

Enrolled Nurses Making a Difference

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**Executive Director of Nursing Waitaha Canterbury
& Te Tai o Poutini**

Te Whatu Ora
Health New Zealand
Waitaha Canterbury



History – Timeline

- 1939 – register of nurse aides commenced
- 1966 – registered community nurses programme – 18 months
- 1977 – title changed to Enrolled Nurses
- 1978 – education programme 12 months
- 1993 – enrolled nursing programmes ceased
- 2000 – NZNO lobbies for reintroduction of Enrolled Nursing training.
- 2002 – enrolled nursing programme recommences
- 2004 - title changed to “Nurse Assistant”



Community Nurse 1974 Prelim Class - Burwood Hospital

**Te Whatu Ora
Waitaha Canterbury
& Te Tai o Poutini
has had a long
history with Enrolled
Nurses**

History – Timeline *cont'd*

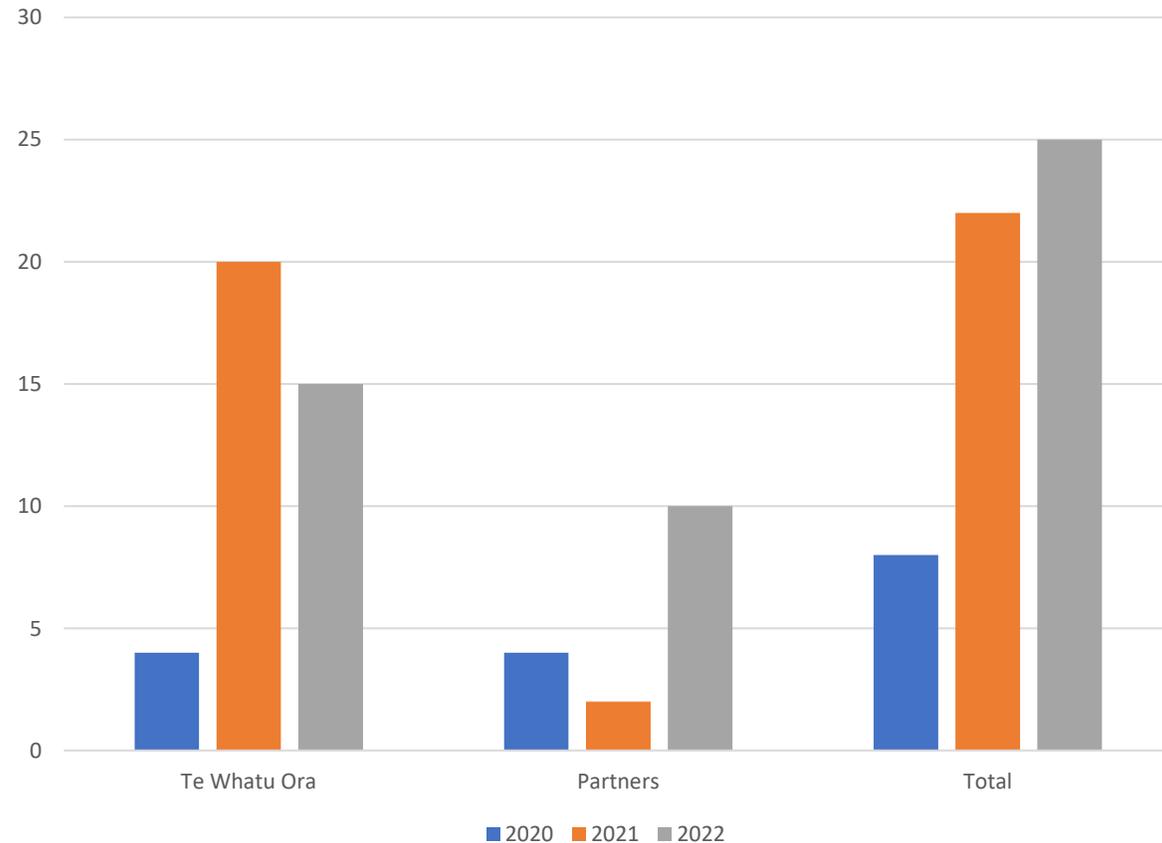
- 2006 – Nurse Assistants take legal action to change title.
- 2007-2008 – working party recommends Enrolled Nurse
- 2008 – successful lobbying changed title back to Enrolled Nurse
- 2009 – 2010 – scope, title, competencies, education standards developed
- 2010 – existing Enrolled Nurses commence transition requirements.
- 2011 – Enrolled Nursing diploma commences – 18 months
- 2020 – Enrolled Nurse Support into Practice Programme (ENSIPP)
- 2023 – EN Scope Revised!

