



Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION

Regional Section Reports August 2018

Northland/Taitokerau Enrolled Nurse Section Report

Region: Te Tai Tokerau

Date: 23rd July 2018

Representatives Name & Title: Charmaine Hand, Chairperson

Regional Membership Number: 42

Last Annual General Meeting Date: 30.04.18

Last Meeting: 23.07.18

Next Meeting: 27.08.18

Education in Region:

12th October 2018, Barge Park Whangarei. Enrolled Nurse Study Day booked and we will be having a selection of speakers to cover a broad range of subjects that relate to our Enrolled Nursing work areas.

Current Issues in Region:

1. We have an increasing number of HCA positions being advertised and less Enrolled Nurse positions. Enrolled Nurse Positions are not being replaced with an Enrolled Nurse, when the previous Enrolled Nurse retires. The reasoning given for this is; Enrolled Nurses cannot work in acute settings, only HCA's and RN's.
2. NDHB offering a further step more to HCA's than EN's, EN's feeling that we should have at least the same or more than HCAs and why not more steps - like RN's.

News:

A big congratulations to Alwyn Slade - EN, the winner of the Te Tai Tokerau Nursing and Midwifery Awards 2018 - Te Mana Whakahaere: Consistency Category Award. So brilliant, we are really proud of you!

Chairperson Note:

The last year has seen many of our treasured EN's retire, and frustrating to see their positions not being replaced. The EN workforce is under a lot of pressure, EN's unable to leave work to attend to personal life issues and then re-enter the workforce as no EN positions are being continually advertised. RN's and HCA's can easily stop work to attend to children/parents/travel/sickness a number of personal life focuses and then they find it relatively easy to re-enter the workforce. For EN's it's practically impossible to leave and reenter the workforce in Northland.

The general feeling from EN's in Northland is one of disappointment at the reduction in our EN numbers with no real plan as to how to increase numbers, the job's advertised seem to be always HCA's and RN's. We do not really know how to change the focus when these decisions are made at a management level.

The pay paid to HCAs and EN's seem very close, in some cases HCAs are paid more, but the training undergone by an EN does not seem to encourage an employer to employ EN's over HCA's. It is very confusing why EN's are not being thought of for selection when they can offer so much more to a position.

Also the variety of EN positions at the NDHB have been squeezed into Mental Health only in Northland and this is not every EN's ambition to be a MH Nurse. The private sector has EN's in GP practice and private hospital settings and these nurses report that their positions are being well supported — they are experiencing a lot of variety in their positions which they enjoy, although they have large workloads.

We look forward to support from NZNO to pursue NZNO'S focus on 'concern for safety" with the loss of EN's in our Northland departments/wards. CEO of NZNO mentioning at our recent NZNO conference at Barge Park, that there is three health positions on wards for a reason, HCA, EN and RN, because its a matter of safety. We look forward to the CEO's further input

Greater Auckland Regional Enrolled Nurse Section Report

Date: 22nd July 2018

Representatives Name & Title: Angela Thompson, Chairperson

Regional Membership Number: 100 (approx.)

Last Meeting AGM: 7th May 2018

Last Meeting: 18th June 2018

Next Meeting: 6th August 2018

Education in Region

The Auckland Section is well underway with planning our annual study day on the 29th October. Venue: Ko Awatea Lecture Theatre at Counties Manukau Health (CMH). The programme, registration form and flyer are available on the NZNO enrolled nurse section webpage.

News

Nine members of the Auckland Section attended the Enrolled Nurse Section Conference in May; four members were partially funded by the section,

Feedback from conference attendees was excellent. Well-done Canterbury!

National Enrolled Nurse day was celebrated quietly around the region, possibly everyone was saving his or her energy for the impending strike action.

NZNO members, with a good contingent of enrolled nurses, turned out in force in Auckland City on the 12th July, marching with collective strength and determination, wearing purple, adorning suitable accessories, holding banners, flags and placards, singing and chanting. They marched from Fort Street, up Queens Street and into Aotea Square to support improved working conditions, safe staffing and better pay. The key issues were apparent; members want a safe and sustainable health system delivered by valued nursing and midwifery teams.

