



Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION

Enrolled Nurse Section NZNO National Committee Meeting Minutes

Section/College:	Enrolled Nurse Section NZNO	File Record Code:	
Committee/Division/Region:	National Committee		
Purpose of meeting(optional):	Enrolled Nurse Section National Committee Meeting – Face to Face -		
Date & Time (dd/mm/yyyy):	21/02/2024– commenced @ 08:30am Wednesday and closed @ 04:15pm. 22/02/2024 – commenced @ 08:30am am Thursday and closed @ 02:50pm.		
Location (eg city):	NZNO building – Willis Street Wellington		
Facilitator	Michelle Prattley – Chair Person		
Minute Taker	Tamara Gibbison – Secretary		
Attendees	Sharyn Ford, Melissa Peterson, Tamara Gibbison, Angela Ritchie, Gillian Rahui, Suzanne Rolls, Tina Giles, Michelle Prattley		
Apologies	Gwen Ahuriri, 22/2/2024 – Angela Ritchie		

Summary of Actions from this meeting	Person Responsible

TOPIC	Discussion	Action
Review and confirmation of Committee Meeting minutes	15/11/2023 to 16/11/2023 – Face to Face 28/11/2023 – Teams Meeting 30/01/2024 – Teams Meeting	15 th & 16 th Take out Jo Gore – Actioned Michelle to take photo of the Korowai Education fund – has been put out there for Māori and Pacifica – email to Coral and no reply. EN Pad quote – no further information 28/11/2023 – Took out double out name for Sharyn Ford – Actioned 30/1/2024 – Take out Sharyn in apologies & update Secretary – Actioned Moved: Michelle Prattley Second: Tina Giles

<p>Correspondence in & out</p>	<p>In: Midlands Section – Conference Stuff, Conference invitation acceptances from all, Section Reports, Education Standard consultation feedback, Membership reports, EN Presentations x 4, Education Fund applications x 2, Acceptance of invites to Feb Meeting, College & Section Day invitations / information / Program, Competency Consultation feedback</p> <p>Out: Sharyne Gordon – Conference stuff, Call for presentation, nominations for committee, remits, Conference invitation emails to Paul, Kerri, Anne, Sue Heyward, NCNZ, Education Standard consultation submission, Invites to Feb Meeting, Paul, NCNZ, MOH, Rob Zorn, College & Section Day acceptance, Michelle and Sharyn, Competency Consultation submission</p>	
<p>Financial Report</p>	<p>Current Account – \$11,696.53 Term Deposit – \$31,158.71 Conference Account – \$28,141.03 Term deposit – matured and reinvested for 12months</p> <p>Email received from Gwen as resignation from Treasurer and has been accepted. At this stage we will not reelect a new treasurer due to upcoming AGM and change of committee and will leave the position vacant. Michelle will present the final report at conference. Call of Treasurer will be with all other positions at the AGM at conference.</p> <p>Kevin Simmons is retiring – card for Kevin.</p> <p>Needing to get a breakdown of \$4,262 of what this money was spent on – Michelle to chase up.</p> <p>22/02/2024 – Meet with Kevin this morning, Kevin advised he will send the report from the end of December 2023 and will send by end of next week.</p> <p>Kevin needs to our 2024/2025 budget.</p>	<p>Moved: Michelle Prattley Second: Sharyn Ford</p> <p>Michelle to email all regional chairs new email address and correct subject line.</p>

	<p>Kevin's last day with NZNO 28th March 2024. Currently interviewing to replace Kevin. Any final needs to be sent to the college & Sections final email address.</p>	
Membership	<p>Current membership number 645 for the Enrolled Nurse Section which includes 21 RN's.</p> <p>Regions breakdown: West coast 10 TOTS 19 Bay of Plenty 30 Southern 128 Midlands 53 Great welly 65 Auckland 85 Central 54 Canterbury 156 Northland 31</p> <p>Few resignations over the last months</p> <p>Growing of members, query to see why when they register, they aren't automatically part of the section and can be given the option to opt out.</p>	
Section Reports	<p>Section reports received Greater Wellington, Northland, Top of the South, Canterbury, Greater Auckland, Midlands, Southern.</p>	
1. MOH – Lorraine Hetaraka, Pam Doole, Nadine Gray & Emma Hickson Via Teams	<p>Tina opened with Katakia. Introductions around the room.</p> <p>Michelle let everyone know that we meet with Pam & Brittney one of the questions to them was the inconsistency throughout NZ wide of EN's of being able to do one thing in one DHB and another DHB, however this needs to be transferable. We would do a survey, which is currently pending and once it is completed would like to share.</p> <p>Asked if they have seen the competency/Scope and feedback. Government wise – wanted to ask for key elements of what is in place for EN nursing.</p>	

Nadine – felt they were great questions, pathways into EN and that the land scaping for EN is really important. There was a big conversation had around about the EN's. Feels that the new scope and competencies are exciting and also a bridging course to RN and acknowledgement of prior learning.

