



Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION

Enrolled Nurse Section NZNO Committee Meeting Minutes 13th & 14th February 2020

Section/College:	Enrolled Nurse Section NZNO	File Record Code:	
Committee/Division/Region:	National Enrolled Nurse Committee		
Purpose of meeting(optional):	Committee Meeting		
Date & Time (dd/mm/yyyy):	13 th February 2020 08.50-16.50 14 th February 2020 0900- 15.25pm		
Location (eg city):	NZNO National Office - Wellington		
Facilitator	Robyn Hewlett		
Minute Taker	Robyn Schakelaar, Sue Goodwin		
Attendees	National Committee : Robyn Hewlett (chairperson/submissions, Tina Giles (Treasurer), Sue Goodwin, (Vice Chairperson, 2nd minute taker); Robyn Schakelaar (National committee Membership Officer, Editor Panui), Michelle Pratley (co-editor Panui), Suzanne Rolls (NZNO Professional Nursing Advisor)		
Apologies:	Treve Swan, Secretary; Dalreen Larkin, Te Runanga Representative; Debbie Handisides		

Summary of Actions from this meeting	Person Responsible
Enrolled Nurse Presentations 2020 Annual Enrolled Nurse Section NZNO Conference. Robyn to write to successful and unsuccessful applicants	Robyn H.
Korowai Cabinet	Sue and Michelle to continue to liaise with cabinet maker and NZNO regarding room
Enrolled Nurse Section becoming a ?College of Enrolled Nurses	Robyn to add to the AGM Agenda as a discussion by enrolled nurse section members present
Reminder to be emailed to Regional Chairpersons re raffle prize for conference	Debbie

TOPIC	Discussion	Action
Acceptance of meeting Agenda	Robyn Hewlett Moved: Robyn Schakelaar Seconded: Tina Giles	Robyn Welcomed National ENS Committee & Suzanne Roles NZNO PNA to meeting. House Keeping: Procedures in the building in case of fire/earthquake also where toilets are located
Enrolled Nurse Section NZNO Minutes 4th & 5th November 2019	Corrections: "Before schoold checks" should read as "Before school checks" Moved: Michelle Prattley Second Robyn Hewlett Carried Abstentions: Nill	
Inwards correspondence	Moved Seconded Carried Abstentions:	Not mentioned
Outwards correspondence	Moved Seconded Carried Abstentions	Not mentioned

Topic	Discussion	Action
Financial Report	Cheque account balance as of \$19006.27 Term deposit \$43270.49 Invoices for payment Robyn Hewlett. \$825.08 06/11/19 F2F Debra Handisides. \$104.48.... 06/11/19 F2F Robyn Schakelaar \$182.76... 06/11/19 F2F Sue Goodwin... \$12.00... 06/11/19 F2F Tina Giles... \$3947.13... 22/11/19. F2F DD NZNO CS \$151.95....14/11/19 DD NZNO CS \$53.66... 28/11/19 ID solutions, Pivitol LTD ... \$1922.80..... 11/12/19 DD TX Conf 8... \$3200.00..... 11/12/19 TOTAL \$ 10399.86 Forthcoming expenses needing to be pre-approved Moved Tina Giles Seconded Robyn Hewlett Carried Abstentions: Nil	Robyn has not purchased computer yet Spot Audit: Moved: Robyn Hewlett Seconded: Michelle Prattley
Membership	Currently _____ members. Movement from previous meeting	
Newsletter "Panui"	Still struggling to get articles or information from chairs, Bios need to be 500 words, editor voiced difficulty trying to have 3 publications a year and discussed 2 newsletter per year.	Sharyne to send reminder out to members and chairs
Website	Article on National Enrolled Nurse Day 30th June 2020 to be added to the website	Robyn H
42nd Enrolled Nurse Section Conference update	Committee discussed the panel discussion theme gave feedback, 4 EN presentation, 3 have been accepted. The 4 th application had been referred to make some changes and look at doing next year. Request to order gifts for Conference, as suggested by Southern were accepted. Medtech has shown interest in offering sponsorship. Honorary membership to be awarded to Lorraine Borthwick	Robyn to discuss with Southern Region Section. Robyn to write to all successful Enrolled Nurse presenters and to unsuccessful presenters.
Nomination for Chairperson and Committee Members	Notice to be sent out by 28 th February 2020, re positions of Chairperson and Committee members, up for election. The positions of Secretary and Treasurer are elected at the Enrolled Nurse Section Committee meeting post the annual conference.	Robyn to discuss with Sharyn for notice to go to all EN Section members