Waitemata District Health Board (WDHB)

No new information received business as usual,

Auckland District Health Board (ADHB),

I have contacted Dr Linda Charmers, Associate Nurse Director, Workforce Development and Learning ADHB, to ask how the transition to practice for the two enrolled nurses recruited last year to work in **the** Emergency Department is going.

After making contact she stated the Nursing Development Unit is keen to progress an informal evaluation of the transition to practice for the two new Enrolled Nurses.

This evaluation will be managed by Di Roud, Nurse Director, Professional Development and Practice, Nursing Development Unit.

Linda outlined some of the things that need to be established are:

- How useful were the tools provided including the new EN framework and handbook

- What is the model of care that the new ENs practiced in and how was the EN scope applied to that model
- What direction and delegation needs or challenges were identified and how did you manage this
- How well did the new ENs progress with mandatory learning including e learning

She went on to say, there is great merit in exploring the experience from the EN perspective particularly the change from HCA to EN and the socialisation experience as well as clinical practice.

I will keep following this through as it unfolds.

Counties Manukau Health (CMH).

Enrolled Nurse Students from Manukau Institute of Technology (MIT) will begin their first placements in October.

CMH are rolling out a mandatory one day moving and handling programme to educate all staff who have hands on patient contact. Dorothy Browning, Auckland section committee secretary has been asked to join a team of nurses, physiotherapists, occupational therapists and an orderly. They will complete the relevant training requirements and then begin the programme. This will be an on-going process and Dorothy is committed to this role within the team once fortnightly in a paid capacity.

In closing, a warm welcome to Robyn, returning as Chairperson of the enrolled nurse section and to all the newly elected committee members it's a truly challenging role but one you will all grow into, as you have such unique strengths. Thanks also to members of the committee who are continuing on in their roles and to Suzanne for her continued belief in enrolled nurses.

Finally we wish Midlands all the best with the planning and hosting of conference 2019 and we look forward to seeing you there.

BOP/Tairawhiti Enrolled Nurse Section Report

Date: 25th July 2018

Representatives Name & Title: Val Scott, Chairperson.

Regional Membership Number: 60

Last Annual General Meeting Date: 2018

Last Meeting: March 2018

Next Meeting: June 2018

Education in region

There has not been any education for the Enrolled nurses to date this year, The BOP/Tairawhiti study day is now planned for March 2019. There was too much else happening in the region in April when we had previously planned to have the day.

Issues in region

The large issue in the region at present is the MECA. It has been a long drawn out process

News

There has not been too much going on in the region lately. We are all battling the cold and the wet weather and looking forward to summer. National Enrolled Nurses day was celebrated in the regions in differing ways. In Tairawhiti we are hoping to have a dinner out when the MECA is completed.

Regards to all.

Midlands Enrolled Nurse Section Report

Date: 27th July 2018

Representatives Name & Title: Leonie Metcalfe, Chairperson, Midlands Enrolled Nurse Section

Regional Membership Number: Approx 80

Last Annual General Meeting Date: 24th April 2018

Last Meeting: 24th April 2018

Next Meeting: August 10th 2018

Education in Region.

Midlands Enrolled Nurse Section are busy with planning for their Enrolled nurse study day to be held on November 15th 2018 and titled 'Facing the Challenge'.

Planning has also begun for the 41st Annual Enrolled Nurse Section conference to be held at Wintec in Hamilton and being hosted by Midlands Regional Enrolled Nurse Section 21-23rd May 2019.

Current Issues in Region.

Concern and frustration at the low number of enrolled nurse positions being advertised at Waikato DHB compared with HCA positions

News

We are continuing to promote our section and to advocate for enrolled nurses at every opportunity. Wintec now have 2 intakes of students for the New Zealand Diploma in Enrolled Nursing courses so as a member of Wintec Employer Engagement Group this is another forum for me to advocate for employment opportunities and support for enrolled nurse students and new graduates.

I continue to work with Waikato DHB Directorate on the Waikato DHB Enrolled Nurse Orientation Framework and Orientation booklet as we need to have enrolled nurses including new graduates well supported as they enter the workforce at Waikato DHB. This is now in its final draft, has been a slow process but has a good group working together to make this happen.

