



EN's In Primary Health Care

Where are they now?

and

Where will they be in the
future?





Local Demographics

- Population = 42.5,000
- 23% maori (NZ 14%):
- 19.2% over 65 years (NZ 14%)
- 6.1% unemployed (NZ 5%)
- 43% annual income < \$20,000 (NZ 38%)
- 11% BA Highest qualification (NZ 20%)

- NZ Quick Stats (2013)

RED FLAGS

- Ethnicity (M/PI)
 - higher incidence and prevalence of most health conditions eg CVD, Stroke, Diabetes, mental health issues
- Lower SE status (5th most deprived DHB)NZ Dep 2006
 - increased correlation with poorer health outcomes (complications, QOL)
- Lifestyle factors eg Smoking
- Increased life expectancy



Tsunami **WARNING**

- Obesity: 1.1 million NZ adults (2013)
- 1/17 adults (205 000) diagnosed with diabetes (90%+ TD2)
 - 500, 000 pre diabetes (MOH, 2013)
- 1/20 adults diagnosed with ischaemic heart disease (NZ Health Survey , 2013)
- 1/6 adults diagnosed with arthritis
- 1/5 adults diagnosed with common mental health disorders
- 1/5 NZers over 15 years smoke (NZ Health Survey, 2009)

J Handley UCOL 2014

LTC in NZ & Worldwide

- Prevalence is rising
- Challenge of the century (WHO, 2002)
- Multiple conditions or co morbidities are common (MOH, 2012)
- Increased health costs (75% of all HC costs)
- Non Communicable deaths cause 80% of all deaths in NZ

WHO target by 2025

To reduce **premature** deaths from non communicable diseases such as

CVD, Diabetes, COPD, Cancer

by 25%

International priority

- 10% reduction in diabetes prevalence
- 40% reduction in tobacco use
- ZERO increase in obesity prevalence

MOH (2013)

The NZ Primary Health Care Strategy (2001)

Aims:

- Improve health through screening and prevention
- Support those with chronic health problems
- Inform, assess and treat episodes of ill health.

A collaborative, multidisciplinary, coordinated care approach is necessary

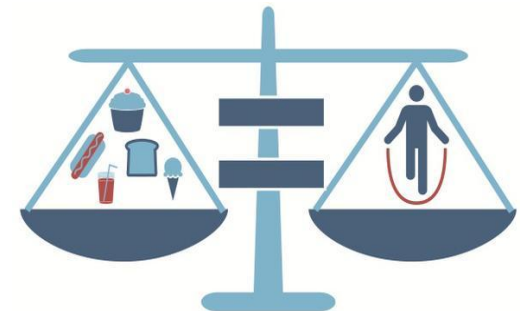
Whānau Ora

- an approach that places families/whānau at the centre of service delivery, requiring the integration of health, education and social services
- jointly implemented by the Ministry of Health, Te Puni Kōkiri and the Ministry of Social Development.
- is improving outcomes and results for New Zealand families/whānau.

MOH (2013)