Emma – Acknowledge you in your setting in the context and work you all do; everyone does their own terms. Conversation around 2,500 ENs and an opportunity to grow, but there needs to be tidy up – re the differences – having the survey will be a great piece of evidence. Emma feels there is great feature for the EN role and same for Māori and Pacifica work force.

Lorraine – Feel that we are all aligned with each other. The EN scope have an opportunity for them to ensure the difference between the scope/role of the EN & RN. Framing importance, ability of roles. Collaborate response needs to occur for RPL. Acknowledge growth & resources in EN workforce. EN should be part of EAUL. Government talked about a nursing bonding Programme – there is opportunity to look at how is that going to look at EN's and looking a nursing as a whole not just RN's.

Suzanne asked about the workforce meeting with the DON's - ? do they think the EN's in the region could help with them understanding. Emma feels its lack of exposer, not enough EN's and the work force has not grown in collaboration of what is possible, and these need to be added on what needs to be done.

Pam – Competencies – felt that Cultural Safety and Te Triti O Waitangi needed to be separated due to them being their own Pou and that needing to be aware of Cultural Safety for Māori. Discussion around then competencies and where they fit.

Michelle addressed that we are wanting to push for the EN work to be done and not have to wait for the RN work to catch up. The hope was to launch at conference this year, however this is not going to happen which is disappointing. The EN scope has not been gazetted.

	<p>It was felt that EN National Committee and MOH all on the same page.</p>	
<p>2. Conference Teams Meeting with Leonie & Sharon</p>	<p>Request for bio and photo for the conference from Suzanne and Michelle – by the 22nd of March.</p> <p>Michelle to email Leonie contact details for NCNZ and NZNO for bios.</p> <p>Introduction to conference – be done between the committee members</p> <p>Updates to the Programme – as it is updated for it to be sent to Sharyne Gordon.</p> <p>? getting certificates for the speakers</p> <p>Sharyne Gordon will print off the name tags and AGM papers.</p> <p>Advert in Kaitiaki – article to go in – copy of the flyer to be sent to Mary Longmoore.</p> <p>When closing the conference – Gwen not here to discuss – Michelle will ask.</p> <p>EN pads – have not got any, in process of getting more printed.</p> <p>Have banner from Robyn and x2 boxes from Michelle.</p> <p>Programme – went through the program, is different to what is on the website – needs to be sent through to Sharyne Gordon.</p> <p>Tables – use of trestle tables vs round. Leonie said that they are waiting for the final numbers before they decide. But will double check with the venue.</p> <p>Presentations – 4 applications – x1 is definitely confirmed, x2 suggested changes and x1 is a no. In total 3 presentations. Leonie to try and make contact with someone in Midlands however to put a call out for 1 presentation OR use the slot for inviting MOH.</p>	<p>Michelle will email MOH with dates and times for MOH to choose from. Then will let Midlands know the outcome.</p>

	<p>Registration – Leoni hasn't registered yet, reminded that Midlands is to pay due to Honorary member. Waiting on prices from challenge Marketing as gift from National Committee and then to be sent to Midlands.</p>	
<p>3. Rob Zorn – Marketing Strategy</p>	<p>Rob wanted to talk to us about the website for Enrolled Nurse Section. Enrolled Nurses to have their own stand-alone website.</p> <p>Rob presented a website plan, how it works and how to edit it. The site will need to be managed by someone in the committee and can call on Rob and his team if they need support. Rob will do the initial website. Squarespace is the easiest website. The website is mobile friendly.</p> <p>Potential designs costs simple plan \$168 per year or more features for \$276 per year. The recommendation is \$168 per year. There is a domains fee yearly approx. \$40</p> <p>Recommended to have four to five tabs to navigate to Home page ENS campaign Join Contact Blog/updates pages – optional.</p> <p>Rob will see how far he can develop the site before having to pay and then can make final decision.</p> <p>There needs to be someone or a few people to take on this new job. The website should be about profiling Enrolled Nurses.</p> <p>Went through Marketing plan as there has been changes since the draft document was made in 2020.</p>	
<p>4. EN Presentations for Conference</p>	<p>Tam – Consent for photos? Keep template, but remove personal info. No to Care Plan Report. At the end reinforce role as EN.</p>	

