



# Enrolled Nurses: NZNO Research

Dr Léonie Walker  
Principal researcher



# Projects

- Nurse Assistant transition
- Enrolled nurses in primary care
- 2015 Employment survey

# Nurse Assistant transition

## ENROLLED NURSE STUDY



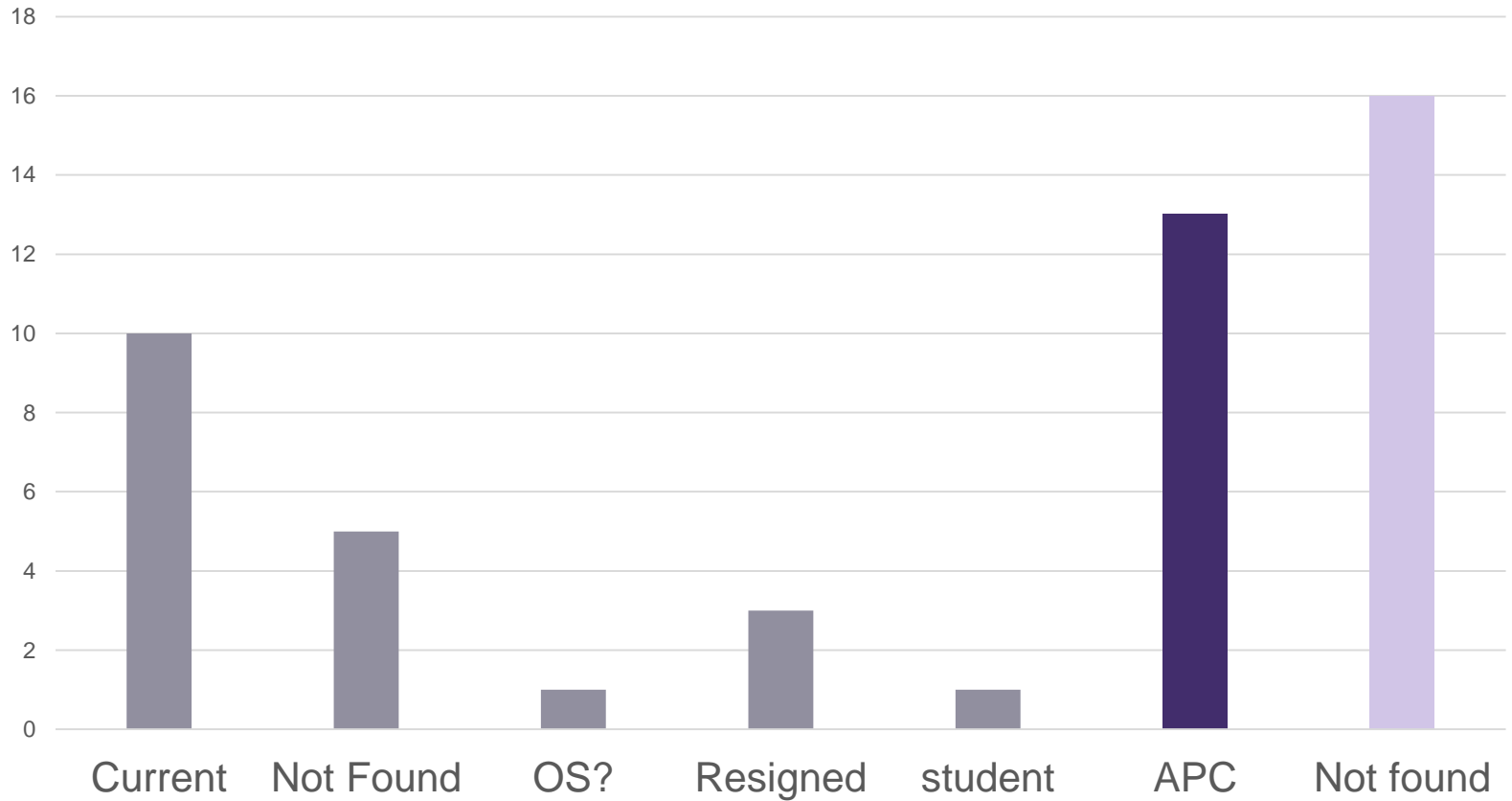
**call 0800 28 38 48**

**with questions, info, change of address details**

# Results

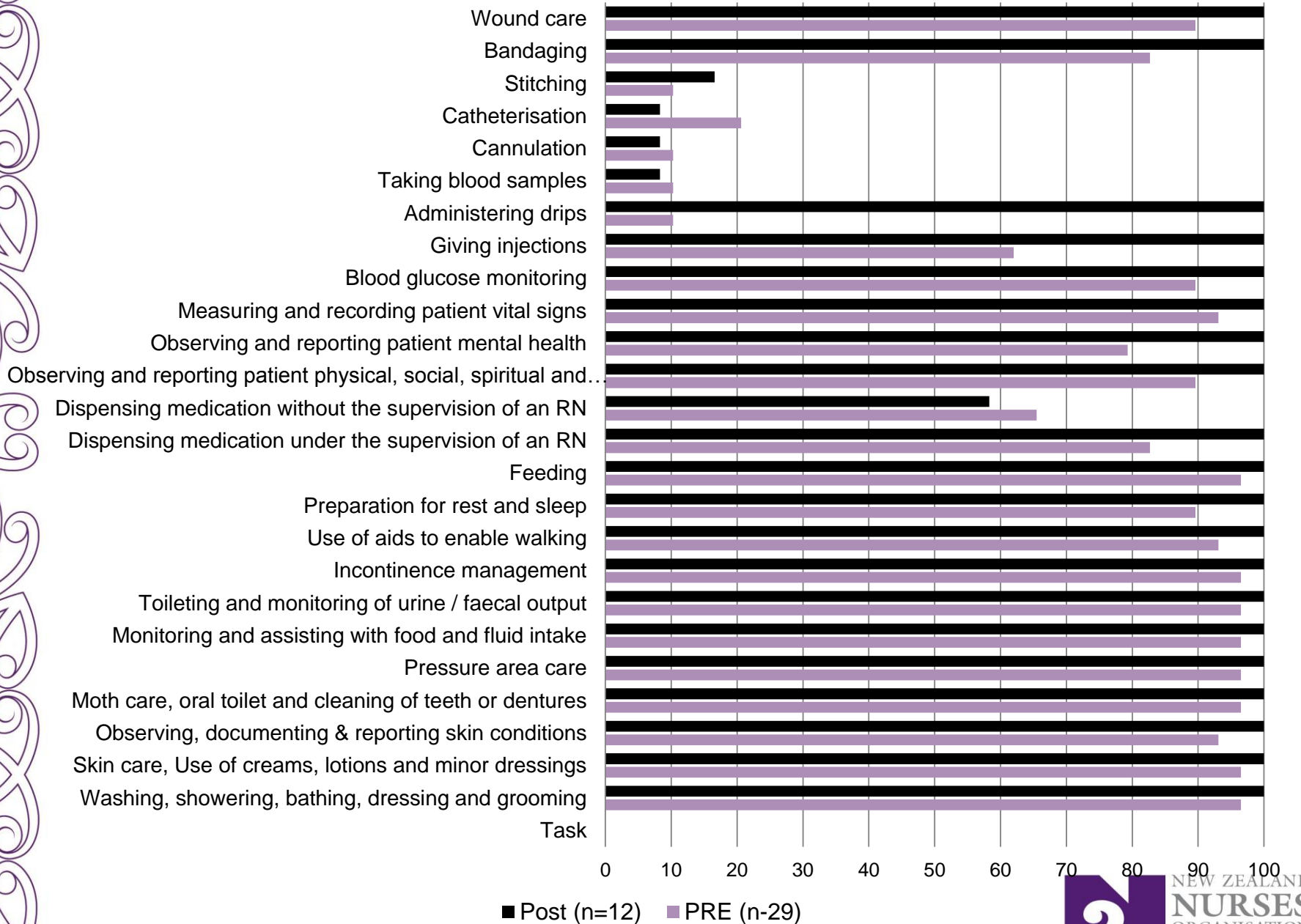
- Round one: September 2011  
29 former NA at 4 schools
- Round two: November 2012  
15 - All but one completed, 11 employed as EN, 7 with same employer
- Round three: November 2014  
11 – All but one employed as EN

