

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

“Growing the EN workforce to enhance the health and wellbeing of the people of Aotearoa – opportunities and solutions”

Panellists will give their viewpoints and strategies to achieve this aim.

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**ENROLLED NURSE CONFERENCE 2018**



**Enrolled Nurse Section**  
NEW ZEALAND NURSES ORGANISATION

# Panellists:

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**Mary Gordon**, Executive Director of Nursing, Canterbury District Health Board.

**Dianne Martin**, Chief Executive, Registered Practical Nurse Association of Ontario, Canada.

**Dr Cathy Andrew**, Head of Department, Department of Nursing and Human Services, Ara.

**Claire Austin**, Group Manager – Health Workforce New Zealand, MOH.

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

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



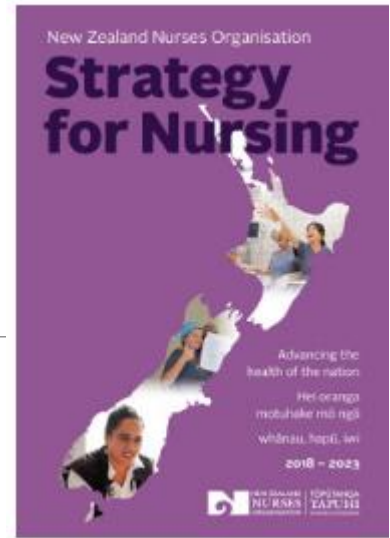
# NZNO Nursing Strategy 2018-2023

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Future nursing services must focus on the social determinants of health, health promotion, disease prevention, primary health care and services that are people centred and community based. These services must be in areas of high needs and underserved populations.

The EN programme is well placed to create a critical mass of ENs as a valued and integral part of health service delivery for New Zealanders. Employers need to take the opportunity to employ ENs now, before health service demand increases further and there are fewer nurses available.

Nursing has the capacity, the skills (and potential for upskilling), and the adaptability to support the increasing number of people with health, social and psychological concerns, who are unable to access services due to cost, accessibility, literacy or lack of culturally appropriate services.



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# Scope of practice: key words

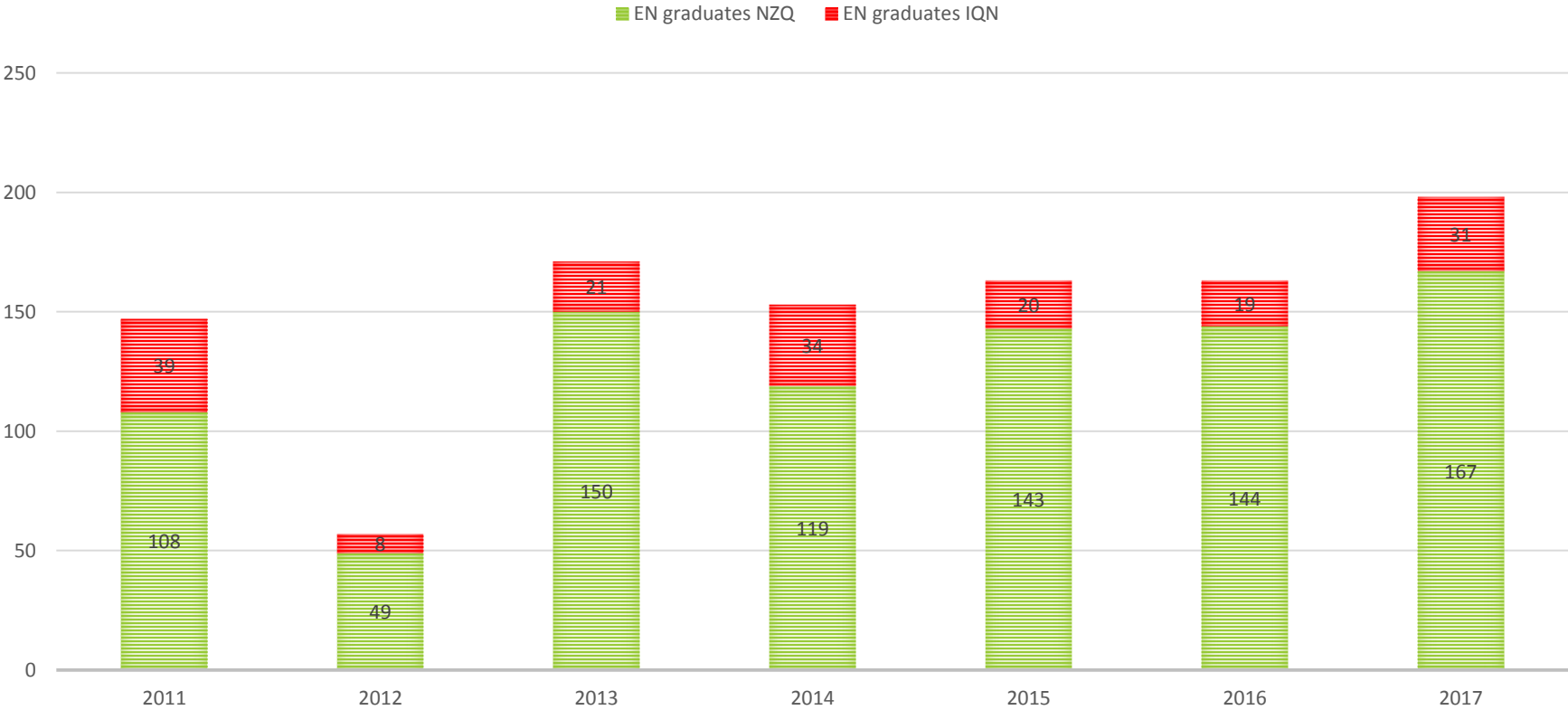
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accountability actions activities applies appropriate **assessment** assist assurance **care** changes  
community **competency** consumers contributing collaboration  
culturally data decision delegation development direction discussion documents **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



