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

- Current
- Not Found
- OS?
- Resigned
- Student
- APC
- Not found
Task

Washing, showering, bathing, dressing and grooming

Skin care, Use of creams, lotions and minor dressings

Observing, documenting & reporting skin conditions

Moth care, oral toilet and cleaning of teeth or dentures

Pressure area care

Monitoring and assisting with food and fluid intake

Toileting and monitoring of urine / faecal output

Incontinence management

Use of aids to enable walking

Preparation for rest and sleep

Feeding

Dispensing medication under the supervision of an RN

Dispensing medication without the supervision of an RN

Observing and reporting patient physical, social, spiritual and...

Observing and reporting patient mental health

Measuring and recording patient vital signs

Blood glucose monitoring

Taking blood samples

Administering drips

Giving injections

Catheterisation

Cannulation

Stitching

Bandaging

Wound care

Cannulation

Stitching

Bandaging

Wound care

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

1. EN a valued member of nursing team
2. Able to balance work and life
3. Ease of getting a job
4. ENs able to use all skills learned
5. Confidence in EN training
6. Quality of nursing care in NZ good
7. Nurses paid well compared to other professionals
8. Nursing offers a secure future
9. Workload largely manageable
10. Enjoy working as an EN
11. Satisfaction with career options for EN
12. Would recommend nursing as a career
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^3)
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 (EN¹)
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

- Under $30 thousand per...
- $31-45 thousand per...
- $46-50 thousand per...
- $51-60 thousand per...
- $61-70 thousand per...
- $71-80 thousand per...
- $81-90 thousand per...
- More than $90 thousand per...
In main job, hours worked

- Full time
- Part time
- Job share
- Casual/ various hours
Restructuring: EN responses

- Reduction in nursing hours: 3
- Changing skill mix: replacing EN with RN: 1
- Changing skill mix: replacing RN or EN with HCA: 7
- Outsourcing of specialist service (e.g. DHB to PHO): 1
- Sale or closing of workplace (e.g. Aged Care Facility): 3
- Merger of General Practices: 1
- Restructuring across a wider employer (e.g. DHB): 4
- Reorganisation within worksite only: 8
Restructuring: RN responses

- Reduction in nursing hours
- Reduction of senior nursing leadership positions
- Changing skill mix
- Outsourcing of specialist service (e.g. DHB to PHO)
- Sale or closing of workplace (e.g. Aged Care Facility)
- Merger of General Practices
- Restructuring across a wider employer (e.g. DHB)
- Reorganisation within your worksite only
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
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!