



Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION

Regional Section Reports February 2021

Northland/Taitokerau Enrolled Nurse Section Report

Date: 14th February 2021

Representatives Name & Title: Charmaine Parker – Chairperson & co-Secretary

Regional Membership Number: 30?

Last Annual General Meeting Date: 8/04/2020

Last Meeting: 5/10/2021 and 21 November 2020 Christmas Enrolled Nurse Function

Next Meeting: TBC

Education in Region

Last year's 2020 start year EN student intake at NorthTec going well, they are currently into their 2nd week of their Mental Health placement.

Northland's Covid-19 positive test in the community halted the first clinical placements being conducted in rest homes, for the 2020 midyear intake EN Students who were moved to Hospital Outpatients instead, causing some disruptions to the EN placements previously organised for January 2021

Chairperson and EN Working Group - encouraging the completion of Preceptor training to best guide new EN Students, email sent out to all Northland EN's to encourage preceptor training.

Preceptor training has been completed for 3 x EN's at NorthTec, in 2020. Hoping for more existing EN's to complete preceptor training in 2021.

Current Issues in Region

Employment, no replacements of our EN's especially in medical, surgical wards.

An increase in HCA's doing work that EN's used to do/ and or RN's taking on these roles.

A decrease in EN numbers in Northland, but when new EN Students join the workforce, our EN numbers will start to increase.

News

Another committee member retired in Dec 2021, we have been working to increase our committee member numbers for 2021.

Maree Tugaga, Senior EN-NDHB Outpatients Dept., completed a marketing video, promoting EN Training for the NorthTec Website.

2021 Year Start EN Program starting in Feb/March 2021.

NorthTec in discussion with EN Working Group NDHB – regards how to roll out a possible part time EN training Programme. This may be more attractive and reduce barriers for HCA's Support Workers and Care Givers already working fulltime and needing to continue bringing in an income while studying.

Programme information as follows from Mahitahi Hauora: – *email promotional EN Service Establishment Programme Flyer* – **Coral Wiapo - Northland Regional Coordinator – EN/NP workforce development program.** [Mahitahi Hauora](mailto:coral.wiapo@mahitahihauora.co.nz) - 28-30 Rust Avenue, Whangārei | PO Box 1878, Whangārei - P: 09 438 1015 | M: 021 828662 | F: 09 438 3210 - E: coral.wiapo@mahitahihauora.co.nz

EN Service Establishment Programme

The Enrolled Nurse (EN) Service Establishment Programme is part of a wider Ministry of Health funded programme to deliver a national Nurse Practitioner (NP) Training Programme (NPTP) and to support the establishment of both NPs and ENs in primary health care and community settings, where they deliver (substantively) mental health and addiction services. The Programme is funded through to Dec 2024.

The Programme is being led by the School of Nursing, University of Auckland in partnership with Mahitahi Hauora PHE; The Fono; Victoria University of Wellington; and the University of Otago. Other key partners are Te Rau Ora; Te Ao Māramatanga - NZ College of Mental Health Nurses Inc.; NPNZ (Nurse Practitioners New Zealand); and the Enrolled Nurse Section (NZNO). The initial governance structure is Appendix A.

The purpose of the EN Service Establishment Programme is to improve access to mental health and addiction (MH&A) services in primary health care and community settings by supporting ENs (and NPs) into positions with health providers. Equity and achieving equitable outcomes, underpins the Programme.

The specific objectives are to:

- Establish EN positions into PHC and community settings where the ENs have a substantive role in delivering MH&A services
- Promote the contribution of ENs in PHC and community settings to provide mental health and addiction services
- Work in partnership to co-design EN positions in health providers
- Prioritise Māori participation in the workforce and Māori service delivery models
- Increase Pacific participation in the workforce and Pacific service delivery models
- Evaluate the models, including role; how the service has improved access to MH&A services; funding to establish the service
- Share learnings and ideas to increase the success of the Programme through a network of health providers and stakeholders across both North and South islands.

Approach

The Programme will seek expressions of interest from health providers and ENs (or EN students).

The National Coordinator (or Regional Coordinators) will work with local stakeholders and health providers to identify, plan, and establish EN positions.

The emphasis is on co-design with local Māori and non-Māori stakeholders and the community, anticipating different models being developed for different areas and communities.

