



Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION

Enrolled Nurse Section NZNO Meeting

Section/College:	Enrolled Nurse Section NZNO National Committee	File Record Code:	A876.01
Committee/Division/Region:	Enrolled Nurse Section NZNO National Committee		
Purpose of meeting(optional):	Committee meeting		
Date & Time (dd/mm/yyyy):	31 January 2017 Opened 0920 1 February 2017 Opened 0830		
Location (eg.city):	NZNO Office 17 Washington Way Sydenham Christchurch		
Facilitator:	Leonie Metcalfe		
Minute Taker:	Brenda Columbus & Deborah Urquhart		
Attendees:	National Committee Leonie Metcalfe (Chairperson) Angela Crespin (Treasurer) Brenda Columbus (Secretary & Panui Co- Editor) Maree Hurst (Panui Editor, Regional Liaison Officer & EN Vice Chair) Lea Thompson (NENS Te Runanga Rep), Denise Kreft (Membership Officer), Deborah Urquhart (2nd Minute Taker Robyn Hewlett (Membership Support), Suzanne Rolls (NZNO PNA)		
Apologies:	Nil		

Summary of Actions from this meeting		Person Responsible
Leonie to email Memo re change of dates Midland Conference ? availability for National Conference		Leonie
Leonie to email discussion panel members the title of discussion Diversity Encompassed EN's in the health workforce as stake holders. What is your sphere of influence or responsibility to employ EN's and supports EN's into practice?		Leonie
Email letter to DON's cc in Memo (after Don's meeting)		Leonie
Leonie to investigate re Journal – numbers etc Registered Practical Nurses Association of Ontario		
Meet with Anne Manchester re Kai Tiaki		Leonie
Shop for gift for Canadian visitors		Leonie, Suzanne
TOPIC	Discussion	Action
Meeting NZNO NENS Committee	Leonie Metcalfe (Chairperson)	Leonie welcomed the Enrolled Nurse Section committee and Suzanne Rolls NZNO PNA to the meeting. Maree gave a Health& Safety briefing and evacuation procedure.
Acceptance of Meeting Agenda		The meeting agenda had been circulated and was confirmed with no further business requested or added for discussion
Minutes of last meeting:	Moved: Leonie Seconded: Maree Matters arising	Removal of (on) Page6 from MECA Leann –correction Leanne (Samuel)
Inwards Correspondence	Moved: Robyn Seconded: Denise Matters Arising:	As recorded and tabled by Leonie Metcalfe Nil
Outwards Correspondence	Moved: Robyn Seconded: Denise Matters Arising:	As recorded and tabled by Leonie Metcalfe Nil

<p>Financial Report</p>	<p>Tabled by Angela Crespin</p> <p>Moved: Angela Seconded: Deborah</p>	<p>Term deposit \$40,871.38</p> <p>Balance \$21,995.32</p> <p>A spot audit on three committee members expense claims by Leonie Metcalfe .</p> <p>All three passed Lea Thompson, Deborah Urquhart & Angela Crespin</p>						
<p>Section Priorities</p>	<p>Leonie</p>	<p>Need to get ENSIPP program – new grads need experience for employment. Robyn</p> <p>Need to set key priorities and time frame. Stakeholders need to be accountable.</p> <p>Discussion re Regional Sections</p> <p>It is crucial to get new members as the enrolled nurse section membership is falling-mainly due to retirement. Potential for closure of Sections if numbers dwindle.</p> <p>Retired Section members holding office in Regional Sections members. Need to use their knowledge and experience. May need to re look at Enrolled Nurse Section rules. How can we future proof the Section. It was decided that this isn't a priority at this time. We need to focus on enrolled nurse employment and engaging with stakeholders for support.</p>						
<p>Committee Meetings Dates</p>	<p>Confirmed</p>	<table border="0"> <tr> <td>2017 August 1 & 2</td> <td>Wellington</td> </tr> <tr> <td>2017 October 31 & November 1</td> <td>Christchurch</td> </tr> <tr> <td>2018 February 7 & 8</td> <td>Wellington</td> </tr> </table>	2017 August 1 & 2	Wellington	2017 October 31 & November 1	Christchurch	2018 February 7 & 8	Wellington
2017 August 1 & 2	Wellington							
2017 October 31 & November 1	Christchurch							
2018 February 7 & 8	Wellington							
<p>Preparation for meeting with Lesley Harry</p>		<p>Key Points</p> <p>Members attending workplace meetings need to stress the importance</p> <p>Not a lot of feedback from members for 3 points for negotiating PDRP</p> <p>HCA's merit step completed once and not verified as is required on the PDPR pathway</p> <p>Suzanne do we need to revise some of the Memorandum of Understanding Leonie, who do we source numbers and level of EN 's across New Zealand</p>						