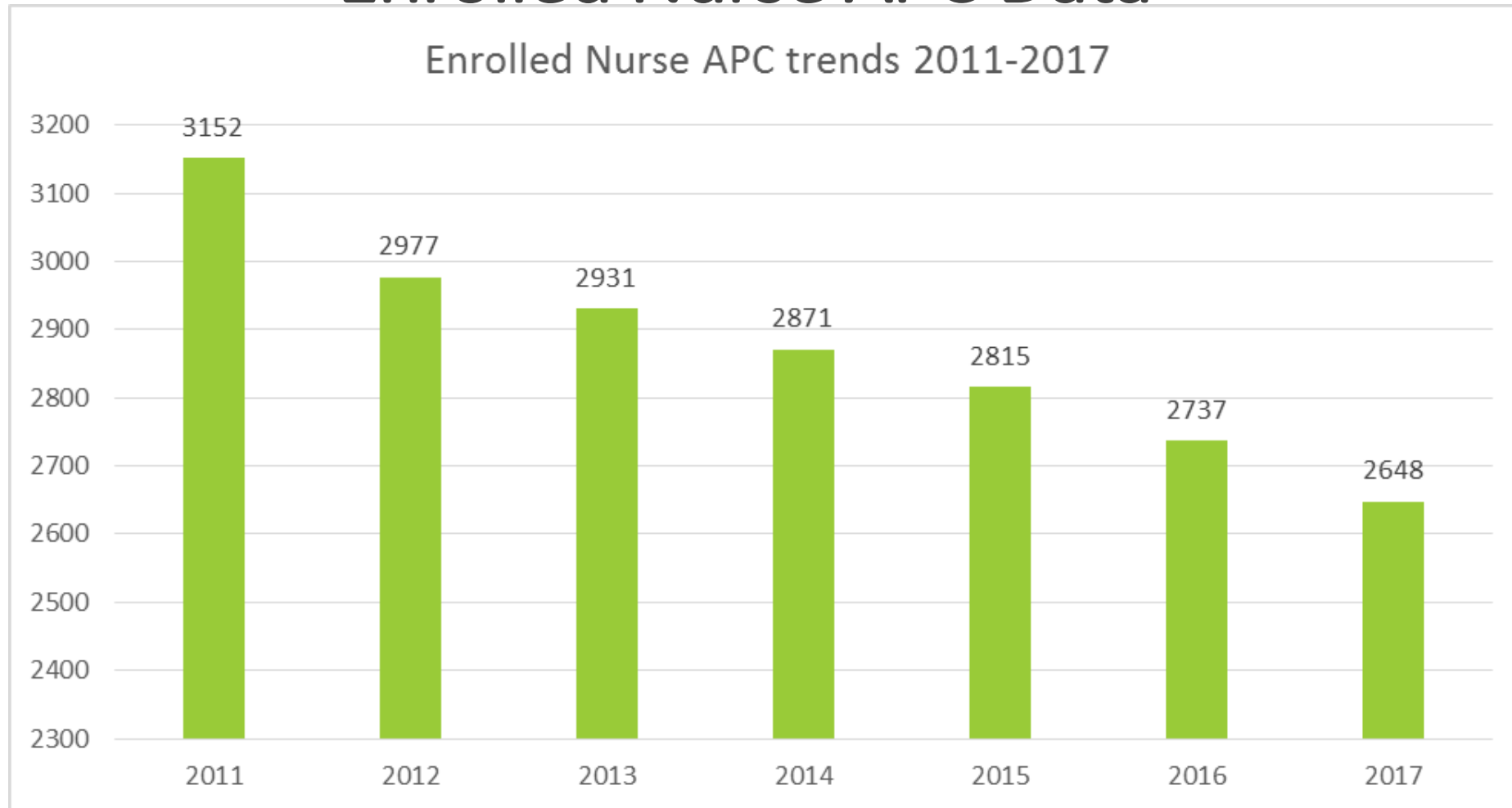
# Enrolled Nurse APC Data

## ENROLLED NURSE GRADUATES WITH APC 2011-2017



Since the 2010 broadened scope of practice - total graduates between 2011-2017 with active APC = **1052** graduate Ens.

# Enrolled Nurse APC Data



In 2011, there was **3152** Enrolled nurses with active APC's compared with **2648** ENs holding active APC's in 2017. The supply of graduates over 7 years (1052) has not prevented the net loss of **504** enrolled nurses with active APC in 7 years.

# 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 growth of EN in the health sector

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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 workers or health practitioners.





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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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