Assessing readiness of the placement

Four key areas will be used to assess the readiness of the health provider and the EN to work within their scope of practice

- Readiness of health provider to support EN service and delivery focusing on MH&A services
- Readiness of EN to deliver services MH&A services in PHC/community settings
- Availability of RN (or NP) support and supervision within the health provider
- Availability of peer support (from colleagues both inside and external to the organisation)
- Ability of the health provider to achieve sustainable EN services after the end of the establishment period

The funding to establish the EN position is expected to cover up to a two-year period. The funding may cover:

- A contribution to salary
- Professional development, including Mental Health Credentialing (run by Te Ao Māramatanga)
- Professional &/or cultural supervision
- Clinical supervision

It is expected that each EN position will have different funding needs and different models of care.

The MoH see the establishment of these positions as an opportunity to showcase the work of EN's.

Further, we expect the funding contribution to each EN position to reduce over the one- to two-year period, leading to a sustainable permanent EN position, funded through existing funding streams.

Eligibility and priority areas

- Primary health care or community service
- Priority areas include:
 - Māori, and Pacific communities
 - Priority populations and communities
 - Vulnerable and marginalised groups or communities (age, gender, ethnicity, disability, employment)
 - Rural and underserved communities
- Priority workforce: Māori, and Pacific nurses
- Ability (health provider and EN) to provide MH&A (for mild and moderate issues), increasing access to MH&A services in the community.

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Proposed role demonstrates:

- Increased access to MH&A within the PHC/community setting and referral pathways to specialist care and other community, social, and NGO resources as appropriate
- How MH&A services integrate with generalist PHC services
- How Hauora Māori best practice models and Māori Tikanga are embedded in the models of care, addressing issues of equity
- Culturally safe service provision

- Opportunities to network with the community and consumers, to deliver services, including health promotion and prevention programmes
- Work to deliver equitable health outcomes

Sustainability of role requires:

- An identifiable long-term need for this role in the community to meet health needs
- Financial viability of the role and commitment for the role to be supported beyond the position establishment period
- Infrastructure required to support the role, including models of care, peer support, office space, team support

Requirements for the successful implementation of the EN position

- Job description, contract and working arrangements, line reporting, clinical supervision and delegation
- Models of care and relationships within the clinical setting
- Professional development, professional &/or cultural supervision, pastoral support, and other clinical experience for the role to be successful
- Arrangements for oversight and leadership/management of the implementation and evaluation of the role with the Programme coordinator/lead

Proposed Assessment Framework for EN positions

Expressions of interest are sought from both the health providers and the EN (or EN student). Preferentially, the health provider and the EN (or EN student) will already have a working relationship, or the intent to work together. Where either the health provider or the EN (or EN student) do not have an existing relationship, efforts will be made to connect health providers with potential EN (or EN students).

Application Process

1. Potential health providers and ENs (EN students) will be asked to submit an expression of interest to the Regional Coordinator of the Programme, Coral Wiapo. (Forms available from coral.wiapo@mahitahihauora.co.nz)
 - Expression of Interest by *HEALTHPROVIDER* to establish EN position delivering MH&A services
 - Expression of Interest by *EN (or EN student)* to establish EN position delivering MH&A services
 - EN (or EN student) applicants need to also submit a 2-page CV with their EOI.
2. The Regional coordinator will then contact the applicants seeking any further information or clarification.
3. The Partners' Steering Group will be presented with applications for review by the National Coordinator.
4. The application will be assessed in relation to eligibility and readiness of provider and EN (or EN student).
5. The health provider and EN (or EN student) will be notified of the outcome.
6. The health provider and EN (or EN student) will then work with the Regional Coordinator, and other local stakeholders as appropriate, to develop a full funding model, implementation and evaluation strategy over the up to two-year period.

