

Enrolled nurses are a generous, tenacious, visionary, and bold group of nurses. Enrolled nurses continued to progress their careers in all areas of nursing, including community settings, primary care, aged care and acute care in hospital settings.

Now enrolled nurse graduates are entering the workforce from the Diploma of Enrolled Nursing courses throughout NZ. The challenge from the Midland's conference was to ensure En students and graduates attended this conference and joined this community of ENs. We also have nurse educators from the polytechnics presenting for the 2nd year in a row at this conference. This shows the foundations of a good collaborative future. The en section national committee recently consulted on an extended orientation programme for newly graduated enrolled nurses – called Enrolled Nurse Support into Practice Programme.

Now we have employers looking at entrenched restrictive policies and enabling enrolled nurses to fully utilise their scope of practice and education. Most of the new initiatives have emerged as the consequence of the transition process the majority of enrolled nurses completed around 2011/12, or because of newly graduated enrolled nurses entering into the workforce.

Some Enrolled Nurses in the audience today remain in a space where their knowledge and skills are not fully utilised due to individual viewpoints and not professional regulation.

PROFILES OF DISCUSSION PANELISTS

CAROLYN REED

Carolyn Reed has been the Chief Executive/Registrar to the Nursing Council of New Zealand since February 2009. Prior to this appointment, Carolyn held the National Nursing Education Advisor role at the Council for four years.

In addition to providing leadership, Carolyn brings a passionate commitment to nursing and a desire to see the Nursing Council positioned as an organisation that leads by example and achieves a balance between preserving high standards of care and public safety while being open and responsive to an ever changing environment.

Memo Musa

Memo Musa is Chief Executive of the New Zealand Nurses Organisation.

He has held a number of senior executive roles in the health sector in New Zealand, (as Chief Executive of a District Health Board, Senior Advisor, Acting Group Manager, Ministry of Health including acting as Director of Mental Health), and the National Health Service, United Kingdom, (as Director, Mental Health, General Manager, Community Services which included District Nursing and Health visiting, mental health and learning disabilities). After training as a Nurse and Cognitive Behavioural Therapist in the United Kingdom he worked as a health professional in Mental Health and Learning Disability, both in secondary and primary care. He has held lecturing roles in the United Kingdom, and more recently held an academic role with the Universal College of Learning. He holds several governance or Trustee roles with community agencies or Non Governmental Organisation's.

Leanne Samuel

Leanne Samuel is a nurse and midwife with a passion for quality nursing and midwifery service delivery. She has held nursing leadership roles from Duty Manager and Charge nurse positions through to Chief Operating Officer and Executive Director Nursing and Midwifery roles over the last 20 years. In 2001, Leanne completed a Masters in Health Service Management when she worked in the Australian Health system.

Leanne is passionate about public health care and thrive in the highly pressurised and challenging health setting that is Southern DHB. They have over a 2000 nurses and midwives working in many different parts of the health sector and serve a resident population of 300,000 plus from the Waitaki south and thousands of tourists every year. SDHB provides an excellent standard of care.

This is evidenced by:

- Quality and audit processes
- workforce planning
- a commitment to contemporary Nursing and Midwifery education and Research
- Contemporary Models of Care

Nurses and midwives have so much more to offer the overall health and wellbeing of New Zealanders and areas relative to advanced practice opportunities and primary care in particular will be areas of great advancement for professional nursing practice.

Gillian Bremner

Gillian Bremner is CEO of Presbyterian Support Otago and came to this position 20 years ago following a background in nursing, midwifery and Health Service Management.

Presbyterian Support Otago is a major provider of services for older people with 428 residential care beds throughout Otago and FamilyWorks providing a wide range of child and family services. As well as a strong client focus the work of Presbyterian Support Otago has a strong focus on advocacy and community development.

Gillian is on the NZ Council of Christian Social Services and has a role in the Services for Older People Policy Group.

She is also a ministerial appointee on the Otago Polytechnic Council, a Director of the Dunedin Affiliate of Habitat for Humanity, and past Director of Well Dunedin PHO.