# NZNO Database / Nursing Council

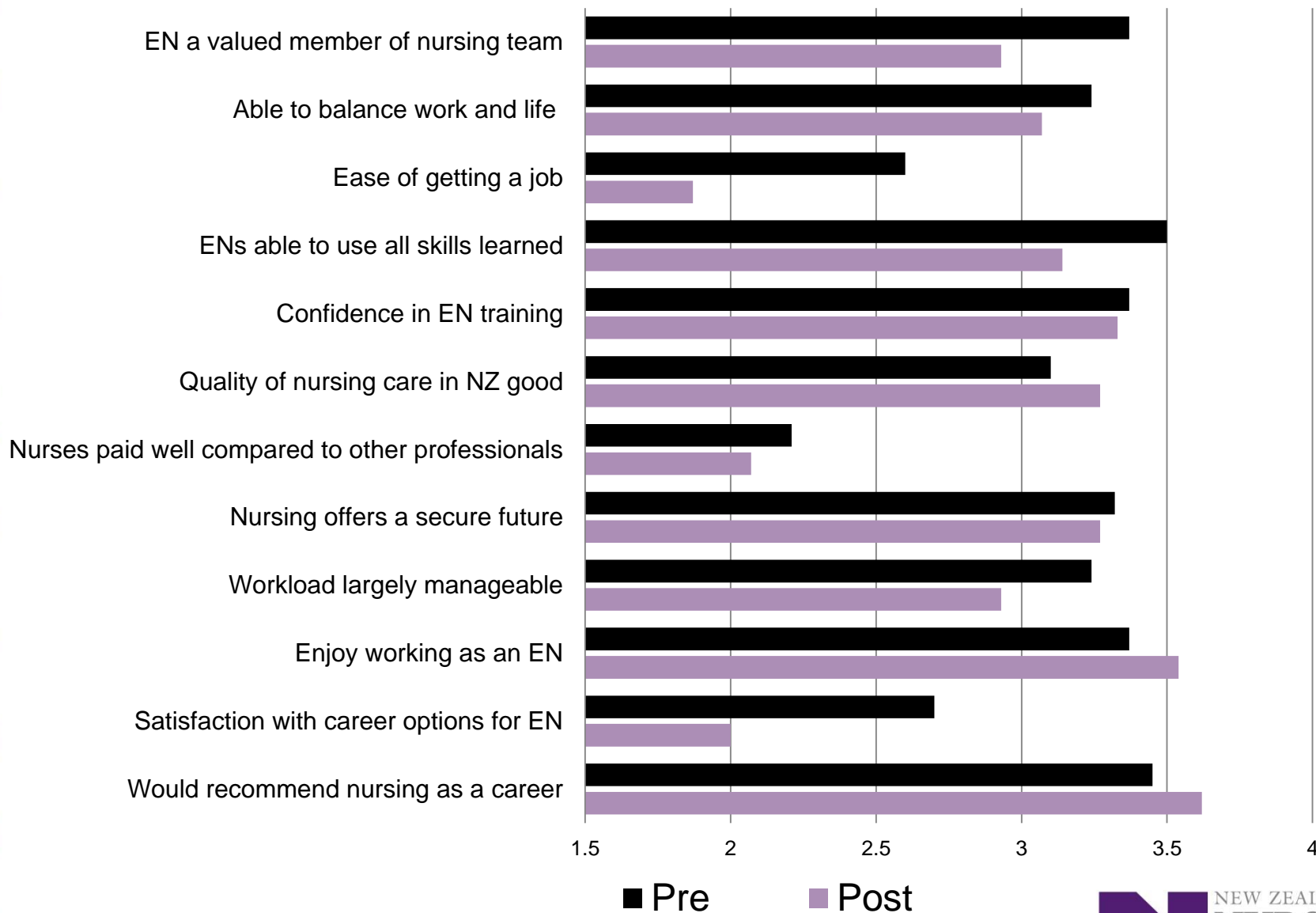




## Pre and 2 years Post NA-EN course (%)



# Pre and post morale





# Enrolled nurses in primary care

## **Nursing Roles and Responsibilities in General Practice – Three case studies**

***Léonie Walker***

***Jill Clendon***

***Katherine Nelson***

*New Zealand Nurses Organisation,*

*Graduate School of Nursing, Midwifery and Health, Victoria University of Wellington*





# Methods

- **Mixed methods:**

document review

observation

interviews with key stakeholders

checked back with participants

- **Settings:** 3 primary Care settings:



# Findings

- Three different models of primary care provision, utilising different nursing skill mix and innovations were apparent. These illustrate considerable flexibility and responsiveness to local need and circumstances.



## EN roles

- Running specialist nurse-led clinics
- RN / EN mobile outreach team
- RN / EN practice team
- [Clinical Assistant roles]



## Quotes

- *Our EN runs the wound clinic – she came to us with such great experience we [RN] will often get her in to help as soon as possible, [with a tricky wound]. She wears the same uniform, apart from not doing sole charge, she is the same as every other nurse..... (RN<sup>3</sup>)*



## Quotes

- *Its great going out with the RN - I know the patients and whanau, have built up the trust – patients trust my judgement and will let us in to help (EN<sup>1</sup>)*



# Roles, Direction & delegation

- There is clear indication of appropriate delegation and delegation RN to EN, facilitated by robust policies, procedures, record keeping and sign-off systems.
- While both scopes of nursing practice (RN/EN) were clear about each other's scopes and responsibilities, both were equally valued for their particular experience and contribution to patient care.