<p>Catherine Byrne Chief Executive/Registrar Nursing Council Of New Zealand</p>	<p>Catherine introduced and spoke about the role of the Nursing Council of New Zealand. Discussion regarding nursing work force with regards to EN's, discussed barriers with the use of "Under direction and delegation". Discussion re changing to "Working in collaboration and Partnership with". Under D&D is restrictive for enrolled nurses in regards from an employment point of view. Looking at stair casing EN to RN, discussed review of education standards for RN and Cultural safety. Brief discussion regarding ENSIP, advised Catherine that a survey monkey had been set up "Enrolled Nurse Scope of Practice", but still waiting for all feedback, but able to report 57% of enrolled nurses who were financial members of NZNO at the time had participated. Catherine to discuss with Pam Doole. Discussed updating /refreshing the "NZNO Guideline on the place of the Enrolled Nurse in the Health Care System", and advice given. EN Section marketing plan and profiling Enrolled Nurses in the Kai Tiaki, June 2020 edition. Catherine discussed the RN education review, looking at cultural safety also, articulation of EN to RN. ? lift EN programme to bring in line with RN.</p>	<p>Robyn to continue ongoing dialog with Catherine regarding any changes</p>
<p>Invitation to be on a discussion panel at the Registered Practical Nurses Association of Ontario (RPNAO) Conference October 2020</p>	<p>Robyn advised the members who were at table (Tina had left for 1hr) that she had received an invitation from Dianne Martin, CEO, Registered Practical Nurses (RPNA), Ontario, to attend the RPNA Conference in Ontario, Canada, in October 2020. Robyn had been invited to be on a discussion panel and asked the committee for financial support to attend</p>	<p>Committee to discuss and feedback to Robyn when a quorum was present/available</p> <p>Link to Business Plan & Strategic plan by end of February</p>
<p>Korowai Cabinet</p>	<p>Option 1 \$842.54 Option 2 \$1048.63, Option 3 \$1089.03 Awaiting approval from NZNO to be kept at NZNO, awaiting decision from David Woltman</p>	<p>Sue and Michelle to continue to liaise with cabinet maker and NZNO regarding room.</p>

Topic	Discussion	Action
<p>College Of Enrolled Nurses discussion</p>	<p>Robyn suggested that the section investigate becoming a college of enrolled nurses. Hilary Graham-Smith had mentioned at the 2018 NZNO College & Section Day, that she could see no reason why the Enrolled Nurse Section could not become a College a 2-3 year process to get up and running. A lot of work involved Flag to membership & explanation to membership Add to 2020 AGM Agenda to discuss with ENS members at Conference in May One of the prerequisites is that must have a newsletter / journal Educate regional members Re-branding Send out part 6, NZNO C&S Handbook to regional chairs, so can begin to discuss at regional meetings</p>	<p>Part 6 of the NZNO College & Section Handbook to be sent to section chairs by Robyn. Robyn to add to AGM agenda as a discussion at the conference in May 2020.</p>
<p>Ramai Lord, Senior Advisor, Nursing, Ministry of Health</p>	<p>Ramai updated the committee on the following: Enrolled entry in to practice program is like the NETP Programme. Hoping to start mid-year, currently writing up documents in regard to ENSIPP. Finally validates a lot of the EN role. Great work by the EN Section. MOH to use the document that EN section wrote this will be incorporated with the DHB's and there will be a standard process. Discussed more placements needed in primary care mental health and addictions. MOH to update fact sheets online. Voluntary bonding open from 4th February until 16th March 2020 – Mental Health & Addictions, Aged Care, Corona -19 updates daily on the website Update on Mesh and restorative justice will address the harm done. Forums were held in 2019. Ramai updated on the following: The Enrolled Nurse Scope of Practice Survey 2019 “Under” the direction and delegation ? change to work in</p>	<p>Robyn to continue ongoing dialog with Ramai regarding any changes</p> <p>Robyn had advertised voluntary bonding on the face book page. Unsure if any EN's had joined the scheme. It might take a couple of years for EN's to join the scheme</p>

