



WHAT INFLUENCED CHANGES TO ENROLLED NURSES IN NEW ZEALAND

A presentation of the thesis by:
Lucy Prinsloo



Enrolled Nursing in New Zealand

- The role of the enrolled nurse in New Zealand healthcare has seen constant change and uncertainty over the last 30 years (Wilson, 2000)
- Positions have disappeared, the regulatory body of the Nursing Council of New Zealand has imposed regulations and there has been a wide-held view that enrolled nursing is at the bottom of the professional ladder (Waitere, 1998).
- Enrolled nurse training was disestablished in 1993 and re-introduced in 2002, but at the same time the title was changed in 2004 and the scope of practice diminished. In 2011, Diploma in Enrolled nursing re-introduced, with a new Scope of Practice (NZNO, 2011)

Where are all the Enrolled Nurses?

- Coming from South Africa, where Enrolled Nurses are fully utilised in all aspects of nursing health care, I was surprised to learn that they have been “disestablished” in New Zealand
- I was thrilled at the opportunity to become part of the consortium of Polytechnics that was to develop the new EN curriculum and Scope of practice
- My biggest obstacle was and still is, the constant education of staff within the acute health care environment about EN’s and their role
- Reassuring RN’s that EN’s aren’t here to “steal” their jobs, but are here to meet the need of the health workforce

Why Research

- I needed to know what caused change for EN's
- My passion in nursing and education IS enrolled nurses

We can't let history repeat itself !




Aims of Research

- Explore what influenced changes to enrolled nurses in New Zealand
- Look at links between social and political changes that influenced the nursing profession
- Identify the need for a different occupational category of nurse



Type of Research




- **Critical Discourse Analysis**

- A type of research that mainly studies how issues of social power, abuse, dominance and inequality are played out from a social and political view

- Affectionately referred to as “stirring the pot” or “looking for trouble”

Findings show 3 main discourses



1. Social discourse

1. Individual events in history have been judged and the outcome of those events shaped by society

2. Safety discourse

1. The language used around second level or “lesser ability” is identified as shaping history

3. Justice discourse

1. Identified that the NZNO have supported EN’s through legal processes around title change and scope of practice and professional status within the health workforce of New Zealand

Personal Reflection



- As mentioned earlier, within my role as a nurse educator I have encountered both positive and negative attitudes towards EN's.
- This is mostly due to a lack of understanding around the role of the new EN's.
- I offer education sessions in individual departments to ensure staff have better knowledge of the scope of practice and have all their questions answered.
- My greatest triumph was with a particular unit manager who informed me that there was no place for EN's within her busy, acute ward but was happy to allow students there for clinical placement.....She has since employed two EN's, one of which was awarded the NZNO "Contribution to the Acute Care Environment" award

Implications for the future



- I always tell my Graduates that they need to be the best EN that they can be
- Be proud of your role and what you are able to achieve
- Become the future member of all collaborative health care teams
- Work well within your scope of practice and prove that you deserve to be where you are
- Enrolled nurses are here, let's keep it that way!

THANK YOU



- Thank you so much for allowing me to share my story and my research
- It is such a privilege to be part of this journey with you
- Many thanks to NZNO for the continued support for EN's
- Lastly thank you to Angie and the team from the Enrolled Nurse section for facilitating this amazing event