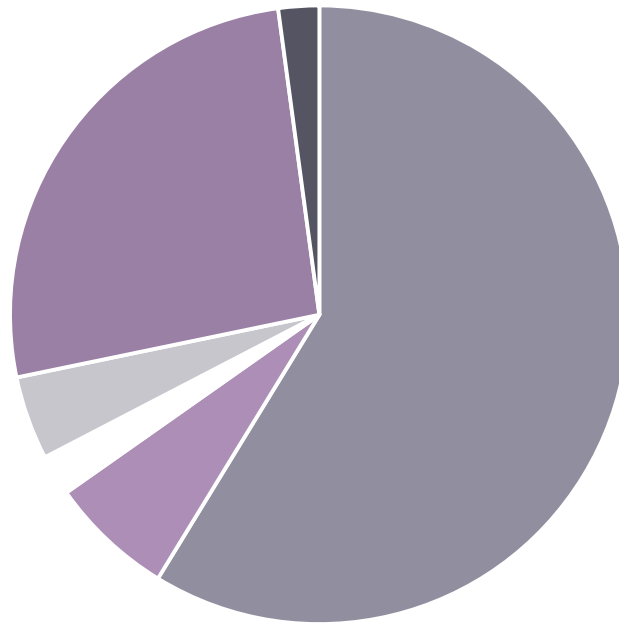




# Conclusion

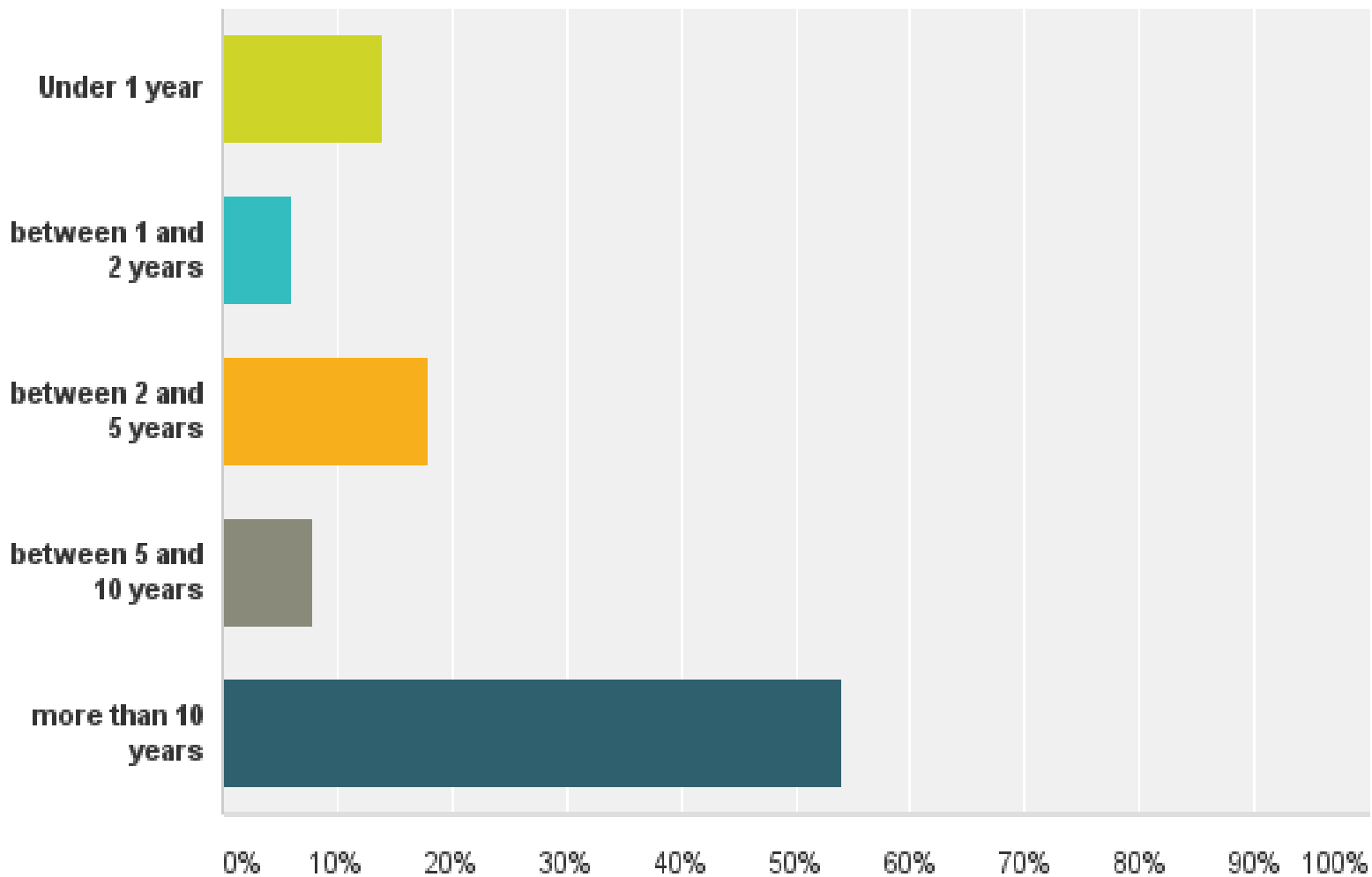
- Enabling nurses to work to the full extent of their scope, along with some adjustments to the models of care, greater multidisciplinary cooperation and coordination could improve the care of New Zealanders

# 2015 Employment survey



- DHB- In patient
- DHB- Community
- Private surgical hospital
- Accident and Medical Centre
- Community Hospital (rural)
- Aged Care Provider
- PHO provider

