WELCOME

ENCOPASSING DIVERSITY
39TH ENROLLED NURSES CONFERENCE
HOSTED BY AUCKLAND EN SECTION

Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION
4th 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"
Panellists:

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

- 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

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

accountability  actions  activities  applies  appropriate  assessment  assist  assure  care  changes
community  competency  consumers  contributing  collaboration
culturally  data  decision  delegation  development  direction  discussion  documents  education  effectively
enhance  environment  establishes  evaluation  families  feedback
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
“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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