I want to commend the subsequent leaders of Nursing Council who took on the wero to firstly amend back to the Enrolled Nurse title, but to now subsequently change the scope to be more enabling.

"The issue is one where a group of nurses, through no fault of their own, were caught out by a decision which changed their job title and their scope of practice to something different from what they intended when they signed up for a course of study," Mr Cunliffe said. 2008



ENSIPP Te Whatu Ora Waitaha

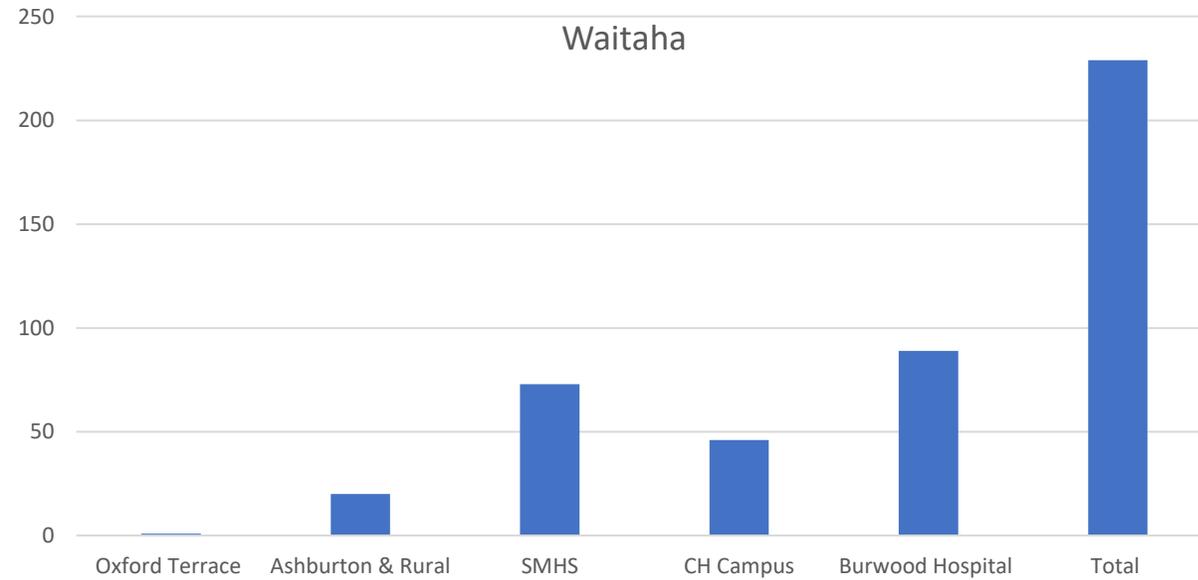


Te Whatu Ora Waitaha is the largest employer of ENs nationally

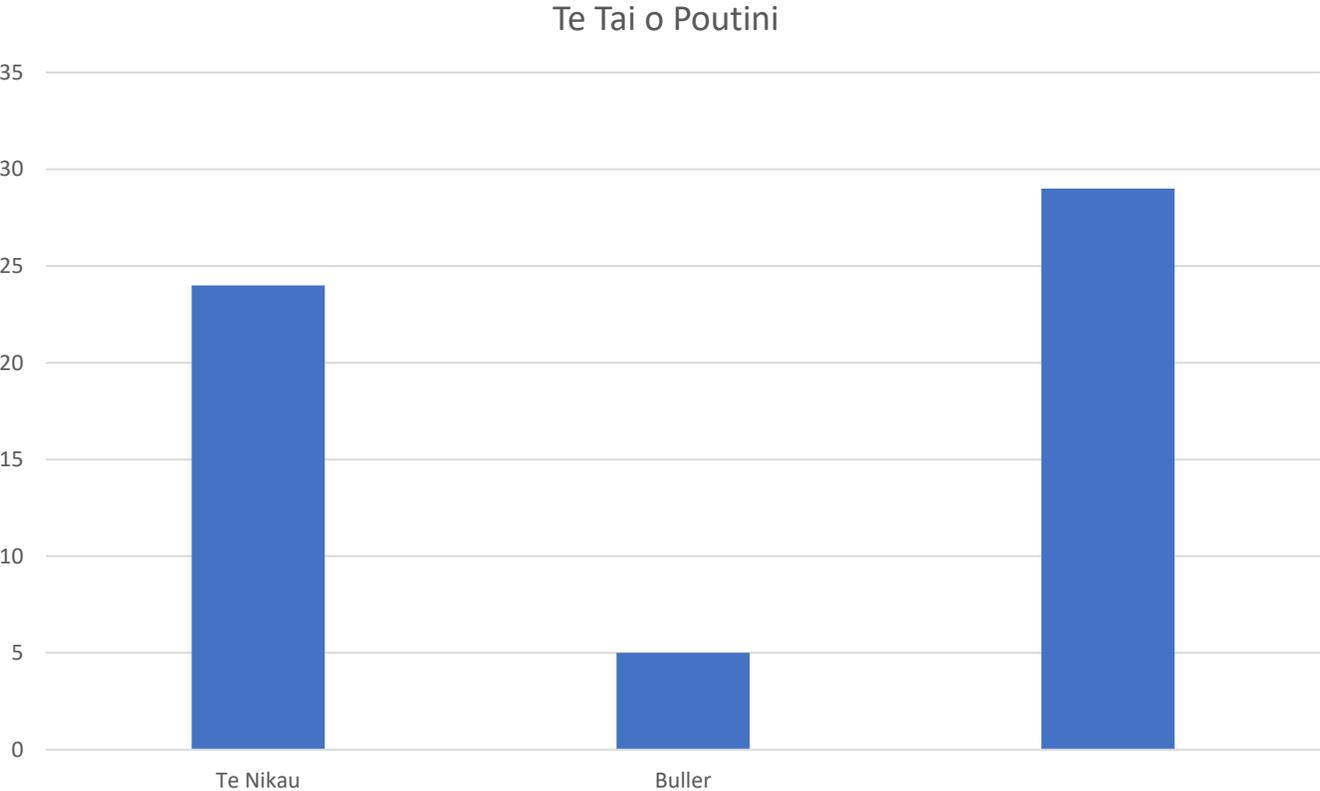
21% Enrolled Nurses

One of the few areas that employ ENs into primary care

Enrolled Nurses Employment Areas Waitaha HSS



Enrolled Nurses Te Tai o Poutini



NZ Nursing Workforce Demographics

- **31st March, 2023 – 69,592 Nurses in Aotearoa have an APC. ¹**
- **2,409 Enrolled Nurses**
- **270 new graduate ENs registered June 2022- March 2023**

Māori Nurses

- **4,509 Registered Nurses**
- **218 Enrolled Nurses**
- **55 Nurse Practitioners**

Pacifica Nurses

- **2,401 Registered Nurses**
- **152 Enrolled Nurses**
- **12 Nurse Practitioners**

**Nursing Council
New Zealand
(2023)**

“ Some days I leave from work, my face hurts from smiling as I am replaying those fantastic conversations with exciting people I have met on the day. I think about the people I help, with those little conversations or actions that made a difference in their lives, no matter how small that difference may be. But I am so glad that I have an opportunity to do that. ”

