The challenge of change
The diagram illustrates the impact of change over stages. It starts with a positive and then goes through a negative phase, before finally rising back to a positive level. The stages are

<table>
<thead>
<tr>
<th>Stage</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>Status Quo</td>
<td>Disruption</td>
<td>Exploration</td>
<td>Rebuilding</td>
</tr>
<tr>
<td>Reaction</td>
<td>Shock, Denial</td>
<td>Anger, Fear</td>
<td>Acceptance</td>
<td>Commitment</td>
</tr>
</tbody>
</table>
1887 Nursing Job Description

1. Daily sweep and mop the floors of your ward, dust the patient’s furniture and window sills.

2. Maintain an even temperature in your ward by bringing in a scuttle of coal for the day’s business.

3. Light is important to observe the patient’s condition. Therefore, each day fill kerosene lamps, clean chimneys and trim wicks.

4. The nurse’s notes are important in aiding your physician’s work. Make your pens carefully; you may whittle nibs to your individual taste.

5. Each nurse on day duty will report every day at 7 a.m. and leave at 8 p.m., except on the Sabbath, on which day she will be off from 12 noon to 2 p.m.

6. Graduate nurses in good standing with the director of nurses will be given an evening off each week for courting purposes, or two evenings a week if you go regularly to church.

7. Each nurse should lay aside from each payday a goodly sum of her earnings for her benefits during her declining years, so that she will not become a burden. For example, if you earn $30 a month, you should set aside $15.

8. Any nurse who smokes, uses liquor in any form, gets her hair done at a beauty shop or frequents dance halls will give the director of nurses good reason to suspect her worth, intentions and integrity.

9. The nurse who performs her labors & serves her patients and doctors faithfully and without fault for a period of 5 years will be given an increase by the hospital administration of 5 cents per day.
The future will take the Whole Team...
Scope of Practice for the Enrolled Nurse

• Practise under the direction and delegation of a RN or NP to deliver nursing care and health education across the life span to health consumers in community, residential or hospital settings.

• Contribute to nursing assessments, care planning, implementation and evaluation of care for health consumers and/or families/whanau, with the RN maintaining overall responsibility for the plan of care.

• Assist health consumers with the activities of daily living, observe changes in health consumers’ conditions and report these to the registered nurse, administer medicines and undertake other nursing care responsibilities appropriate to their assessed competence.

• Are accountable for their nursing actions and practise competently in accordance with legislation, to their level of knowledge and experience. They work in partnership with health consumers, families/whanau and multidisciplinary teams.

In acute settings,

• EN must work in a team with a registered nurse who is responsible for directing and delegating nursing interventions.

In some settings,

• May coordinate a team of health care assistants under the direction and delegation of a registered nurse.

• May work under the direction and delegation of a registered health practitioner*. In these situations, the enrolled nurse must have registered nurse supervision and must not assume overall responsibility for nursing assessment or care planning.
My final thought

Perhaps to be alive is to be in a constant state of growth.

Embrace Change.