

# WELCOME

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ENCOMPASSING DIVERSITY

39<sup>TH</sup> ENROLLED NURSES CONFERENCE

HOSTED BY AUCKLAND EN SECTION



**Enrolled Nurse Section**  
NEW ZEALAND NURSES ORGANISATION

# 4<sup>th</sup> annual panel discussion:

“Enabling enrolled nurse participation in the NZ health system – strategies to assist with employment and workforce planning encompassing the utilisation of Enrolled Nurses”

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ENROLLED NURSE CONFERENCE 2017



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# Panellists:

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**Denise Kivell**, Director of Nursing and Midwifery, Counties Manukau Health

**Karyn Sangster**, Chief Nurse Advisor Primary and Integrated Care, Counties Manukau Health

**Hilary Graham-Smith**, Associate Professional Services Manager, NZNO

**Jane Bodkin**, Senior Advisor Office of the Chief Nursing Officer, Ministry of Health

**Sue Gemmell**, Lecturer Faculty of Nursing & Health Studies, Manukau Institute of Technology

**Carolyn Cooper**, Director - Clinical Service Improvement and Lead Nurse NZ, Bupa

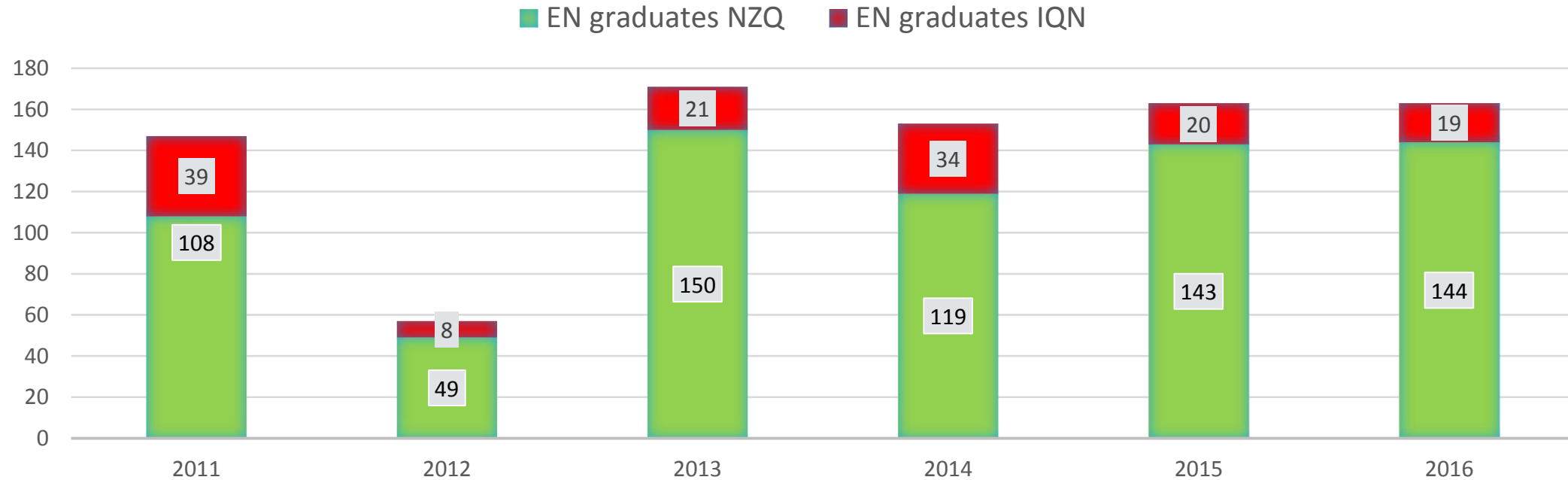
**Leonie Metcalfe**, Chairperson Enrolled Nurse Section, NZNO