Evaluation and Research

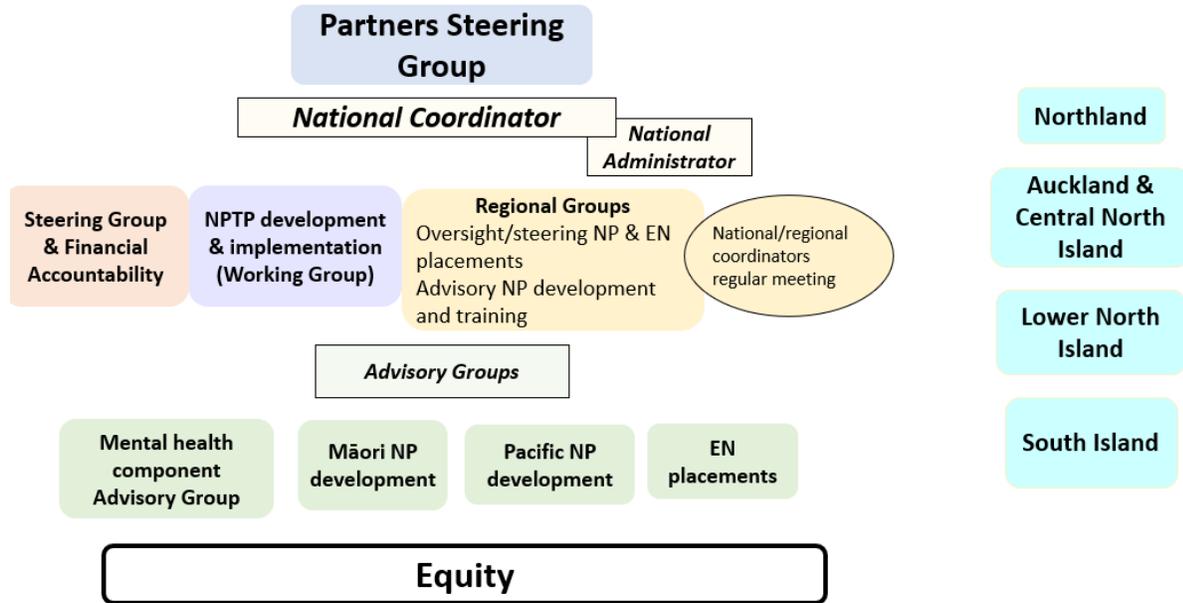
This Programme will be evaluated. The design of the evaluation for the purposes of the contract is yet to be finalised.

There are opportunities for research related to this Programme. If you or any colleagues are interested in undertaking research, please contact us.

Any research undertaken will conform to the organisation’s research ethics requirements, including human ethics approval, and require informed and written consent.

For further information, please contact: Dr Sue Adams s.adams@auckland.ac.nz

APPENDIX A: Proposed Overall and Initial Governance Structure



Midlands Regional Enrolled Nurse Section Report

Date: 16.2.21

Representatives Name & Title: Leonie Metcalfe, Chairperson

Regional Membership Number: Approx 65

Last Annual General Meeting Date: 14.8.20

Last Meeting: 4.12.20

Next Meeting: AGM 9.4.21

Education in Region

Midlands Regional Enrolled Nurse Section NZNO study day was held in November 2020, a great programme and feedback with 74 attendees.

Waikato DHB Enrolled Nurse study day will be held in March 2021, programme yet to be confirmed and study day will be open to enrolled nurses within the Midlands region.

Current Issues in Region

Nil issues have been raised with Midlands EN Section

Continue to have poor attendance at Section meetings and membership number declining!!

News

There has been some recruitment of enrolled nurses in the Midlands region but we need to continue to scope out opportunities within our region wider than Waikato DHB.

Waikato DHB Professional Development Unit now have a new graduate page on the intranet accessed through the Nursing Hub which includes information for new graduate RNs and EN's. The internet is being updated to include information about ENSIPP, ACE, applying to Waikato DHB and orientation and support. The next step is to embed videos of Interviews had with new graduates, ENs and CNMs about the value ENs bring to the workforce.

Great to see his very positive work to profile enrolled nursing within the Midlands region.

Wintec nursing graduation and Special Awards ceremony will be held 17-18th March – COVID permitting.

Thanks to the great work that the National Enrolled Nurse Section continue to do to support and advance enrolled nursing throughout our regions.

Leonie Metcalfe

Midlands Enrolled Nurse Section NZNO



Top of the South Regional Enrolled Nurse Section Report

Date: 15/02/2021

Representatives Name & Title: Tamara Gibbison (Chairperson)

Regional Membership Number: 26

Last Annual General Meeting Date: 22/08/2020

Last Meeting: 15/02/2021

Next Meeting: 3/5/2021 - AGM has been moved forward to May

Education in Region

In house Cannulation training at Wairau Hospital

Current Issues in Region

No concerns to report from the Section

News

Hello to you all, Happy New Year to you all and hope that this year will be a good one. TOTS has had its first general meeting of the year since last year November, due to COVID 19 and other commitments we were unable to have other meetings beside our AGM in August 2020.

Section Member Jen who works in a GP Practice, will be given training to give COVID 19 vaccinations. Jen also no longer needs a standing order to give flu vaccinations. Jen has a temporary certificate from Ministry of Health of certification for the both of these which expires in a years' time. This will be reviewed.

Section Member Tam who works for Nurse Maude reports that Nurse Maude has been advertising for an Enrolled Nurse Position for the Nelson Office, Position as a Case manager – Assessing new and existing clients on their needs and putting in supports. X2 applicants have applied and have been interviewed. We hope to offer the position soon.

DHB Wairau hospital section members have reported that the EN's are getting training on how to cannulate. They need to complete both theory and practical modules to become competent. This is optional and not compulsory.