I would like to convey my thanks to PNA Suzanne Rolls and to the National and Regional Enrolled Nurse Section Committees for your commitment and support for enrolled nursing at a national and regional level.

Leonie Metcalfe
Chairperson, Midlands Enrolled Nurse Section NZNO



Greater Wellington Enrolled Nurse Section Report

Date: 2 August 2018

Representatives Name & Title: Angie Crespin Chairperson

Regional Membership Number: 77

Last Annual General Meeting Date: March 2017

Last Meeting: 23rd June 2018

Next Meeting: AGM 6th September 2018

Education in Region

Greater Wellington has their Study Day Matters of the Heart booked for 6th September with all speakers now confirmed this week.

The Mighty Muscle - Laura Tosswill CCDHB Educator

The Work of the Heart Foundation - Cath Lynders

Devices, pacemakers & ICD's - Lin Coleman CCDHB Speciality Clinic Nurse

NZNO, we are just waiting for Suzanne to confirm her topic

Afternoon workshop breaking into 3 groups

Skin Tear Management - Angie Crespin

Pressure Area Classification - Sue Goodwin

Wound Care Products - Katherine Venn-Brown from Bamfords

Current Issues in Region

Communication is a challenge, every time an email is sent out to the GWENS database there is always another 1 2 or 3 undeliverable replies as people change their emails and don't notify either NZNO or the Section.

News

More positions have been advertised for Enrolled Nurses in the Wellington Region within the CCDH and Mental Health.

The Committee celebrated Enrolled Nurse Day having lunch at a local café and the following were awarded Enrolled Nurse Awards

Sue Goodwin, Petal Jolliffe and Angela Ritchie for services on the Gwens Committee

Raewyn Fletcher for services as Gwens Secretary

Tina Giles for services as Gwens Treasurer

Anita Te Kahu for representing Gwens and presenting at the EN national Conference in Christchurch.

On behalf of Greater Wellington Section a big thank you to Maree and the Canterbury Section for the amazing job they did on the national Enrolled Nurse Conference.

Top of the South Regional Enrolled Nurse Section Report

Date: 26/07/2018

Representatives Name & Title: Debbie Hawkey (Chairperson)

Regional Membership Number: 33

Last Annual General Meeting Date: 07/05/2018

Last Meeting: 07/05/2018

Next Meeting: 06/08/2018

Education in Region

An Enrolled Nurse Study day (COPD focus) was held on the 7⁰¹ June at Wairau Hospital. The same course content had been delivered at a Nelson Enrolled Nurse Study day earlier this year. These Study days were organised by educators from NMH and attracted ENs employed by NMH, local Aged Care and Florence Nightingale.

Current Issues in Region

At our last bi monthly EN and DONM meeting (held on 20^{1h} July), our DONM was made aware that there are 3 ENs (2 in Nelson and 1 at Wairau) who have requested permanent contracts to reflect the work they have been doing for some time. Our DONM plans to follow this up, and we hope there will be some resolution before our next combined meeting in September.

These combined meetings take place by teleconference so there is opportunity for attendance across the region and the dates have been set well in advance, however, the meetings remain poorly attended by Enrolled Nurses.

News

We had an enjoyable Enrolled Nurse Day celebration on the 30th June. Nine ENs enjoyed a high tea and spent time reflecting and reminiscing over the combined 243 years of Enrolled Nursing.

Pam Kiesanowski (NMH DONM) will be meeting with Cathy Andrews (ARA) to sort out final details for the 2019 Diploma of EN Satellite Programme being delivered by ARA. The clinical placements for students at NMH will be in the Medical/Inpatient Unit/Orthopaedics, and AT&R areas.

An Enrolled Nurse has been selected to be part of the Committee looking into the change of Nursing and HCA uniforms, and the rolling out of these. The first meeting took place a week ago, and the next meeting is scheduled for the 10th August.

Canterbury Regional Enrolled Nurse Section Report

Date: 28.7.2018

Representatives Name & Title: Brenda Columbus Chairperson

Regional Membership Number: 158

Last Annual General Meeting Date: 31 5.2018

Last Meeting: 31.5.2018

Next Meeting: 30.8.2018

Education in Region

Enrolled Nurses in Timaru are holding a Study day 19 September.
As Canterbury held the National EN Conference in May it was decided not to hold a study day this year.