– Rupinder Kaur



**Rupinder is an
Enrolled Nurse
who works in the
Acute Specialist
Mental Health
Service**

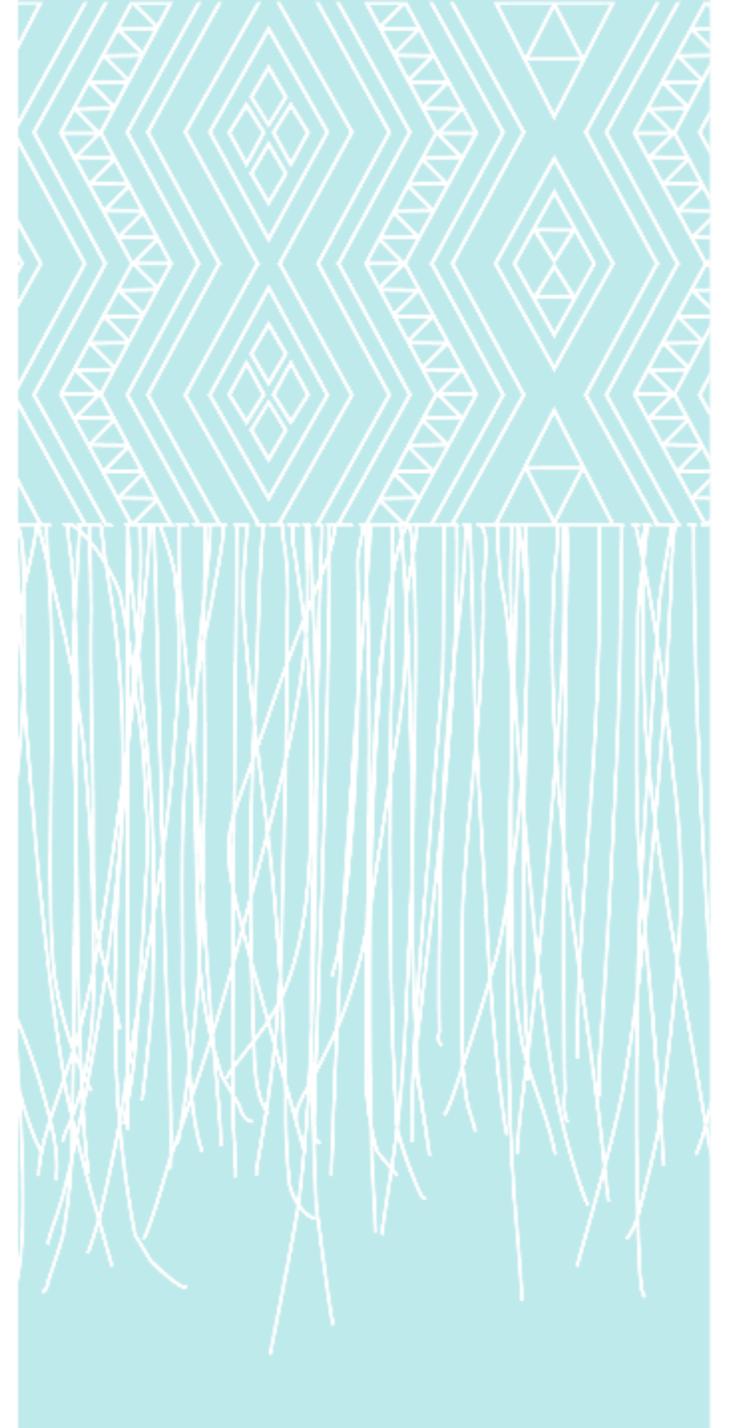
We still have work to do!

Programmes still vary across the country.

Still confusion on the scope and role (not by ENs!)

We have global workforce challenges.

We need to be more enabling as employers and to continue to challenge the previous ways of thinking.