		<p>24 % of total workforce on PDRP as quoted by Suzanne. Negotiations begin in June 2017 Suzanne, lobby members to attend workplace meetings. Robyn, We need to keep existing conditions</p>
<p>39th Conference update</p>		<p>Work on topic for Conference Panel Discussion Suggestions for Panel Discussion title Lea, Diversity Encompassed Robyn's, ENSIPP are you on board. Suzanne, Diversity Encompassing Enrolled Nurses in the health workforce. As stakeholders what is your sphere for influence on responsibility to employ EN' s and support EN' s into practice. Robyn, speakers need to decide responsibility/ influence (Leonie to email panel title of discussion.) Need to progress forward on ACE program.</p> <p>Suggested panelists for Conference: Jane O'Malley, Denise, Kivell, Karyn Sangster, Hillary Graham-Smith, ? political –MP Robyn suggested DON ADHB Margaret Dotchin Jane O'Malley has accepted invite to present at the EN Conference 2017</p> <p>Invite: Mt Eden Corrections Facility</p> <p>2 Enrolled Nurse abstracts expressions of interest have been received</p> <p>Robyn Hewlett, Robyn to send through her presentation</p> <p>Possibilities for other abstracts Treve Swan BOP/Tairawhiti-NASC clinical role Suzanne, Query whether the EN graduates who won Leadership awards might be interested in presenting an abstract. Robyn suggested Auckland may have an EN graduate who would be interested in presenting. Discussion on a presentation at conference by the National committee. ? Robyn to facilitate presentation on the role of the section, including the national and regional committees and EN Section strategic plan. This will give a better insight into why we hold an AGM at Conference Maree, first slot of Thursday prior to AGM to present the whys & wherefores of the conference AGM Deborah, more allowance for question time Suzanne, questions need to be relevant Maree, put question time rules in housekeeping at commencement of the day.</p>

		<p>Sharyne will post a late call for EN abstracts extension to the 24th February 2017 Sharyne will call for committee nominations, remits, items for discussion next week for return by March 24th 2017. All Conference AGM documents need to be out 4-6 weeks prior to Conference.</p> <p>Lea, TR rep. (as there is no specific TR position description this will be added as committee member Te Runanga Representative until TR position description is confirmed.) Deborah and Denise have indicated that they are both seeking re nomination for a second term on the Enrolled Nurse Section Committee</p> <p>Email enrolled nurse members funding options. Encourage members to access funding. Hazel Johnston fund no longer available.</p> <p>Angela Thompson has written a small article to go with the flyer for the Kai Tiaki Conference pens and National Committee gifts ?USB sticks, Auckland looking into options.</p> <p>Angela Crespin, Kevin Simmonds will have financial records ready for the AGM.</p> <p>Enrolled Nurse Awards A call for nominations for awards to be sent to Chairpersons of Regional Enrolled Nurse Sections. Encourage Sections to celebrate National Enrolled Nurse Day regionally 30th June is National Enrolled Nurse Day and a great opportunity to acknowledge regional section members on this day.</p>
<p>Membership</p>	<p>Robyn</p>	<p>Membership update from Robyn As of 13th Jan 2017 922 members 41 new 28 resignations Southern issue 4 nurses have retired Oamaru 1 retired</p> <p>Robyn says the ENS membership officers are not being notified when members have come off NZNO list. Members need to ring /notify NZNO to cease their membership. Robyn to email membership list to Regions to update and return for membership numbers in time for Conference.</p>

Lesley Harry

NZNO Industrial Advisor

Lesley joined the meeting via videoconferencing at 1515 hrs.
The Committee introduced themselves

February Kai Tiaki issue industrial report shows correlation process.
Establishing what the issues are. Well established principles overarching strategy specific to DHB. Mandated, NZNO strategic plan.

