

## DISCUSSION PANEL RESPONSE REGARDING EN SIPP DOCUMENT

1. Please let it show that the I, on behalf of the Southern Institute of Technology fully support the ENSIPP to be implemented nationally and ask that consideration be given to the programme being funded.
2. The focus that needs to be implemented in order for this supported into practice programme to work needs a multifaceted approach, such as
  - Leadership
    - There needs to be strong support from the Directors of Nursing (DONs) across all DHBs to provide appropriate clinical learning opportunities for EN students
    - They need to support the employment of enrolled nurses across all clinical environments
    - They need to offer positive and clear guidance to the staff on the floor which will improve collaborative support and relationships
  - Vision
    - The way forward is definitely a fully funded ENSIPP programme that supports new graduate enrolled nurses to work to their full scope of practice
  - Communication
    - There needs to be clear and effective communication between teaching institutions and DHBs around what the workforce needs are, to ensure these are being met and an opportunity to discuss the needs of the new graduate enrolled nurse
3. More than anything enrolled nurses need to be offered the same opportunities as the new graduate registered nurse.
4. What does the Southern DHB do differently from other DHB's that make enrolled nursing and their employment successful?
  - The SDHB have been supporting new graduate enrolled nurses through the ENSIPP
  - They offer integrated study days with the new grad registered nurses who are undertaking NETP
  - Within the ENSIPP they offer multiple competency packages to support practice, such as medication competency packages and IVT competency packages
  - There is clear and direct communication between the Southern Institute of Technology (SIT) and the Southern DHB, across both Invercargill and Dunedin sites

- SIT have representatives available to answer questions and put forward proposals in a various working groups that includes
  - DONs meetings
  - Senior nurse meetings
  - SDHB, PHO, SIT workforce meetings
  - It is within these platforms that the areas within which enrolled nurses can work are highlighted.
  - As needs are identified, I offer education sessions to individual wards about the new enrolled nurse graduate, focussing on what information is wanted/needed, usually:
    - What can EN's do in practice?
    - What cant EN's do in practice?
- SDHB enrolled nurses undertake preceptorship study day alongside RNs. It is imperative that we have EN's within the workforce who are able to support the clinical learning needs of the new graduate and EN students
- The collegial and supportive relationship shared between SIT and the SDHB appears to be the common denominator in our very successful enrolled nurse programme and high employment rates.
- The SDHB have employed ENs in all acute care environments, including:
  - Medical ward,
  - Surgical ward
  - Neurosurgery ward
  - Orthopaedic ward
  - Day surgery unit
  - Operating theatre
  - Out patient's department
  - Rehabilitation ward (AT&R)
  - Community Mental Health environment
  - District nursing department

5. In summary, we need to look at what is working well and work together to ensure this happens nationally.