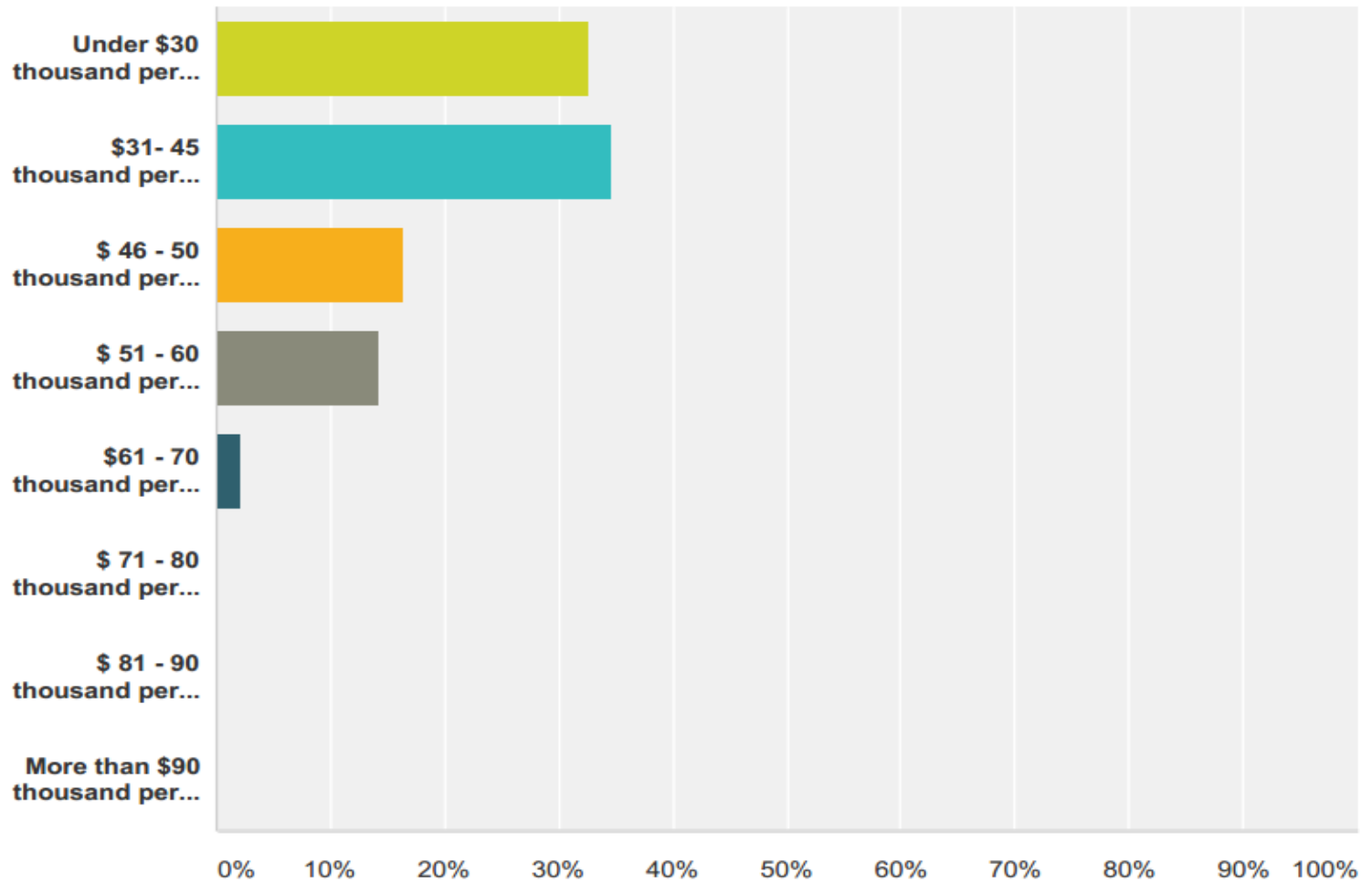
# How long have you worked for your current employer?