Arrive with strategies. Wages & salary bands to align with research Benchmark

Registered Nurse step 5, expanding roles of responsibility
Teachers, Police

Employment, legal scope of practice, nurse prescribing changes

Law changes will include contractual hours of work, haven't been able to improve "on call" issue.

Important to survey members, what are member's issues, what are the important issues that may not be included in the strategy and endorsement process.

Collate surveys and all relevant issues –pay, leave, and professional development.

Issues to go to endorsement- are the most widely supported.

Enrolled , HCA ,RN step 1- 4

Need to decide priorities – find the parameters and work with this
We should know this week the date for the General Election.

Leonie, Enrolled Nurse issues, PDRP, pay parity.

Lesley stated that the PDRP issue will go forward as a claim.

Discussion on why HCAs need only to submit their Merit once to have their pay rate continued. Enrolled Nurses must submit every 3 years for continuation of the same pay rate on the PDRP pathway. Enrolled Nurses nationally have expressed their disappointment.

Lesley, there is not a large HCA Merit group. PDRP relativity with Registered Nurses is a more useful bargaining strategy rather than with HCA 's.

Robyn suggested HCA's will want an increase due to NZQA.

Enrolled Nurses complete New Zealand Diploma in Enrolled Nursing at level 5

Lesley –should be some value for DHB's having nurses on PDRP pathway and working to addressing any barriers to accessing and maintaining levels on PDRP

Memorandum of Understanding Lesley not sure if MOU can be put at the negotiating table more a political issue.

Suzanne explained poor numbers of enrolled nurses being employed .When EN's leave they are not being replaced with an Enrolled Nurse ...

		<p>Suzanne gave examples of new graduate RN's replacing Enrolled Nurses. Update on the number of enrolled nurse graduates employed versus the large number who will be due to retire in the near future</p> <p>Lesley spoke about Registered Nurses with some DHB's employing groups of RNs but not being paid the difference being in the position of RN 's and Senior in Charge.</p> <p>The negotiating process will be long as there is a growing number of issues. Negotiating teams have hard calls to make.</p> <p>Key issues</p> <p>Pay and safe staffing</p> <p>PDRP – access to it and the need to maintain the value of PDRP</p> <p>Leonie updated Lesley on the forward plan of the Section, including MOH workforce, ENSIPP, new graduate employment, discussion of the response from the Nurse Exec meeting.</p> <p>Shout Out for Health is separate to the MECA, Shout out is across all the Sectors. Lesley suggested using the Shout Out as an opportunity to lobby on enrolled nurse issues.</p> <p>An Enrolled Nurse is required for the negotiating team.</p> <p>New people and experienced people and a diverse team is required .Nominations come from the work place. No capping of numbers of each occupational group, there 6 positions.</p> <p>Equal value of PDRP RN & EN. not to diminish any group, maintain relativity of each, HCA EN RN. Elections this year so continue to lobby on our issues.</p>
<p>Cathy Andrew, Head of Department of Nursing, Midwifery and Allied Health, Ara Rose Mitchell, Programme Leader, New Zealand Diploma in Enrolled Nursing Ara</p>		<p>Graduate Destination</p> <p>Suzanne, shows incomplete and voluntary data, not enough information, not robust enough. Not painting a good picture of enrolled nurse graduation stats. Cathy, agrees Destination Data not accurate as voluntary to complete. Wintec data not included as there are no students sitting state in July at Wintec.</p> <p>We need to be advocating for accurate workforce data with Nursing Council New Zealand and Ministry of Health.</p> <p>The current Enrolled Nurse program has been running for 16 years.</p> <p>Some students enrolled in Bachelor of Nursing programs are transferring to the New Zealand Diploma in Enrolled Nursing for a variety of reasons.</p> <p>An enrolled nurse who has completed the Enrolled Nurse Diploma wishing to do her Bachelor of Nursing will complete the course in 2 1/2 years.</p> <p>Leonie, asked if providers of the Diploma in Enrolled Nursing have any employment obligations for graduates on completion of their study and asked Cathy if Ara had any influence in employment in their region. Cathy says Directors of Nurses are integral in the employment of Enrolled Nurses. As a group</p>