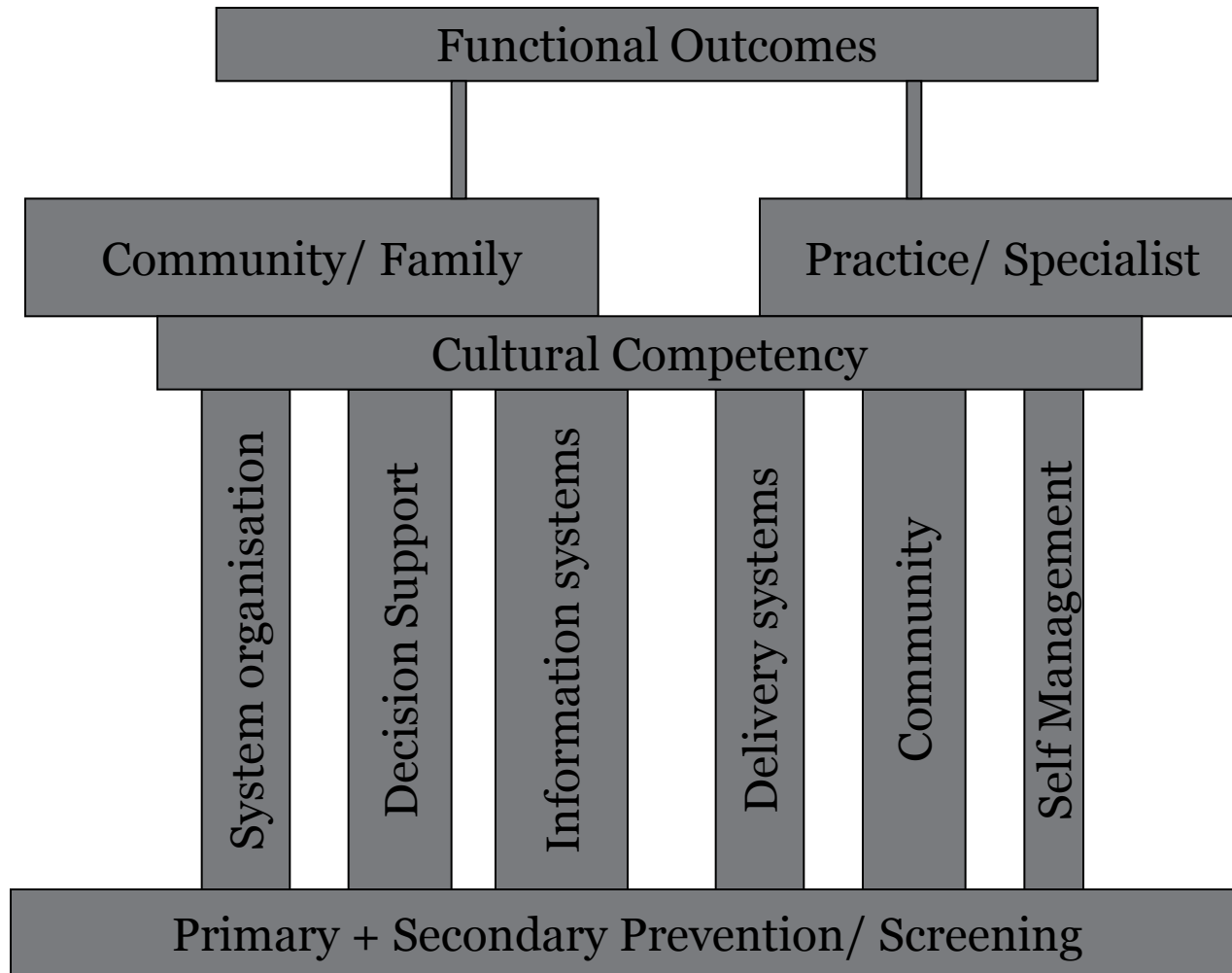
Additional support/services

- Specialist services
- Heart Foundation
- Health promotion campaigns
- Intersectorial collaboration
- NGO's eg Diabetes Association



J Handley UCOL 2014

Chronic Care Management Model



Delivery System Design

- Practice team functioning e.g. roles, recall
- Practice team Chronic care leadership
- Appointments: flexible, can accommodate multiple providers in one visit
- Follow up customised to patient needs e.g. via visit, phone.
- Planned visits for Self Management support
- Continuity of care (all sectors)

Chronic conditions require changes in health care practice

- The role of the patient changes
- The role of the health care provider changes from principle care giver to teacher and partner

“ What matters to you today?

Instead of...

“What is the matter with you?”

- The site of care changes from clinic and hospital to community
- The goal is function and comfort, not cure

Roles for EN's in practice

- “When the skill mix in the health care team includes enrolled nurses working with registered nurses, health care assistants or other clinicians, we expect to see safe, high-quality nursing care, and improved workforce productivity”. (pg 3)

MOH (2013).

NZNO Guideline on the place of EN's in the NZ PHC setting

States that

- “EN's should be considered in future health workforce innovations and initiatives” (pg 11)
- For example:

EN's undertake vision and hearing tests under the D&D of a RN for the B4 school checks

NZNO (2011)

EN scope of practice

- Contribute to nursing assessments and patient care planning
 - complete assessment tools
 - gather data through observation, interview, examination or measurement eg lifestyle assessments
 - Work in partnership with consumers, families/whanau and multidisciplinary teams
- NCNZ (2011).

EN scope of practice cont.

- In some settings the EN may work under the direction of a registered health practitioner who isn't a nurse (eg General Practitioner)
- BUT they must
 - receive regular professional and or clinical supervision from an RN
 - practice within their legal requirements and the organisational policies

NCNZ (2011).



EN workforce statistics

- 82% aged > 50 years and above
- Only 3% male
- 81% have worked for more than 15 years
- 83% NZ European
- Most are employed in the Canterbury region
- 12% had a post registration qualification
- 25% of these EN's work in PHC

NCNZ Workforce Statistics (2014)

EN's employed in PHC

- 7.2% PHC/Community
- 1.1% Maori Health Service Provider
- 0.1% Pacific Health Service Provider
- 1.1% Rural

- Overall Total = 9.5%

NCNZ Workforce Statistics (2014)

BUT...

Where exactly are these EN's
working?,
what are they doing?
and where will they be in
the future?