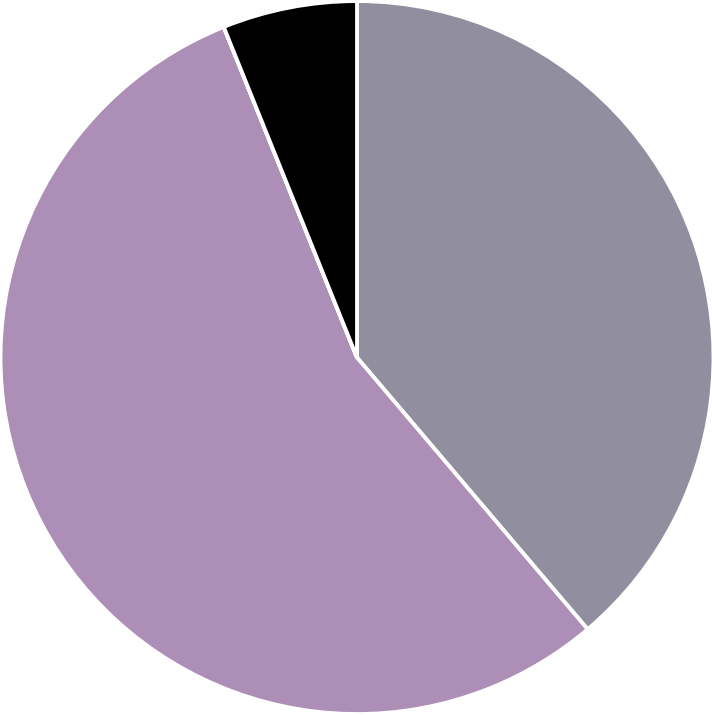
# Income

## approximate annual income?

Answered: 49 Skipped: 1

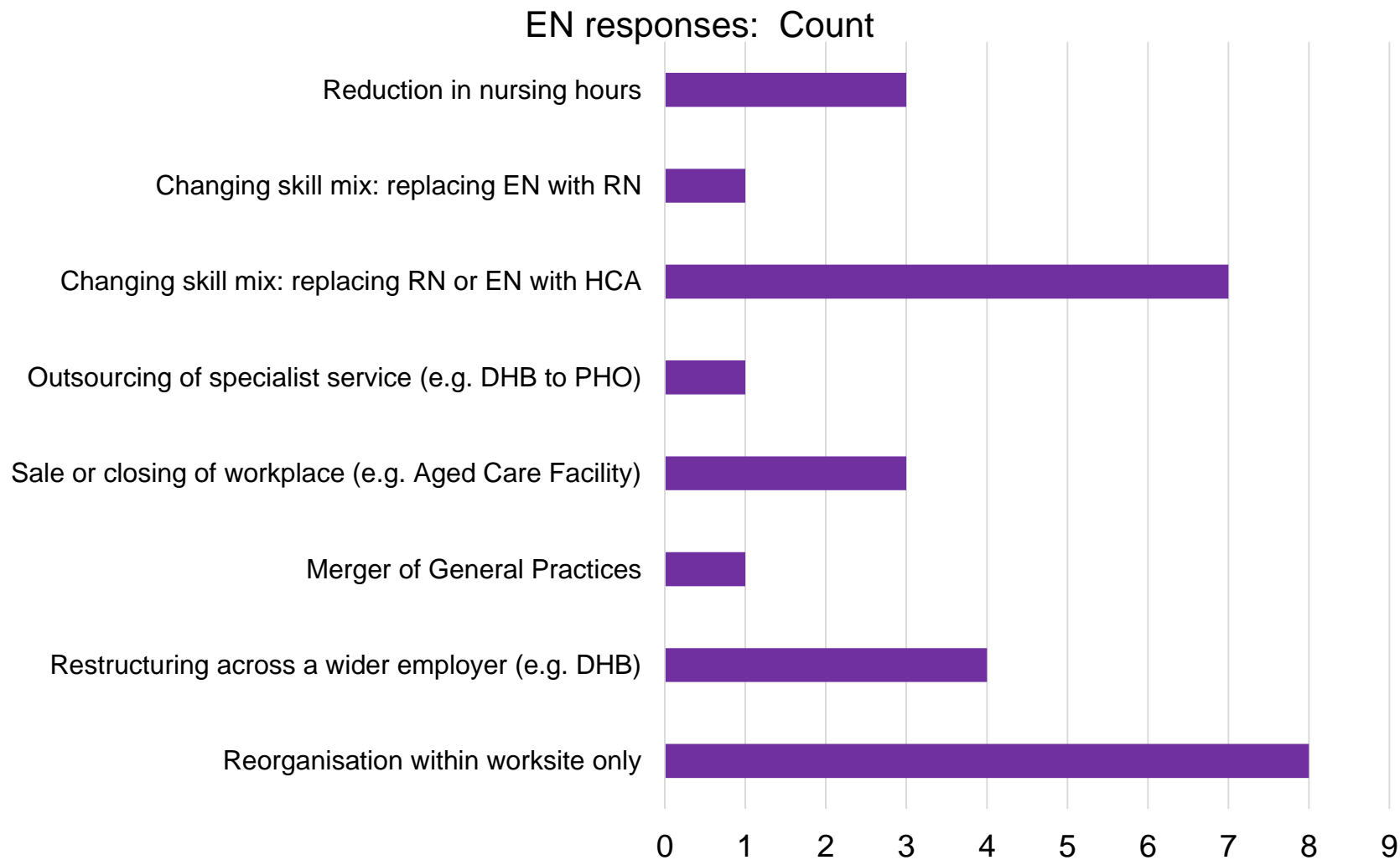