		<p>we need to be lobbying and working together with our stakeholders at every opportunity advocating for enrolled nurse employment. Encourage enrollment in the Diploma in Enrolled Nursing courses. Some see the Diploma in Enrolled Nursing course as not "as valuable" as the Bachelor of Nursing, all nurses have a valued role in the health system.</p> <p>Rose added that Burwood Hospital in Christchurch has employed 2 new graduate enrolled nurses in Orthopaedic s Rehab and an enrolled nurse in the operating theatre. Suzanne, there is a move to take nurses from the Operating theatre and replace with Anaesthetic technicians.</p> <p>Cathy, Palliative Care is a great areas for enrolled nurses to be working in, Patients deserve a regulated workforce</p> <p>Rose ,the title of New Zealand Diploma of Enrolled Nursing is now to be the official title of the diploma course.</p>
<p>Jane Bodkin, Senior Advisor Nursing Office of the Chief Nurse Ministry of Health.</p> <p>Paul Watson, Principal Advisor Nursing, Ministry of Health.</p>	<p>Cathy Andrew, Head of Department of Nursing, Midwifery and Allied Health, Ara Rose Mitchell, Programme Leader, New Zealand Diploma in Enrolled Nursing Ara also joined this session</p>	<p>Leonie gave an update on the Section progress ENSIPP draft consistent and national The meeting with the Directors of Nursing had been cancelled due to the recent earthquake and now scheduled for March 2017 Jane agrees graduation destination data for enrolled nurses looks grim, questions how accurate it is. Nursing Council is being asked to look at the data to get a comparison between APC new graduates and current enrolled nurse workforce. Suzanne questioned the accuracy of the numbers Cathy, the timing of data is critical .Three months post qualifications..... 1 ½ years for the information data. Paul – The Tertiary Commission is giving data on all health professionals students training –those who will and will not pass and should know what students are being trained Discussion followed from Jane and Paul on the Health workforce planning with regard to planning for the future with information gained</p> <p>ACE, Advanced Choice of Employment question as to why enrolled nurses are not included in this program. Response the focus is currently on training RN's. Appropriateness of EN & ACE program, the cost of setting up ACE for EN s is high. Is the ACE program of value to ENs? The EN Section will continue to lobby for EN's to be included in the ACE programme.</p> <p>Paul, - key issues acknowledging the value of the EN in the service they deliver. The price difference between HCA and the EN, practice restrictions have no basis. Paul, MOH has no mechanisms in influencing DHBs etc in employing enrolled nurses. The Government strategy for patients is to stay in their home. Where is the future</p>

		<p>of the whole health practitioners? All employees should have a good induction, skill mix, working to the top of their practice. This is not currently happening.</p> <p>Suzanne gave examples to Paul of the nurses who are working in home Haemodialysis caring for dialysis in the homes.</p> <p>The DON's have a responsibility for planning healthcare in their regions.</p> <p>Leonie - Questioned the response to the Ministry of Health factsheet on enrolled nursing. Ministry of Health unable to provide up to date data.</p> <p>Robyn – made mention of Australia, that HW Australia have a workforce plan for regulated nursing workforce.</p>
<p>General Business</p>		<p>Lea - Kerri Nuku has not yet replied with any info on Te Runanga job description.</p> <p>Enrolled Nurse banner, Second level to be removed, banners will need to be replaced in the near future.</p> <p>Denise -, suggested the use of Facebook to encourage new members. Discussion followed and the result was the thought by members of the committee that there was an opportunity for inappropriate comments to be put up on Facebook. Open to further discussion</p> <p>The printed logo thank you card. A generic card available for all Sections .Still being sourced</p> <p>Robyn, encourage Enrolled Nurses when completing the MECA survey</p> <p>Discussion re PNA s to be on the negotiating table.</p> <p>Suzanne reported from 13th February Angela, Memo and Suzanne will meet in Wellington with Diane Martin CEO, Registered Practical Nurses Association of Ontario. Leonie to video link in from Australia.</p> <p>Question to ask Memo, what is the reason for their visit as not a lot of information had been given.</p> <p>Gifts for the Canadian visitors, suggested EN bag & pens and some Kiwiana gifts</p>
<p>Regional Reports</p>	<p>Reports were read by Maree and tabled. They will be added to the Enrolled Nurse Section website No report from the West Coast</p>	<p>Reports Moved: Maree Seconded: Leonie</p>

Date of Next Meeting: May 19th

Date Minutes Confirmed:	2.8.17
Signed:	L Metcalfe
Name	Leonie Metcalfe