Ray Anton

For the past 12 years Ray Anton has been the Chief Executive Officer of Clutha Health First (CHF) which is an Integrated Family Health Centre in Balclutha.

Clutha Health First includes an acute medical ward, primary maternity unit, outpatient clinics, community services, physiotherapy, x-ray, and a large GP practice. CHF is a community owned health trust. Prior to this role he was the strategic planner for the Southern DHB and has held previous roles with an international consulting company KPMG Peat Marwick as a manager of health care consulting. Ray is a graduate of the University of California as an Industrial Engineer and has completed a Masters in Management. Ray is an executive Board member of Rural General Practice Network and the Rural Hospital Network.

Kevin Hague

Kevin came to Parliament in 2008 directly from his work as the Chief Executive of the West Coast District Health Board. He was previously Executive Director of the NZ AIDS Foundation and has extensive experience in the health sector. For example, he was a member of the National Health Committee (2001-05) and Chair of the NZ Public Health Advisory Committee (2002-04). He also has a background in business.

Kevin has a long history of engagement and advocacy around the Treaty of Waitangi, conservation, including the West Coast Tai Poutini Conservation Board, and a wide range of cycling issues and gay rights.

His University training has been in physics, mathematics, Scandinavian Studies and post-graduate study in Public Health.

Alison Hussey

Alison Hussey (RN, MPhil Nursing) is a Senior Advisor in the Office of the Chief Nurse at the Ministry of Health. Before coming to the Ministry 22 months ago Alison worked for 17 years in nursing and leadership roles at Plunket.

Since joining the Ministry, Alison has been able to contribute her knowledge of child and family well-being to work on integration of maternal and child health services and to the work across Ministries on the Children's Action Plan. Alison's other responsibilities focus on reducing barriers so the nursing workforce, in all three scopes of practice, can contribute to it's full capacity to improve health outcomes for New Zealanders. Alison is the Office of the Chief Nurse lead on registered nurse prescribing. She is working closely with other Ministry teams and the Nursing Council on implementation of the Medicines Amendment Act, and on drafting of the omnibus Health Practitioner (Statutory References to Medical Practitioners) Bill. She also works on new graduate nurse recruitment, in particular improving recruitment of new graduates to aged care.

Questions to panellists

1. Putting funding restrictions aside, how will you ensure employment of enrolled nurses?
2. This conference is profiling enrolled nurse practice in NZ, how do you see these opportunities more widely explored in our health system?
3. As the population ages, and more health care is required, how would you approach employers who refuse to use or employ enrolled nurses?
4. What would you say or request of Health Workforce New Zealand about a strategy regarding enrolled nurses?
5. Plus other questions and comments from conference participants.

Concluding Remarks

Today we have heard a diverse range of opinions

The key points from the panel participants:

- Keep patient focused, based on individual stories of care and where it is required.
- It is simple, enrolled nurses enhance the skill mix of the nursing team. No excuses not to use ENs.
- The EN is able and capable to work anywhere. Funding to the commitment of employment of ENs, the sustainability of the EN supply and marketing the EN role
- Real challenges are present. Crowding in the workforce (NZQA level 4/5/6). A has ENs leadership skills to bring to the job, get the job done. Have a role in assessments, support plans, Interai, clinical reviews, specialist roles.

- Audit & Standards, real opportunities & but there are contractual barriers in full utilisation of ENs from MOH and DHBs.
- Need to have scopes of practice that fit the health needs, CCDM and quality and safety.
- Integral to have ENs in the health workforce, outlines of the Government priorities. The 3 scopes of practice working to their fullest capabilities, knowledge and skills as part of the nursing response.

Thank you for contributing to this discussion regarding a shared vision and purpose for the future of enrolled nursing in NZ.

The Enrolled Nurse Section is advocating for all ENs to be actively employed in all areas of health provision. ENs using their knowledge, skills and fully use their scope of practice.

It is exciting to see the alienating attitudes towards Enrolled Nurses changing by leaders that see ENs having a position and purpose in the NZ health system.

Please join me in thanking the panellists.

Panel Convenor Speech Notes

Suzanne Rolls, Professional Nursing Adviser, New Zealand Nurses Organisation