# In main job, hours worked



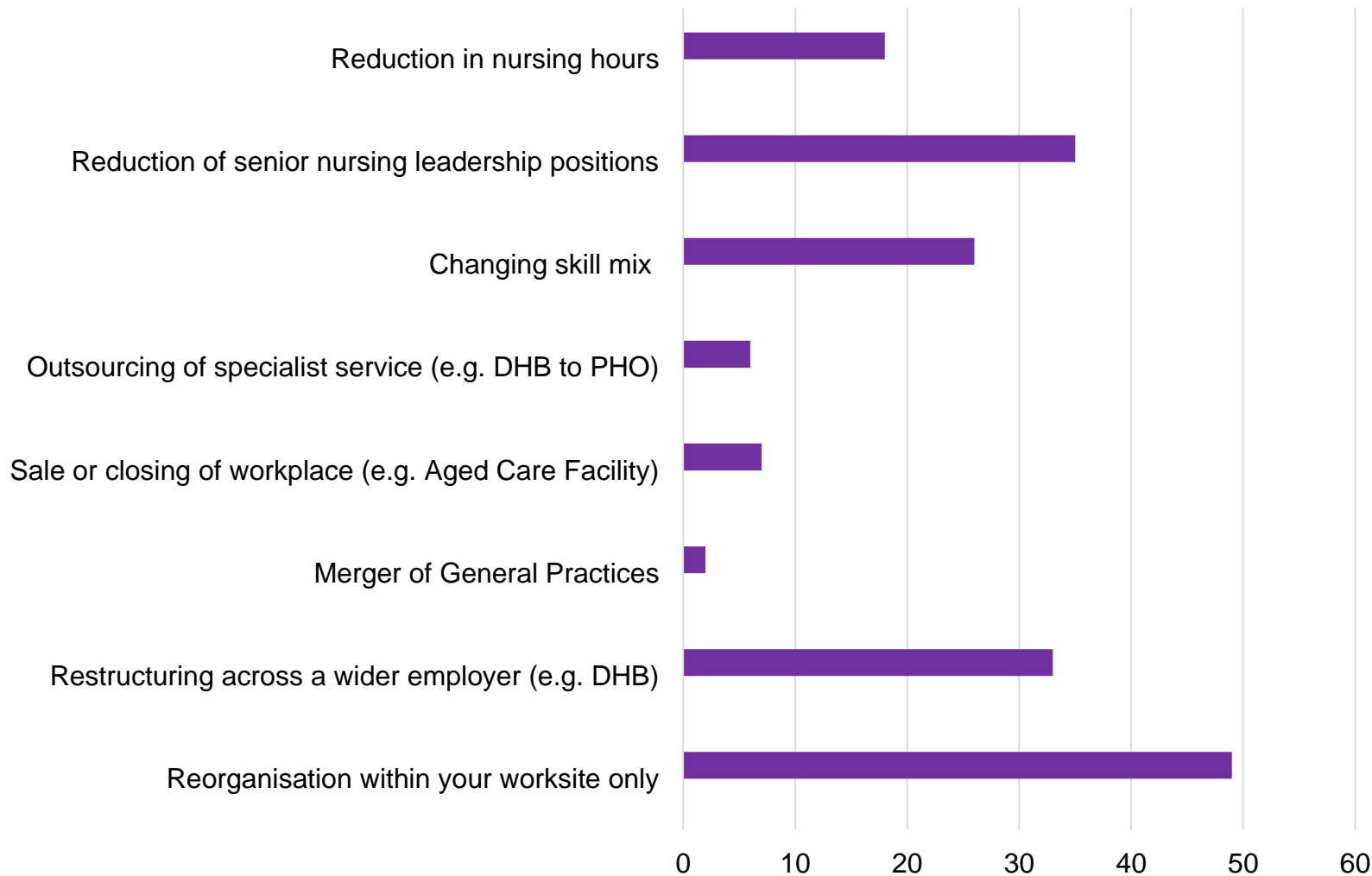
■ Full time   ■ Part time   ■ Job share   ■ Casual/ various hours