Topic	Discussion	Action
	collaboration /partnership as would be more enabling for Enrolled Nurses. This would be make enrolled nurses more autonomous in their roles.	
Barriers to Enrolled Nurses	Robyn archived some of the documents, need to add Immunization (IMAC) draft proposal for EN's to become authorized vaccinators.	Ongoing document to be updated regularly Robyn to feedback on IMAC
Computer	Robyn to go ahead and purchase laptop as per discussion with committee, laptop will only be used for EN section business	Robyn to advise when this has been actioned
Hilary Graham-Smith	Hilary has left NZNO. It was suggested that it would be nice to send a card thanking Hilary for her support over the years to Enrolled Nurses and the Enrolled Nurse Section NZNO	Robyn to send card
Kai Tiaki, Nursing New Zealand	<p>June edition will have the following:</p> <ul style="list-style-type: none"> ✓ Analysis of the survey revealed in an article byJinny, conference report and if any update from response IMAC, profiles of Enrolled Nurses, ✓ Editorial from Mary Gordon, Executive Director of Nursing, Canterbury District Health Board. Voluntary Bonding Scheme for EN's in Mental Health & Aged Care 	Robyn to follow up with Teresa
Enrolled Nurse Scope of Practice Survey 2019, Jinny Willis Principal Researcher, NZNO	<p>Jinny presented the figures from survey, Jinny invited to come to conference and present findings:</p> <ul style="list-style-type: none"> ✓ Survey out for 4 weeks. 57 % response rate ✓ Data collecting ✓ All survey participants members of NZNO ✓ 1380 emails sent out. 19 bounced back ✓ Half of participants over 55-64 years of age ✓ 9.6% identified as Maori ✓ 65% will retire within 10 years <p>Committee discussed publishing the survey results in a book</p>	Robyn to follow up

Topic	Discussion	Action
Conference Panel Discussion	“Breaking down the myths and barriers, how do you enable the capabilities of nursing to build the Enrolled Nursing Workforce”	Robyn to discuss with southern and feedback to national committee
Facebook Page	Continue to advertise enrolled nurses’ position across New Zealand and to advertise Study days etc	Robyn to continue
Catering	After asking committee preference regarding food, it was decided to give one more try but not to have cakes, good result and all enjoyed morning teas and lunch.	Tina continue to order from New World
Morag McKenzie, Senior Academic Staff Member, Centre for Health and Social IPactice, Wintec	<p>Morag had conducted research on the employment opportunities available for Enrolled Nurses:</p> <ul style="list-style-type: none"> 120 participants ✓ Initially Waikato based, but opened it up nationally for EN’s ✓ Expressed their frustrations ✓ A balanced response ✓ Historical history of the downgrading of the EN Role – comments – DHB consistently advertise for RN/EN, but only employ RN. Only earn \$1.00 more than an HCA ✓ Difficult journey for enrolled nurses ✓ Confusion of Enrolled Nurse Scope of Practice ✓ Other people had no understanding of EN, ✓ Consistently standing up for myself ✓ Confusion of new EN S of P and old S of P <p>Another focus: Regional – model of care and service delivery. Canterbury and Southern DHB.</p> <ul style="list-style-type: none"> ✓ Northland not good in employing Enrolled Nurses ✓ Some working to the top of their S o P- validates what we know already ✓ Competition with pay equity and inequalities ✓ No more education & progression – keen to progress, no opportunity ✓ More support needed for role ✓ What if I want to learn other stuff <p>From Research:</p> <ul style="list-style-type: none"> ✓ Community & practice perspective – a group of people 	