Facilitator: **Suzanne Rolls**, Professional Nursing Adviser, NZNO



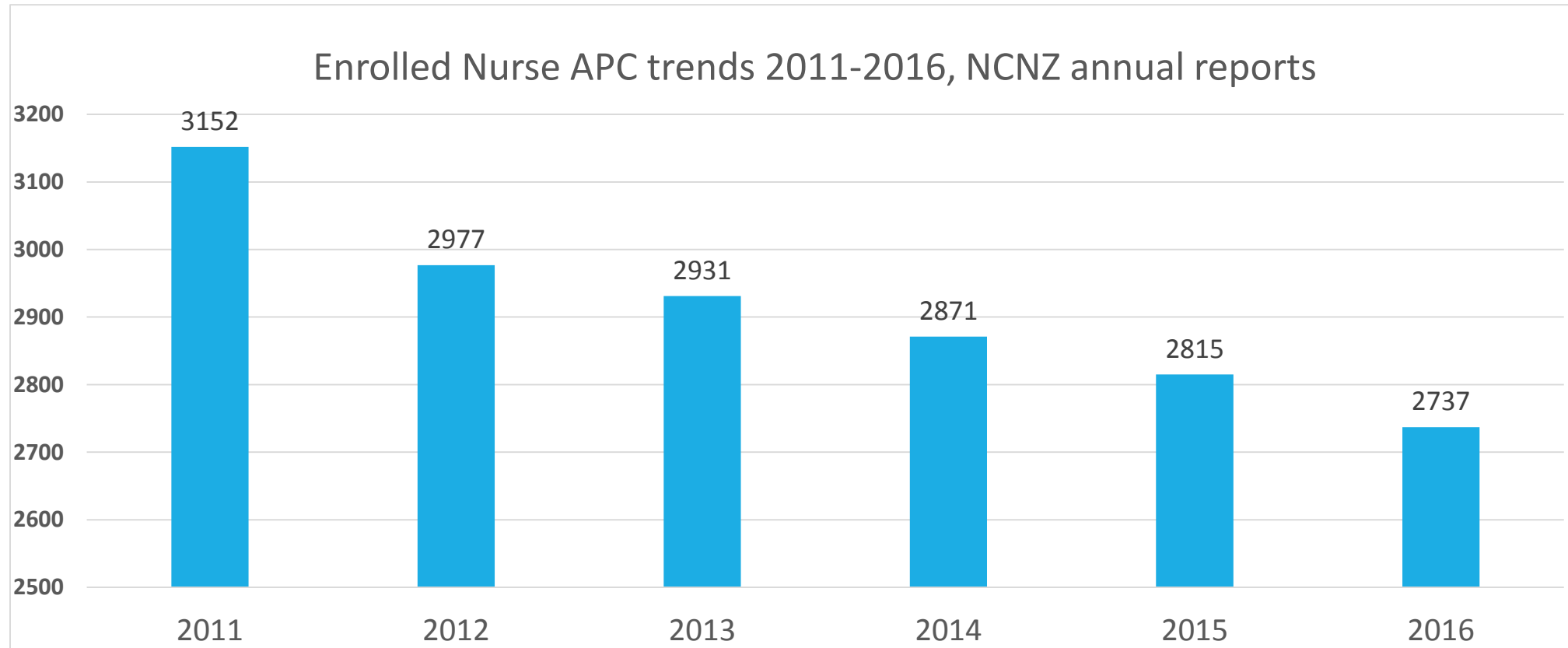
# Enrolled Nurse APC Data

## ENROLLED NURSE GRADUATES WITH APC 2011-2016



Total graduates between 2011-2016 with active APC = **854** graduate ENs in **5** years

# Enrolled Nurse APC Data



There were 3152 Enrolled nurses in 2011 with active APC's compared with 2737 ENs holding active APC's in 2016. Supply of graduates over 5 years (854) has not prevented the net loss of **415** enrolled nurses

# Opportunities

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- New Zealand National Diploma in Enrolled Nursing:
- Ensuring the current EN workforce can mentor graduate enrolled nurses.
- Increasing the visibility of the EN profession.
- Increase the understanding and knowledge of the EN profession
  - scope, education and competencies.
- Utilize the enrolled nurse scope of practice across the whole health sector.
- Collect and analyse EN data to inform workforce planning.
- Ensuring the EN profession is in models of care.



# Frequent barriers to employment

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- Confusion with scope of practice
- Historical viewpoints and myths
- Lack of effective and coordinated workforce planning
- Pay and conditions
- Substitution with the another health worker or health practitioner.



# Scope of practice: key words

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accountability actions activities applies appropriate **assessment** assist assurance **care** changes  
community **competency** consumers contributing collaboration  
culturally data decision delegation development direction discussion documents **education** effectively  
enhance environment establishes **evaluation** families feedback **health** identified impact  
improvement information interventions knowledge legislated maintains  
measurement monitoring **medication** **enrolled**  
**nurse** observes plans policy **practice** practitioner procedures professional provision  
quality relation relationships **responsibility** role safe safety **scope** settings situations skills status **team**  
leader





*“Current employment practice, models of care and variable local policies can result in barriers to enrolled nurses contributing to their potential. It is important that nurse leaders and others develop models of care, orientation programmes and policies and guidelines to make the most of enrolled nurses’ skills and knowledge.”*

**Ministry of Health (MOH) EN fact sheet, 2013**

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“The Ministry of Health encourages employers and services to **ensure the nursing skill mix is planned to match the level of health need in the population.**”

Enrolled nurses are part of the solution as we seek to provide cost-effective, high-quality care in a range of settings.”

Ministry of Health (MOH) *EN fact sheet, 2016*



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