# Restructuring: EN responses





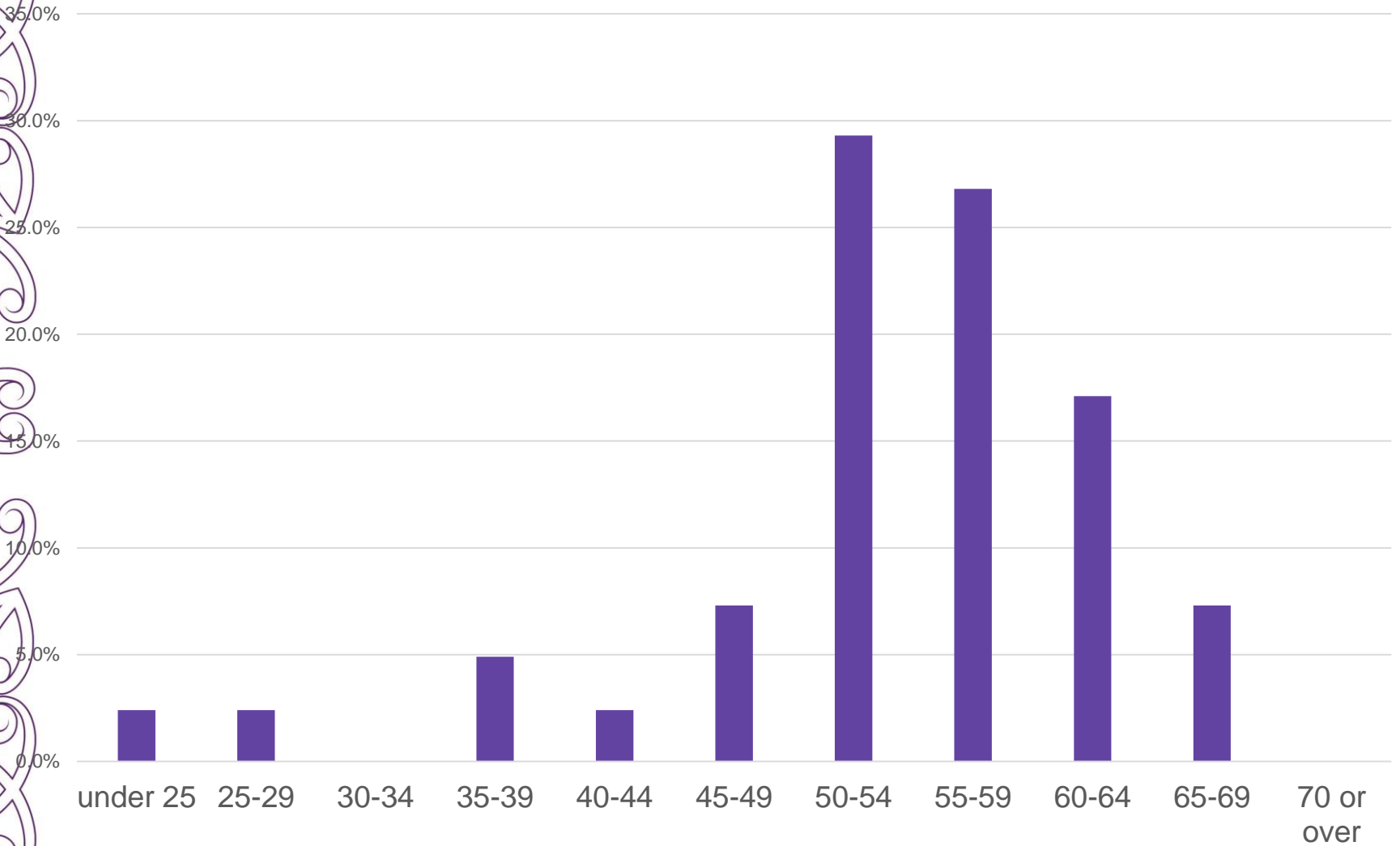
# Restructuring: RN responses



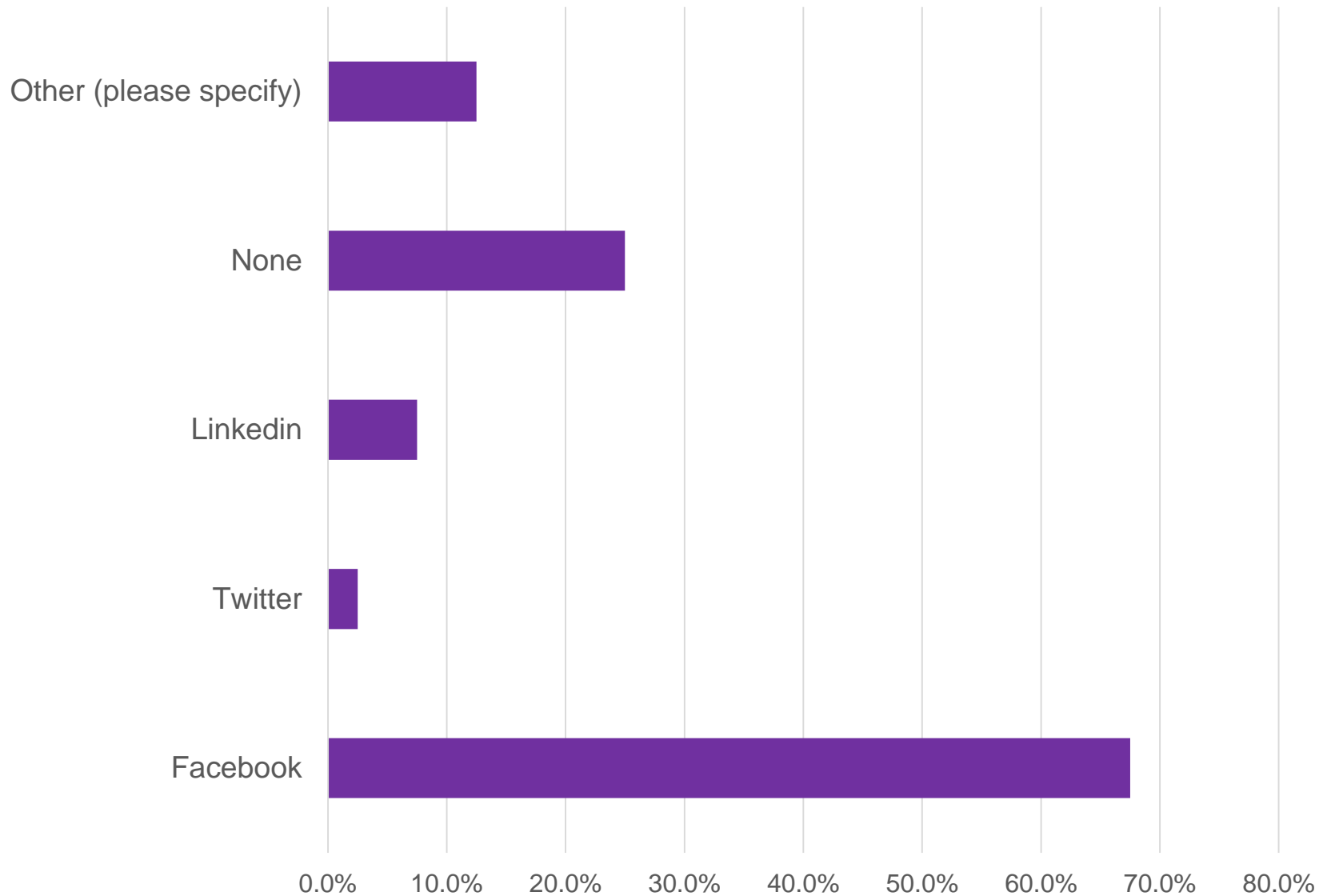
# Workplace infections or injuries

- 28% had suffered an injury or infection in previous two years.
- 3 had been injured lifting
- None had been injured by violence
- A third of injuries were reported to ACC
- The health of EN did not differ to that of the sample as a whole
- 7/49 smoked or were quitting

# Age (Percent)



# social /communication media (Percent)





# Inspiration...

*I continue to thoroughly enjoy every day that I come to work. I leave with job satisfaction and know that I have given my best to every patient I have had contact with.....*

*.....I am proud to be a nurse, my family and friends are proud that I am a nurse, and every day I am grateful for my health, grateful to have such an awesome job, grateful for hopefully making a difference to our patients and grateful for the difference that the patients have made to me as a person.*



Doing what you do best.....

Thanks!