Nursing Pipeline Programme

- Established to collectively progress improvements to nursing pipeline and to support the nursing workforce's ability to meet the current and future challenges in NZ.
- Options for EN pathway to also complete BN programme should they choose to.
- Examine options for a pathway to EN training for those who exit BN programmes
- Recommendations made regarding national consistency re RPL – in progress with Te Pukenga
- Identifying reasons behind why students don't complete BN and EN studies - Attrition rates range from 18-47% (57% leave in year 1) – All academic institutions now report when students exit programmes and why

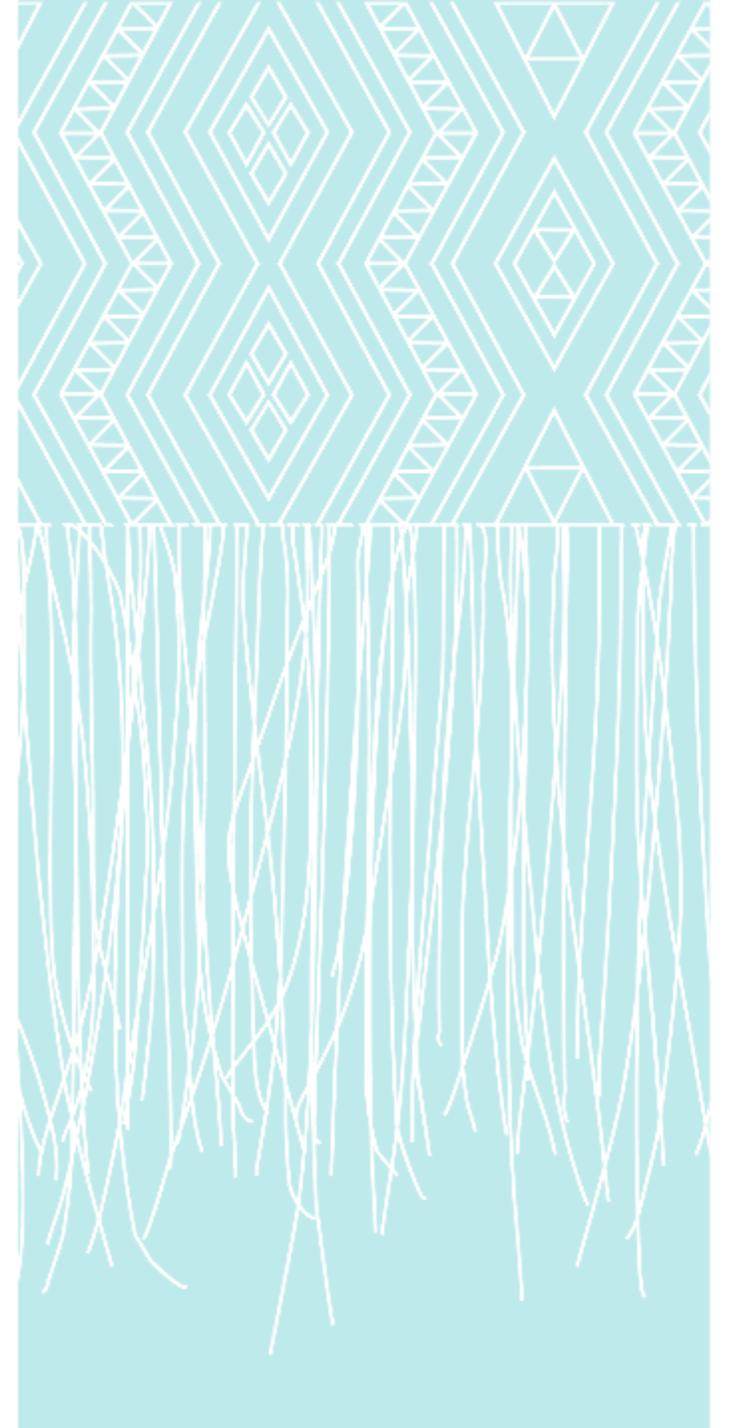
**Nursing is leading
in the work to
enhance our
pipeline**

Thank you!

As a lead DoN nationally, the EN role is frequently discussed, the importance and value you bring to our workforce is so appreciated.

Your work during the pandemic was significant. Many new EN graduates went straight into roles assisting in numerous areas including primary and community, Hubs, and MIQ facilities.

You are an essential and important part of our workforce.



Questions?