We have 6 section members who will be attending conference this year. We are looking forward to attending. See you there!

Canterbury Regional Enrolled Nurse Section Report

Date: 12th February 2021

Representatives Name & Title: Michelle Prattley – Chairperson

Regional Membership Number: 160

Last Annual General Meeting Date: 13 July 2020

Last Meeting: 8th February 2021

Next Meeting: TBC

Education in Region:

Not a lot to report about education. The last update I had from Ara was that there were approx. 43 enrolled to start the Diploma in March 2021. We are working on our study day for 23rd September more details to follow. Those EN's that have done the theory for the Provisional Vaccinator Course are still continuing to have issues in getting the peer assessment signed off. This is very frustrating especially when you hear that Allied Health workers are putting their names forward to become vaccinators (Physios and OT's). We have the NZNO Regional Convention on the 13th April.

Current Issues in Region:

Staffing issues continue throughout the DHB. As staff are leaving, they aren't being replaced. There seems to be issues around sick not being replaced and then staff are still being taken to other wards. Staff are starting to feel burnt out and the number of staff off sick seems to be increasing.

Trend care has been rolled out throughout most of the DHB now and it seems the consensus is that it is not liked. Staff are finding this very time consuming and feel that the patients are suffering from this. Nurses feel they are spending more time in the nurse's station on the computer than spending time with their patients.

We currently don't have a liaison person from Ashburton or Timaru as we have just recently had Tania Coles resign from committee. We are currently trying to get someone from Mental Health to join our committee as Alice Jamieson has recently resigned to move back to Southland.

News:

Debbie Handisides, Maree Hurst and myself have had a meeting with the DON at Burwood (Kate Lopez) this was very well regarded. Kate was very enthusiastic, supportive and encouraging to EN's at Burwood. Kate is on board with the ENSIPP programme and also EN's as preceptors. We asked Kate if she would support us in setting up regular EN meetings at Burwood with the possibility of holding one at Christchurch Hospital as well. Kate was very open and supportive of this. We are hoping to organise these so there is some sort of education / speaker at these meetings. This is a way forward to find out what is happening in different areas throughout the DHB.

I would like to thank the Canterbury EN Section Committee for their continued support and I look forward to working with them this year.

Take care and stay safe everyone
Michelle

Southern Regional Enrolled Nurse Section Report

Date: 4th & 5th November 2020 & 16th & 17th February 2021

Representatives Name & Title: Robyn Hewlett

Regional Membership Number: 140

Last Annual General Meeting Date: February 2020

Last Meeting: 21st October 2020

Next Meeting: TBC

Education in Region

Southland Institute of Technology Awards ceremony was held on the 1st December 2020 in Invercargill. 16 Enrolled Nurses graduated from Southland Institute of Technology in December 2020.

Otago Polytechnic graduation was scheduled for the 11th December. However there was postponed due to a terrorist threat. Instead a ceremony on the morning of the 11th December for the EN's and RN's at the Otago Polytechnic. 18 enrolled nurses graduated in December 2020.

February 2021-

Otago Polytechnic 2021 intake commenced on the 15th February 2021 with 26 enrolled nurse students

Southland Institute of Technology (SIT) - have 24 full-time and 1 part-time student in 2021 Intake of enrolled nurse students.

Dunedin Hospital are having their first study day for new enrolled nurses on 15th April 2021. I have been invited to present at this day.

State Examination:

Otago Polytechnic - EN grad sat state in January passed. One final grad sitting in March. 17 Enrolled Nurses sitting state final in June 2021.

Current Issues in Region

Three Enrolled Nurse positions have been advertised frequently at Ross home and Hospital, Presbyterian Support Otago – hospital level care facility in 2020 and 2021.

Enrolled nurse positions were recently advertised at Mercy Hospital, a private surgical hospital in Dunedin and at Ashburn Clinic – private Psychiatric hospital. Ashburn Clinic employed a new graduate enrolled nurse and an enrolled nurse who has worked previously in Mental Health.

Enrolled Nurse Positions continue to be advertised at Dunedin Hospital, with recent vacancies at ATRIS, a rehabilitation facility based at Wakari Hospital and in Medical and Orthopaedic wards at Dunedin Hospital.

Enrolled Nurse Positions are also advertised in the community – aged care in Otago and Southland.

NZNO issued Health & Safety notices to SDHB re two wards at Dunedin Hospital in 2020.

News

EN students from Otago were on clinical placements at Dunedin Hospitals during late November and December 2020.

2020 new graduate enrolled nurses are also gaining positions at Dunedin Hospital

Otago and Southland Polytechnics have invited me to present in March and June on the Enrolled Nurse Section and NZNO.