



EN's In Primary Health Care

Where are they now?
and
Where will they be in the future?

Research Results 2015

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RED FLAGS



- Ethnicity (M/PI)
 - higher incidence and prevalence of most health conditions eg CVD, Stroke, Diabetes, mental health issues
- Older adults
 - prevalence of all health conditions increase
- Lower SE status + lifestyle factors
 - increased correlation with poorer health outcomes
(complications, QOL)

TSUNAMI WARNING



LTC in NZ & Worldwide

- Prevalence is rising
- Challenge of the century (WHO, 2002)
- Multiple conditions or co morbidities are common (MOH, 2012)
- Increased health costs (75% of all HC costs)
- Non Communicable deaths cause 80% of all deaths in NZ

Strategies & Models of Care

- NZ Primary Health Care Strategy
 - Primary Health Care Organisations
 - Whānau Ora
 - Health promotion campaigns
 - Screening programmes
 - Expanded Chronic Care model
 - General Practice teams
- BUT
- ?Trained workforce

EN Scope of Practice

- Undertake assessments, clinical measurements and patient care planning
- Work in partnership with consumers, families/whānau and multidisciplinary teams
- In some settings the EN may work under the direction of a registered health practitioner who isn't a nurse (e.g. General Practitioner)
(NCNZ 2011)
- EN's included in the workforce mix leads to greater productivity
(MOH 2013)



EN Workforce Statistics

- 82% aged > 50 years and above
- Only 3% male
- 81% have worked for more than 15 years
- 83% NZ European
- 9.5% employed in PHC settings

NCNZ Workforce Statistics (2014)

BUT....

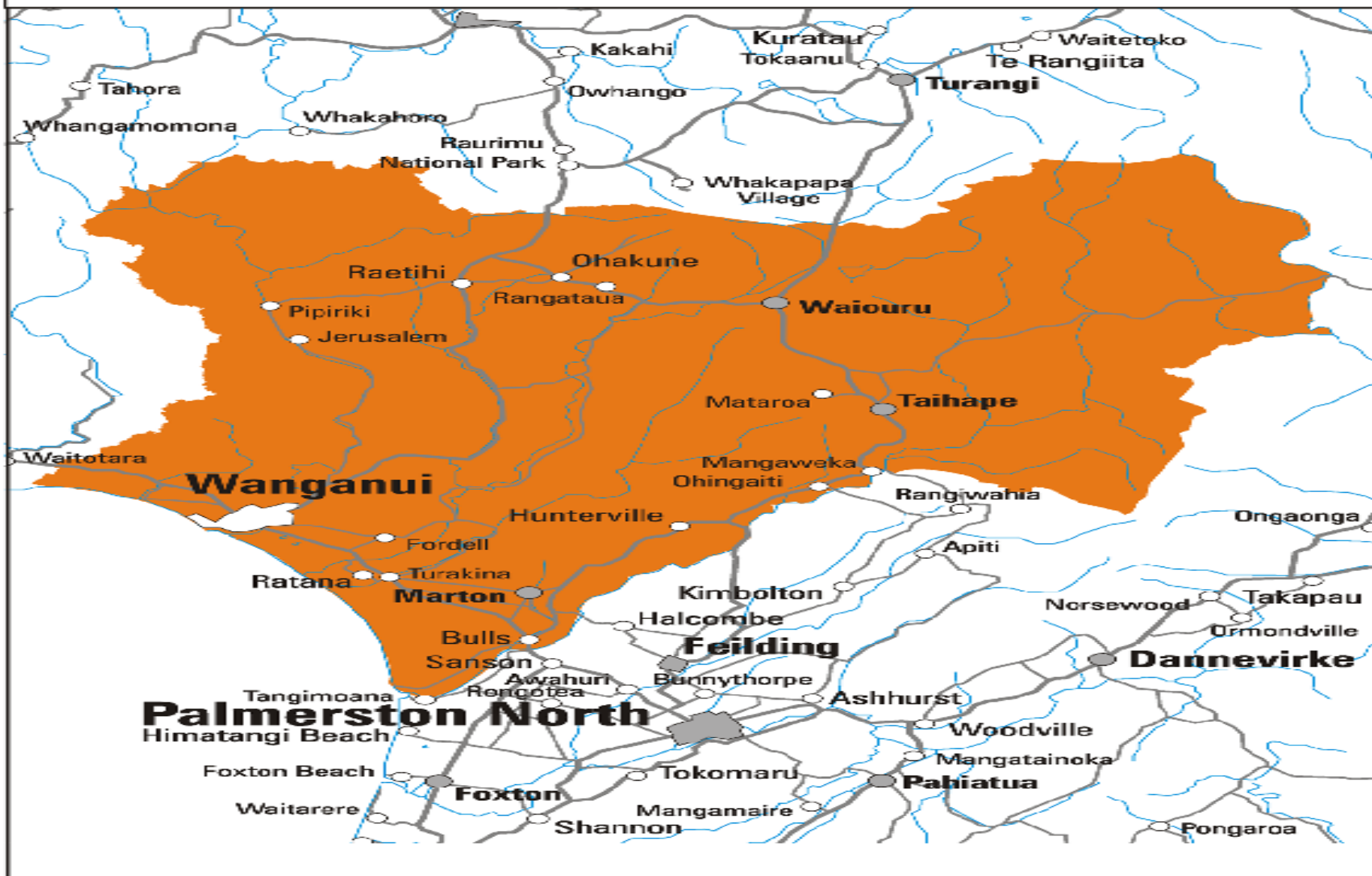
Where exactly are these EN's working
in PHC?,

