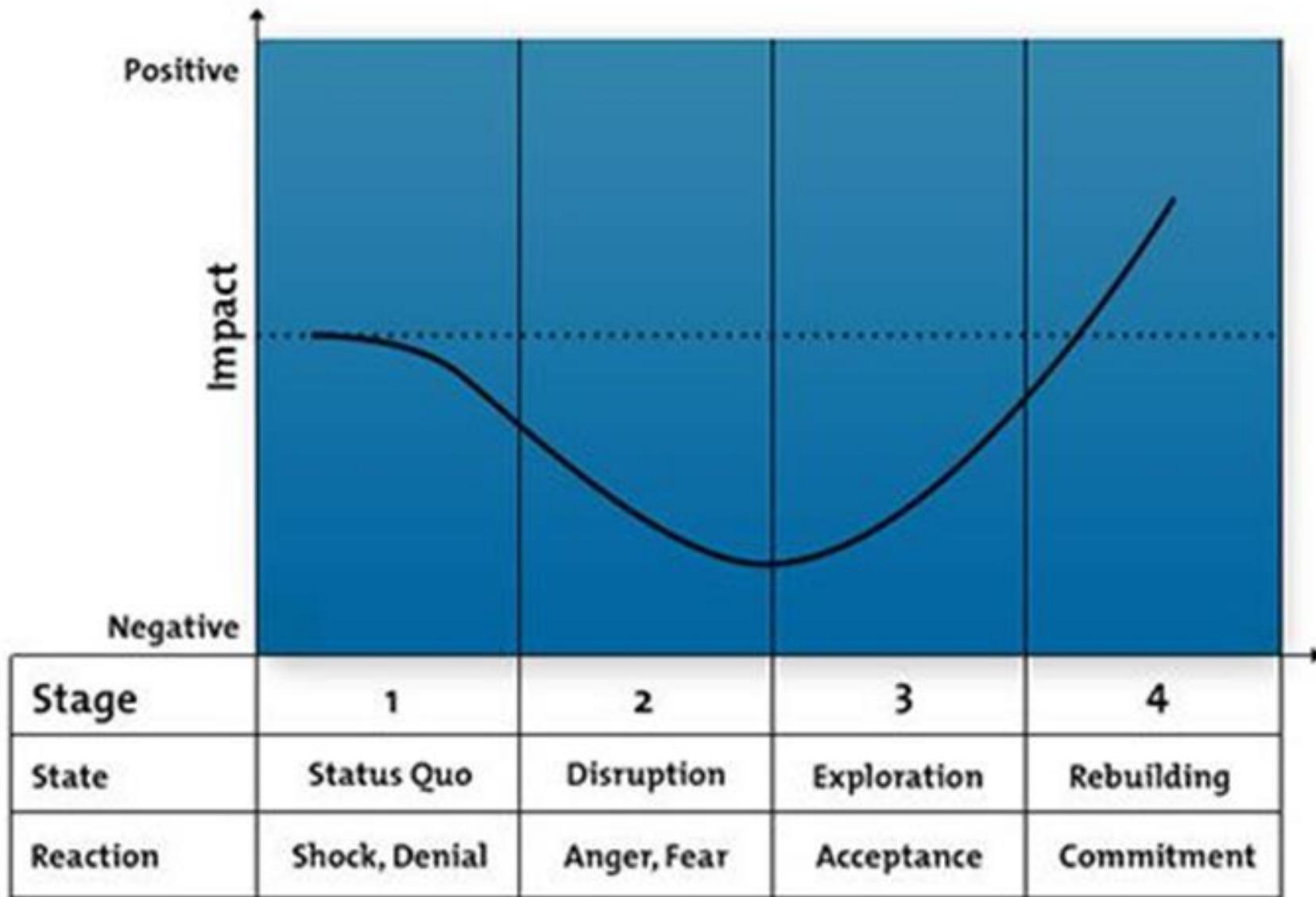




*The
challenge
of
change*





Enrolled Nurse Class 1984 – Waikato Hospital



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.
-

PATIENT NURSE PARTNERSHIP

Clinical effectiveness

Clinical governance
6 'C's Clinical care
Valued add outcomes
Evidence based practice
Releasing time to care
Clinical procedures and guideline utilisation
Interprofessional collaboration
Consistency in care
Patient safety

Workforce

Role clarity
Role development – 3 scopes of practice and non regulated staff
Succession planning
Rest and recreation
Valuing each others contribution
Collegiality
Fit for purpose
Practice development and performance management
Nursing culture
Staff safety and resilience
Staff well being

Resource management

Right sized workforce, empowered to practice at the top of scope
Health infomatics development to support practice
Bed utilisation
Forward capital planning
Operational resource management
Waste reduction