Research project

- Commenced May 2014
- Funded by UCOL
- Mixed methods approach
 - ❖ Stock take of EN's in PHC
 - ❖ Survey questionnaire with ENs in PHC
 - ❖ Interview with PHC employers

Survey Questionnaire for Enrolled Nurse participants employed in a Primary Health Care setting:

Demographic Information: Gender: Male Female

Age band in years: Circle or BOLD

Below 25	25-29	30-34	35-39
40-44	45-49	50-54	55-59
60-64	64 and above		

Which ethnic group do you belong to? Circle or BOLD one or more

New Zealand European

Māori Samoan

Cook Island Maori Tongan

Niuean Chinese

Indian

other such as DUTCH, JAPANESE, _____

Years since registration as an EN: _____

Employer: _____ Geographical Area _____

What is your Current position in this PHC setting? _____

How long have you been employed in this position? _____

Please provide or attach a brief description of your current role or job description including both

Nursing _____

Non-nursing tasks _____

How many FTE hours do you work on average per week as an EN in this role? _

How many patients/clients would you work with in a typical day? _____

Of these patients/clients, how many would you be undertaking lifestyle or disease risk screening assessments with? _____

EN Survey Questionnaire



Which specific types of screening assessments do you do? Please BOLD

BP	Before School	Driving Vision
CVD	Cervical smears	Smoking
Diabetes	Alcohol	Hearing
Domestic/family violence		Weight
Spirometry	Peak flow	

Please name others _____

Has your role in the screening of clients changed since you commenced employment in this facility?

If so, in what way? _____

What is your role in chronic disease management? Please BOLD

Education	Support	Goal setting
Referrals	Vaccinations	Clinical measurements
Medication	Blood test	Recalls

Please name others _____

Has this changed since you commenced employment in this facility? _____

If so, in what way? _____

Which of the following professional development certificates do you hold?

Vaccinators	Infection Control
Cervical Screening	Phlebotomist
Quit Smoking	

Please name others _____

Do you believe that there will be more employment prospects for EN's in PHC settings in the future? _____

If so, where and in what capacity? _____

If not, why not? _____

Any other comments?? _____

EN Survey Questionnaire cont.



1. How many registered Enrolled Nurses do you employ in your facility?
2. Describe your facility?

TWO options here:

If EN already employed:

3. Can you tell me about your reasons for employing an EN?
4. What does the Job Description (JD) include for this EN?
5. Can you see this JD changing in the future?
6. If so, in what way?

If an EN is Not an employee in this facility

7. Would you consider employing an EN in the future?
8. Why? And in what capacity? Why not?
9. Any other comments?

Interview Guide for PHC employers







Introducing Jenny

- Registered as an EN for 33 Years
- Employed in this PHC facility for 4 years
- Prior to this was employed as an EN in the Taihape Hospital (no longer in operation)
- Employed fulltime to work within the EN scope under the D&D of the RN's
- Comprehensive JD
- “Girl Friday” (Quote Gemma: manager)
- **ABSOLUTELY LOVES HER JOB**

Jenny's JD looks like this

- Lifestyle and disease risk screening
 - Clinical measurement
 - Phlebotomy
 - Recalls and referrals
- Chronic condition management
 - Education
 - Vaccinations
 - Updates patient profiles using Medtech

But wait there's more

- Assists DN's
 - Home visits, wound cares, catheter cares
 - Palliative cares
- Arranges OP clinics and assists the specialists
 - ECG's, Plastering,
- Coordinates Infection control
 - Sterilises equipment
 - Manages the 'cold chain'

And more....

- Assists RNs and GP's with vaccinations, emergency cares, minor surgery
- Orders supplies and restocks equipment
- Chaperones
- Supports and educates relatives
- Supports health promotion campaigns
- Attends MDT meetings
- Undertakes PD training.....

From an employers perspective,
an EN in this PHC facility is
highly valued because she is

- Reliable and accountable
- Has a good level of skill and knowledge so can work autonomously but within their scope (under the D &D of the RN)
- Has links to the community
- Works well within the team
- Is a valuable extra set of eyes and ears
- Is cost effective

Gemma says

“I couldn’t do without her.
In fact she’s so good I am in
the process of signing up
another EN to fill her boots
when she’s away”



Te Awa O Whanganui
– Kō au te Āwa, kō
te Āwa kō au. I am
the river, the river
is me.

References

- Evison, K. (2013). Diabetes, CVD, & Smoking: Managing Long-term Conditions Effectively. (PPT presentation MOH)
- MOH (2013). Enrolled Nurses: Have you thought of employing an enrolled nurse?
- MOH (2013) NZ Health Survey . Annual update of key findings 2012/2013. Accessed June 10 2014 <http://www.health.govt.nz/publication/new-zealand-health-survey-annual-update-key-findings-2012-13>
- MOH (2013). Whanau Ora. Accessed 12th June 2014 from <http://www.health.govt.nz/our-work/populations/maori-health/whanau-ora>

References cont;

- NCNZ (2014). The NZ nursing workforce. A profile of nurse practitioners, RN's and EN's 2012-2103. Wellington; Author.
- NCNZ (2011). Guideline: responsibilities for direction and delegation of care to EN's. Wellington; Author.
- NZNO (2011). NZNO guideline on the place of enrolled nurses in the NZ health care setting. Wellington; Author.
- NZ Quick stats (2013). Accessed June 9th 2014 from <http://www.stats.govt.nz/Census/2013-census.aspx>
- WDHB (2008) An assessment of health needs in the WDHB.<http://www.contentedcms.co.nz/clientfiles/whanganui-district-health-board/files/health-needs-assessment-2008-full-version.pdf>