what are they doing?

and where will they be in the future?

Research Project

- Commenced May 2014
- Funded by UCOL
- Mixed methods approach
 - ❖ Stock take of EN's in PHC in the WDHB region
 - ❖ Survey questionnaire from ENs in PHC
 - ❖ Interview with PHC employers



Results from WDHB Stocktake

- ONLY ONE EN fully employed
(Plus one casual relief EN)
- Jenny: Taihape Rural Medical Centre
- Registered as an EN for 35 Years
- Employed fulltime in this PHC facility for 5 years
- Comprehensive Job Description
- ABSOLUTELY LOVES HER JOB

Results from EN Questionnaire

TABLE TWO: Summary of EN Participants Total =11

Age band		Gender		Ethnicity		Registered years		Geographical Region		Current employer	
35-39	1	Male	1	NZE	7	Under 2	1	Northland	2	DHB	2
40-50	0			Pacific Island	0	2-10	0	Auckland	1	Pacific Trust	0
50-54	5	Female	10	Maori	1	10-20	0	Waikato	1	NGO	1
55-59	3			Maori/Italian	1	20-30	2	Mid central	2	Rural Medical Centre	1
60-64	1			European	1	30-40	7	Gisborne	1	GP practice	5
64 -	1			NZE/Dutch	1	40 +	1	Hawkes Bay/Chatham island	2	Home care	1
								Kapiti	2	Maori Trust	1
								South Island	0		

Nursing Role & Responsibilities

- Lifestyle and disease risk screening
 - Smoking & alcohol assessments
 - Home assessments (NASC assessor)
 - Long term condition management
-
- Clinical measurements
 - Recalls and referrals
 - Education & support
 - Vaccinations/ phlebotomy/ wound management
 - Updating patient profiles using Medtech

Other Nursing Roles & Responsibilities

- Assisting and supporting RN's & GP's & Specialists
 - Home visits, palliative cares,
 - Wound cares, catheter cares,
 - Triage/First Aid/Emergency cares,
 - Minor surgery,
 - ECG's, plastering,
 - Chaperone
 - MDT liaison

Qualifications and Certificates

- Vaccinators
- Quit smoking
- Infection control
- Venepuncture
- Cervical screening
- Family violence
- CPR/ First Aid

Non-nursing Tasks

- Ordering supplies
- Restocking equipment
- Sterilising equipment
- Managing the 'cold chain'
- Providing reception support
- Invoicing
- Compiling reports/ audit
- Supporting health promotion campaigns

EN's Future in the PHC Workplace

- 9/11 participants strongly believe more PHC placements likely
- 1/11 hopeful
- 1/11 “possibly but not likely”

Types of positions:

- Gap fillers to allow RN's to become NP's
- Specialist nurses eg: GP/ PH/ OH/Renal/ Imms/ DN's

