“How have you and your organisation managed to advance the Enrolled Nurse since 2010 and measured the success of those strategies?”
Panellists:

Sue Haywood, Chief Nursing and Midwifery Officer, Waikato District Health Board.

Hilary Graham-Smith, Associate Professional Services Manager, NZNO

Morag MacKenzie, Senior Academic Staff Member Centre for Health and Social Practice, Wintec

Robyn Hewlett, Chairperson Enrolled Nurse Section, NZNO.

Kirsten Harrison, Health Manager, Mt Eden Prison, Department of Corrections

Facilitator: Suzanne Rolls, Professional Nursing Adviser, NZNO
Scope of practice: key words

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

Since the 2010 broadened scope of practice - total graduates between 2011-2018 with active APC = 1206 graduate Ens.
Enrolled Nurse APC trends 2011-2018

Net loss of 603 enrolled nurses with APC since 2011
Opportunities

- New Zealand National Diploma in Enrolled Nursing
- Employ all EN graduates
- Increase EN student numbers
- 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

- Stated confusion with the scope of practice from nurse leaders
- Historical viewpoints and myths
- Lack of effective and coordinated workforce planning
- Pay and conditions
- Substitution with the another health workers or health practitioners.
“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