



# **ROLE OF THE ENROLLED NURSE**

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# SOME HISTORY

- Enrolled Nurses are a regulated second level nurse.

“Not second rate”

- This role of second level nurse has created a huge debate over the years, not only in nursing but at ministerial levels.
- For decades now ENs have been advocating for a continued place in the NZ health system.
- This has required continued and unrelenting work from NZNO and EN Section.

# EN Starting Point

- 1939 this saw the introduction of 2 year training of second level nurses. On completion they were called Registered Nurse Aids.
- 1965 A change in Nurses & Midwife act saw introduction of 18 month practical programme, and on completion were called Registered Community Nurses.
- 1977 The title was changed to Enrolled nurse with a reduction in training to 1 year.

# What came next?

- 1983 an amendment to the Nurses Act 1977, brought in the requirement, that ENs had to work under direction & supervision of an RN.
- 1993 saw the cessation of Hospital based EN nursing programmes.
- 2002 first EN Polytechnic programmes.
- 2004 NCONZ announced those post 2000 EN Grads, have name changed to Nurse Assistant.

# Where we are today!

- 2009 In December NCONZ announced broadened scope & title of Enrolled Nurse be given to all second level nurses.
- 2010 Transition arrangements for ENs were made.
- 2011 February saw the first 18 month level 5 Diploma of Enrolled Nursing commence.

The broadened scope saw EN go from working under direction & supervision to

**Working under direction & delegation.**

# Hard Yards

- Many hours of personal time goes into volunteer work at regional & national level for the benefit of all. Enrolled Nurses would not still be here today, in our NZ health system, if it was not for those wonderful people before us, putting in the hard yards, and fighting to keep us in our health system as another form of regulated health professional.

# Enrolled Nurses



- We work under the direction of, and in collaboration with Registered Nurses, Midwives, or other Registered Health Practitioner, eg Physio, OT, Social Worker or Doctor.
- Enrolled Nurses, are regulated by the NCONZ, in accordance with the Health Practitioners Competence Assurance Act (2003), as well as other legislation.

# Roles

- Providing professional nursing care, promoting and maintaining health to patients, families and communities.
- Together with other members of MDT, we assess, plan, implement and evaluate care.
- We participate in educating and advising, we provide physical, emotional, social and cultural safety for patients, family and whanau.
- As part of the MDT we make decisions, bring our nursing knowledge, clinical skills and experience to work on a daily basis.
- Checking and giving medications as per organisational policy.
- The Registered Nurse maintains overall responsibility for plan of care.



# Settings

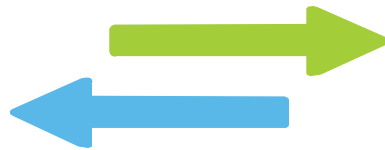
- In Acute settings Enrolled Nurses must work in a team with a Registered Nurse. We must be able to name the Registered Nurse who is directing & delegating care.
- In some settings ENs may co-ordinate a team of health care assistants, under the direction & delegation of a Registered Nurse.
- In some other settings ENs may work under other health practitioners, they must still have RN supervision direct or indirect.

# Why did we choose Enrolled Nursing?

- Length of course.
- Time away from family.
- Cost to train (us oldies were hospital based trained) so paid while training.
- Enrolled nurses learn well through practical experience.
- Some people find study very difficult.
- Through example of other Enrolled Nurses.
- We all have choices.

# Direction & Delegation

- **Delegation** is the transfer of responsibility of the performance of an activity from one person to another.
- **Direction** active process of guiding, monitoring, and evaluating the nursing activities performed by another.



# Direct or Indirect?

- **Direct** the Registered Nurse is actually present and observes, works with and directs the Enrolled Nurse (this is how ENs develop their scope).
- **Indirect** When the Registered Nurse works within the same facility or organisation but is not constantly observing the Enrolled Nurses activities.

**The Registered Nurse must be available on the premises for access or in the community setting contactable by phone at all times.**



**Enrolled Nurses are responsible and accountable for their own clinical practice.**

**The Registered Nurse is responsible for understanding the Enrolled Nurse scope of practice and needs to ensure appropriate direction and delegation.**

**Organisational policies related to the Enrolled Nurse scope of practice must be followed by the Registered Nurse.**

**It is paramount the Registered Nurse is aware of any conditions restricting the enrolled nurse's scope of practice.**

# Principles of Delegation to ENs

**This is a professional judgement made by the RN & should take into account:**

- ❖ Health Status of the patient
- ❖ Complexity of the intervention
- ❖ Context of care
- ❖ Level of knowledge, skill & experience

**Decision to delegate must be in line with organisation policies.**



There is more

- The Registered Nurse must ensure that the Enrolled Nurse understands the intervention being delegated, and knows when to ask for assistance and when to report back to the Registered Nurse.



- The Registered Nurse is responsible for monitoring and evaluating the outcomes of delegated nursing care.



# A LITTLE MORE INFO

There is currently a Research paper being Written by a Senior Lecturer of EN & BN course in Christchurch by Margaret Hughes on the subject of Direction & Delegation of EN by RN.