Reasons for EN's in PHC

- Accountable, safe, regulated
- Advanced Scope of Practice
- Good value

BUT

Many PHC facilities “ don't realise that EN's are back and don't understand the new SOP” (EN Participant 7)

“EN's need a better knowledge base”
(EN Participant 5)

PHC Employers

Four PHC employers interviewed

- Rural Health Medical Centre
- Urban Access General Practice
- Combined Urban/Rural Maori Health Service
- Rural Maori Health Service

ONLY ONE of these four currently employs ENs

Current PHC Employer Says

- EN is reliable and accountable
- Has a good level of skill and knowledge so can work autonomously but within their EN scope (under D &D of the RN)
- Has well developed links to the community
- Works well within the team
- Is a valuable extra set of eyes and ears
- Is cost effective

Prospective EN Employers

Strongly believe that EN's would be an asset to their facility to:

- Support Population Health targets: CVD; Diabetes
- Assist with management of chronic conditions
- Coordinate HCA's
- Drive health initiatives
- Provide 'back room' support e.g. 'cold chain' management

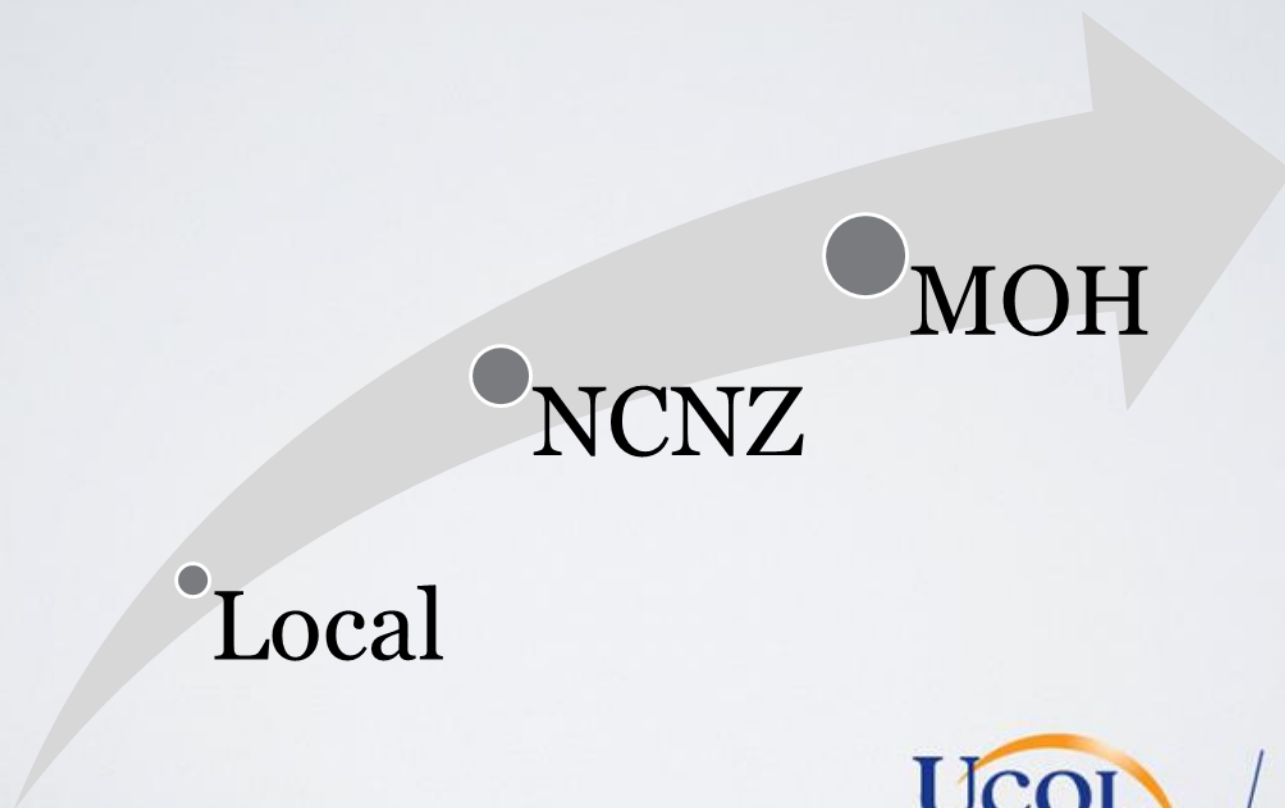
They would also be

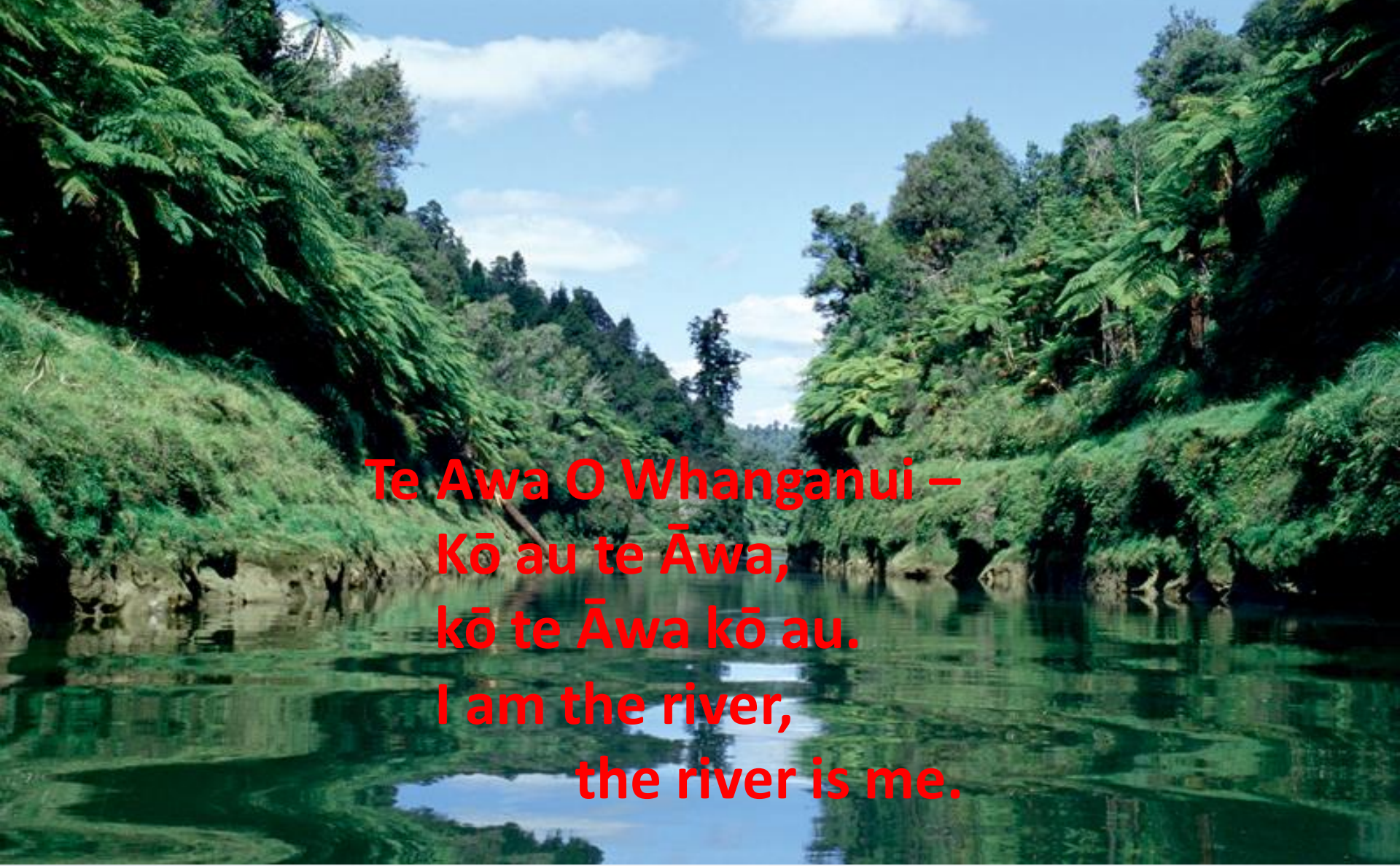
- Cost effective after initial training
- Far better option than an HCA as are registered & knowledgeable

BUT

- Current funding structure is prohibitive

Where to from here?





**Te Awa O Whanganui –
Kō au te Āwa,
kō te Āwa kō au.
I am the river,
the river is me.**

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