Current Issues in Region

As in the rest of the country we are awaiting the result of the MEGA negotiations and result of the upcoming voting.

Twenty three EN graduates were presented with a NENS pen and magnet. The two recipient's awards in Clinical & Leadership received their certificates and \$100.00 prezzy cards at Ara in Christchurch on 22 June.

Best wishes to you all
Brenda

Southern Regional Enrolled Nurse Section Report

Date: 2nd & 3rd August
Representatives Name & Title: Robyn Hewlett Chairperson
Regional Membership Number: 178
Last Annual General Meeting Date: 30th September 2017
Last Meeting: 12th March 2018
Next Meeting: TBC

Education in Region

Otago Polytechnic students sat state in July. Get results next week.
Have received EN Graduation dates for Otago and Southland Institute of Technology Awards Ceremony in December 2018.

News

National EN Day was celebrated across the Southern Region with displays in the foyers of Dunedin and Southland Hospitals. The Southern District Health Board media communications adviser promoted National Enrolled Nurse Day on Facebook, which had photos of Enrolled Nurses from some of the wards from Dunedin Hospital and also on the SDHB intranet site. The Dunedin Hospital display had posters from the recent poster display at the Otago Polytechnic. The polytechnic also had information sheets on the New Zealand Diploma in Enrolled Nursing. These were all taken over the two weeks the display was in the foyer.

Southland Enrolled Nurse Section members Margaret Hewitt and Dorothy Allen manned the display in Invercargill and had lots of support from Enrolled Nurses and colleagues.

Dunedin Hospital recently advertised for new graduate ENs for Orthopaedics, Perioperative and Surgical wards x2 at Dunedin Hospital. Applications closed at the end of July 2018.

Registrations are now open for the annual Southern Region Enrolled Nurse Section study day on the 6th October 2018.

Presentations for day will be on the following: Moral dilemma in Palliative Care; Bariatric Surgery; a gastroenterology topic; Women and heart Attacks;

Direction & Delegation the findings and Recommendations from a research study in 2017, Dr Margaret Hughes, Senior Lecturer, Nursing, Midwifery & Allied Health, Ara Institute of Canterbury; two Enrolled Nurses presenting on their roles and positions as enrolled nurses- My role as a plaster nurse- Jan Stevenson-Brown and Eilish Duggan re working as a district nurse

out of Southland Hospital and Jane Wilson, Director of Nursing & Midwifery, Southern District Health Board.

Te Rūnanga-Enrolled Nurse Section Report

Date: 30 July 2018

Representatives Name & Title: TR-EN representative, Lea Thompson

Regional Membership Number: 48

Last Annual General Meeting Date: 4 – 6 August 2017

Last Meeting: 14 June 2018

Next Meeting: 18 October 2018

Education in Region

- 31 August 2018 “to make lasting lifestyle behaviour change” - Kohia Centre, Epsom, Auckland
- Cultural Competency, Working with Interpreters, Working with Migrant Patients: (4 hours) Hamilton
- Expressions of interest – Professional Forum for Māori Nurses and Midwives with a focus on leaders in practice: Hamilton
- Survey: Māori Health Workforce survey, Te Rau Matatini

Current Issues in Region

- Understaffing, underfunding issues – impacting on staff and the ability to access services which are high and complexed. Struggles to access essential medical supplies, one clinician seeing up to 14 clients in-a-day.
- Pay parity is ongoing
- Greater provision for Iwi providers continue
- Mental Health – under significant pressure with higher than usual occupancy numbers.
 - Not enough beds – clients sleeping in interview or meeting rooms.
 - Staff, experiencing burn out, working overtime to meet demands of service.
 - Homeless inpatients – exacerbate ward overloads
 - Home owners are discharged at the upon completion of treatment

News

- Waikato, Tamariki Ora nurses meet regularly to support each other to get through the issues.
- Keeping new graduate and taura safe, “Professional development unit at Waikato DHB” is involved and very supportive.
- New grad DHB positions are not being applied for by Māori
- The caliber of applicants is very high.
- Preparations for the Indigenous Hui-a-tau and AGM 2018 are underway