	<p>different from areas coming together to mentor</p> <ul style="list-style-type: none"> ✓ Mentors & graduates employed in GP Rural Practice ✓ ENs at Springhills – Kirstin Harrison ✓ More EN's in Mental Health – Waikato ✓ Maori Health providers – EN graduates <p>Level 5- HCA</p> <ul style="list-style-type: none"> ✓ Gerontology Section –have members of enrolled nurses and HCA's, lumped in together ✓ Report writers don't acknowledge them ✓ MOOC – free online education on dementia via Tasmanian University ✓ Tertiary providers - sharing of information, community in practice – sharing of resources <p>Unitec, Waikato –</p> <ul style="list-style-type: none"> ✓ 600 Maori nurses short ✓ Retention programme ✓ Have the highest Maori population in New Zealand ✓ Hui <p>Voluntary Bonding – closes 16th March 2020</p> <ul style="list-style-type: none"> ✓ Aged Care Sector ✓ Mental Health & Addictions ✓ Request for proposal for EN & NP's ✓ Service specifications for EN SIPP <p>Unitec EN Programme;</p> <ul style="list-style-type: none"> ✓ 9 enrolled nurse students in current programme who identify as Maori ✓ Approximately ½ dozen each intake who identify as Maori & Pacifica ✓ Study link – no funding for over 45 of age <p>HCA's –</p> <ul style="list-style-type: none"> ✓ Working beyond their job description ✓ Unregulated workforce ✓ Employers restructure the role to “Home Assistant” <p>Nurse led clinics</p> <ul style="list-style-type: none"> ✓ Role for EN's here <p>“under Direction and Delegation“ created a hierarchy in nursing</p>	
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Topic	task related Discussion	
	Innovation required for this next phase and to remove “under” in the EN S of P ‘Enrolled Nurses just want to go to work and be happy’ Research overwhelming – a lot of positives, where they work and the support they get. Morag enjoyed the narratives & stories of her research	Morag has been invited to present at the 42 nd Annual Enrolled Nurse Section Conference in Dunedin
Orientation Folder		Robyn to email to committee the Enrolled Nurse Section NZNO Rules
David Stewart, ICN	Case Studies are released each week on the ICN website, for the Year of the Nurse	Email ICN link to committee
NZNO Guideline on the Place of Enrolled Nurses in the NZ Health Care System	Committee went over it, adding and deleting	Robyn to do changes to document
Enrolled Nurse Section Pen	Tina to order more of the pen with red, blue and black ink Southern will look at conference pens. Fridge magnet to be ceased. Committee have a different promotional item for conference 2020	Tina
On line Education for Enrolled Nurses	MOOC – free online education for enrolled nurses on <ul style="list-style-type: none"> ✓ Understanding Dementia ✓ Preventing Dementia ✓ Understanding Multiple Sclerosis Advance Care Planning – Free on HQSC New Zealand website	Robyn to get added to enrolled nurse section website under professional development for enrolled nurses https://ms.mooc.utas.edu.au/ https://www.hqsc.govt.nz/our-programmes/advance-care-planning/
National Enrolled Nurse Day, 30th June 2020 – advert in Kai Tiaki	Enrolled Nurse Section to add in for National EN Day	Robyn
Business & Operational Plan:	Do Activities Log: <ul style="list-style-type: none"> ✓ Conference ✓ Panui dates ✓ Enrolled Nurse Section Committee meeting dates ✓ NZNO AGM, Conference day, College & Section Day ✓ National Enrolled Nurse Day ✓ International Nurses Day ✓ Yearly review of “NZNO Guidelines on the Place of Enrolled 	

	Nurses in the NZ Health Care System"	
Topic	Discussion	Action
Annual Enrolled Nurse Section NZNO Conference 2021 Hosting Region	One application had been received for hosting the 2021 Annual Enrolled Nurse Section NZNO Conference	The committee accepted the application received for hosting the Annual Enrolled Nurse Section NZNO Conference

Meeting Closed (Time): 15.25

Next meeting will be held 20th May 2020 in Dunedin

Date minutes confirmed:	6/8/2020
Signed:	R. Hewlett
Name:	Robyn Hewlett chairperson