Reason – NCONZ guidelines do not actually say how to delegate.

# ALL ABOUT COMMUNICATION

**Advanced  
assessment skills**

A Relationship  
between nurses.

Listening &  
Respecting each  
other.

**Leadership**



**Congratulations**

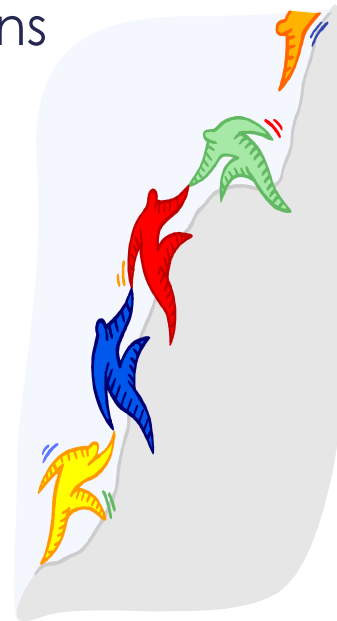


**Welcome!**

# Ward Life with the EN

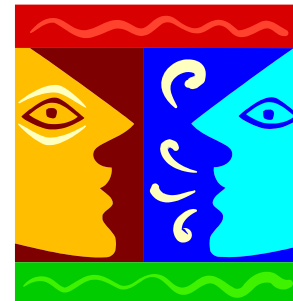
Always available to answer questions you may have, we will refer you to someone else if not able to answer your questions.

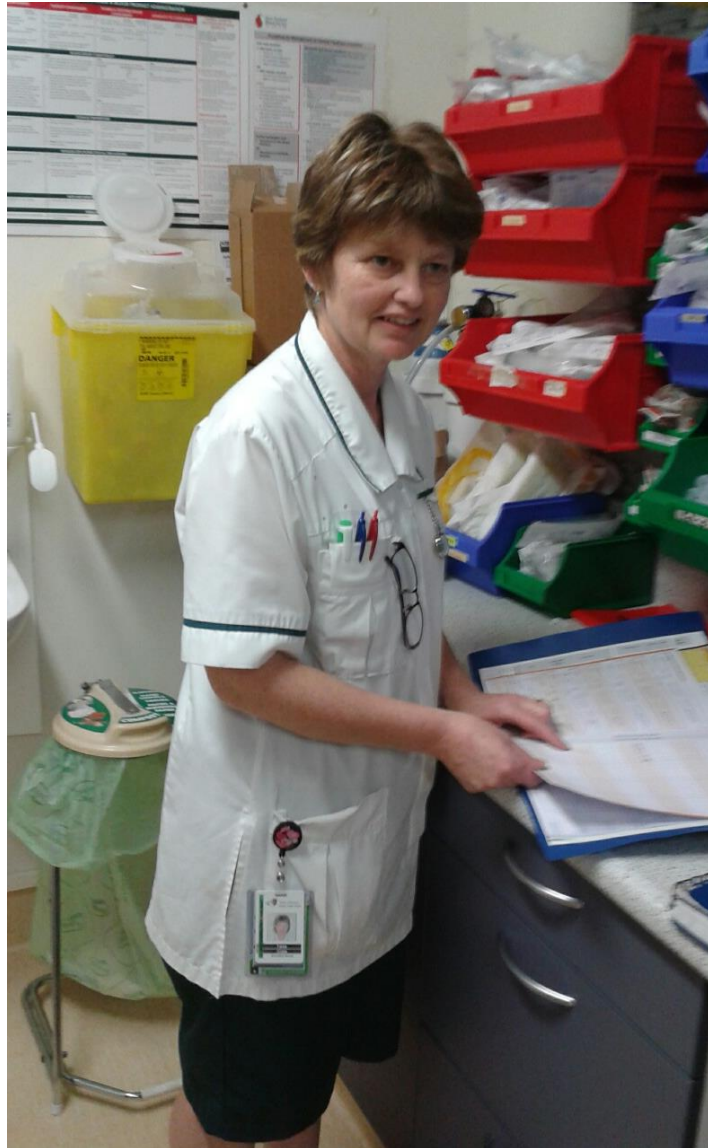
We have years of experience and skills to offer. Never be afraid to ask, we really enjoy supporting new staff on the ward and respect and value you all.



# Just a little more

- Every duty, ENs are having regular discussions throughout the shift with their directing & delegating RN, keeping them updated on patient progress, change of condition, behaviour or new orders from MDT members.





## Enrolled Nurse

In surgical treatment room  
having a discussion about a  
patients medication.



## Checking Process

Checking out controlled medication with RN.



## Other involvement

- I am one of 3 staff members on the ward responsible for keeping staff up to date with manual handling safe practices.
- I am involved in infection control.
- I am the liaison person for South Canterbury for the Canterbury Enrolled Nurse Section of NZNO.



Enrolled Nurse Section  
NEW ZEALAND NURSES ORGANISATION



# References

- NZNO website
- NCONZ website
- Margaret Hughes study day presentation
- Research project 2009 by Gillianne Meek, Second level nurses: a critical examination of their evolving role in NZ Healthcare.



THANK  
YOU