Patient experience

Feeling respected
Feeling valued and important
Improved access to care
Emotionally supported
Accurate and timely information
Coordinated care
Comfort and safety
Whānau/family involvement
Community transition in and out

Learning effectiveness

Clinical coaching and education support
Partnership with academic institutions
Undergraduate workforce training
Learning and sharing from serious events
Leadership training at all levels
Clinical or professional supervision and mentoring
Appraisals
Value patient experience

Risk management

Safe staffing
Clinical risk profiling
Nursing sensitive indicators management
Clinical audits
Care standards
Complaint management
Health and safety
Adverse incident management

Cultural awareness

System awareness

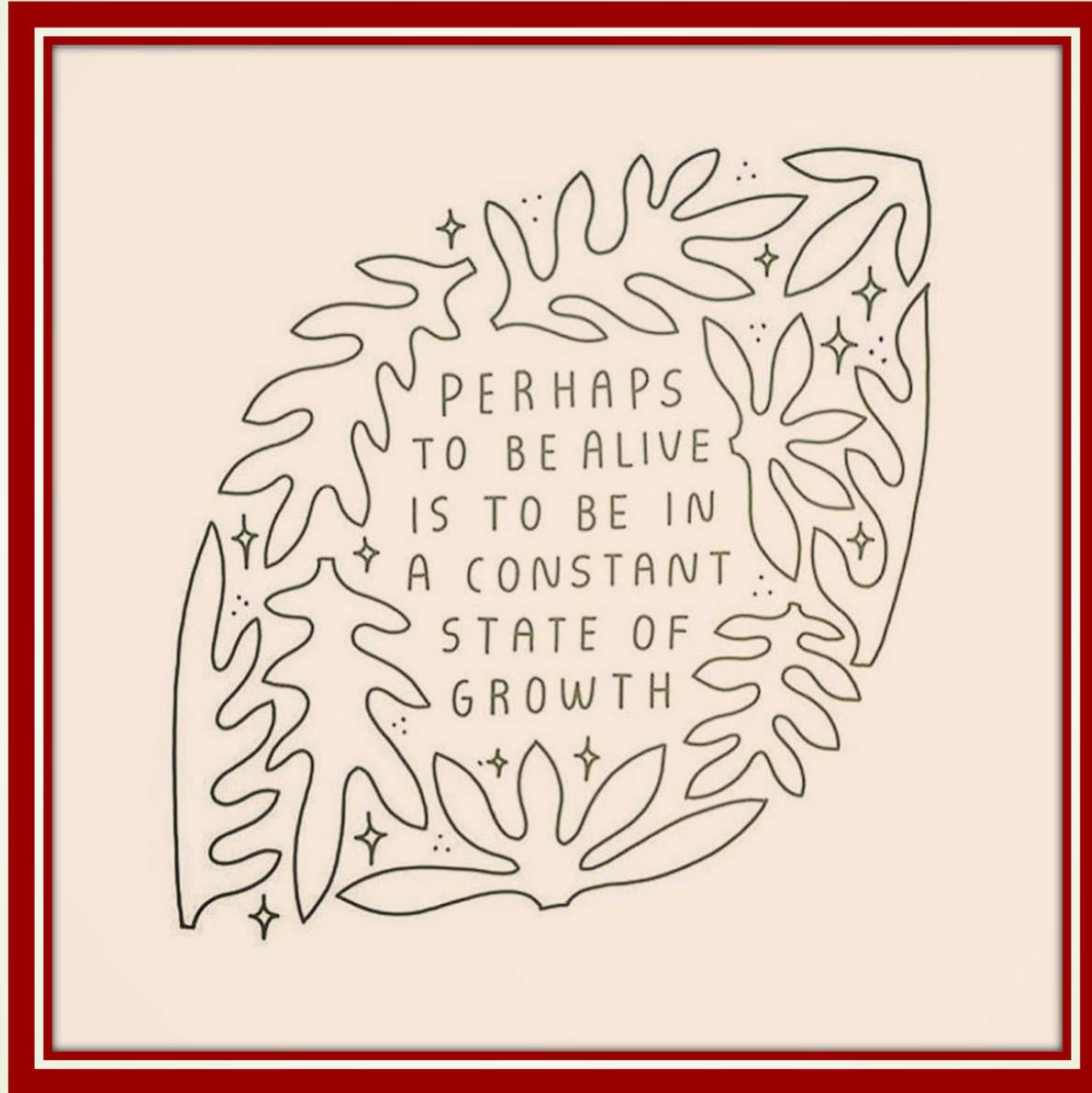
Teamwork

Communication

Ownership

Leadership

*My
final
thought*



*Embrace
Change..*