	<p>Gillian – no introductory slide, need to explain her role, presentation needs to be about their role and work with theme of conference – Needs more work.</p> <p>Anita – no introduction slide, coming from personal perspective, no mention regarding working as an EN. Relook at whole presentation.</p> <p>Thomas – Change ED to afterhours emergency, Grammer & spelling – slide 5 we don't do streaming we go by triage scale, Pro's and Con's – change initial to ongoing observations, delete push IVAB's. Case study – not appropriate, need to find a new case study. Standing order case study – not appropriate. Triage – not appropriate.</p>	Michelle to email Thomas to advise decline of presentation.
5. Education Fund	<p>X2 applications</p> <p>Michelle Cameron - \$200 towards conference cost – applied to workplace for paid leave from work. Attached receipts for registration.</p> <p>Marie Hurst - \$200 towards conference travel costs. No other grants in other 2 years. Has applied to leave.</p>	Move: Michelle Prattley Second: Tina Giles
6. Conference Gift	<p>Need to sort out a conference gift</p> <p>Request for quote to challenge marketing for x2 versions of cooler lunch bags.</p> <ul style="list-style-type: none"> - Quote came back as \$23.50 each plus gst min of 100 units - Quote came back as \$7.70each plus gst min of 150units <p>Have decided on Solo Lunch Cooler Bag - \$7.70each. Michelle will email Challenge Marketing to get a mock version the different colours.</p>	
7. Documenting the Korowai history and on website	Michelle needs to take a photo of the Korowai in its cabinet and then send to Suzanne for publication.	
8. ENSIPP/ACE	Suzanne spoke at the meeting on behalf of Michelle. Meet with 14 coordinators, SOP changes, competences and education standards.	

<p>9. Nominations for two Positions plus Chairperson</p>	<p>Received x2 nomination for committee and x1 for Chair person.</p>	
<p>10. College and Section Day - Presentation</p>	<p>Michelle and Sharyn will be attending and have the opportunity to do a 5min presentation.</p> <p>Went through the presentation with Suzanne and updated the slide to reflect current work.</p>	
<p>11. NZNO Paul Goulter</p>	<p>21/02/2024 – Michelle emailed Paul acknowledge for meeting with him tomorrow 22/02/2024. Advised on discussion points for meeting with him.</p> <p>22/02/2024 - Follow up from the last meeting re the HCA's concerns of what is happening out in the community and the health sectors. HCA's pushing for a Scope of Practice, Regulation, Pathways, increase in steps, increase in pay,</p> <p>and this is a concern for Enrolled Nurses.</p> <p>Paul – Wanted to advise not believe everything that you are hearing, any concerns need to be rooted back to himself and Mairi. We need to listen and to support our union members, however we need to protect the role of the nurse. The role of the nurse is under threat and how the HCAs are being used.</p> <p>Needing to be clear of what the role of the Nurse is.</p> <p>The scope for the EN's is ideal and will not let it be undermined. NZNO need to protect the role the Nurse now and the future. Needing to sort out the non-regulated workforce, and need to create the boundaries for the HCA's.</p> <p>HCAs to go to Level 5, HCAs are currently here for a meeting. Paul said that the HCA's are not talking to Nursing Council. We need to regulate with a small "r" for what HCA's can do. Small "r" related to collective agreements and will clear in what their boundaries are.</p> <p>NZNO need to have a sensible conversation with the HCAs to protect the Nurse.</p>	

	<p>This is not a project to under mind the Nurse, this is a project to protect the Nurse.</p> <p>The employer is the main issue and pushing HCAs to do things.</p> <p>Paul went through the agenda that will be happening in the meeting.</p> <p>NZNO will not be setting up a college or a Section for HCAs.</p> <p>Mairi – It is important to identify the role of the Nurse and protect the nurse and to identify the role of the HCAs to ensure that it does not encroach on Nurses.</p> <p>The HCAs are concerned about the extra work and don't want to do it. Michelle acknowledged that and advised that we were already aware.</p> <p>The questions via email from Paul – Its how we can better support College and Sections.</p> <p>Focus is the main questions; how do we build NZNO/Members.</p> <p>It is felt it can be better, there are not right or wrong answers, it was felt best to ask the college & sections. As long as it works along side Maranga Mai.</p> <p>Worked on questions sent from Paul – went through questions and have added in ideas. Still continues to be needed to be worked on.</p>	
<p>12. NCNZ – Catherine, Jane & Waikura</p>	<p>Meet with Nursing Council and Michelle asked for an update on what has been happening.</p> <p>Decision to board and position to publish the outcome. There were minimal changes/feedback re changes. A lot of feedback from Ens for a bridging course. EN is a destination and NCNZ aren't within the bridging and is not up to them to develop the course and needs to speak to education providers to help create. The decision making at provider is different for RPL.</p>	

	<p>Scope and competencies – have received significant feedback where the professional either think in one direction and another but no middle ground. More focused on the RN than EN, and wanting more difference between the competencies.</p> <p>The sector got confused between the competencies and PDRP – but feels it has been a positive thing as need to ensure everything is correct and all on the same page.</p> <p>Pou 1 and Pou 2 – need to be more aligned. Suzanne and Michelle explained there are things that query should be part of code of conduct etc. Pou 1 and Pou 2 need to be the same for both EN and RN. Catherine explained in depth what Pou 1 is about. After that the rest of the Pous need to reflect the scopes.</p> <p>Michelle brought up with NCNZ any reason why we can't get our scope statement gazetted– Catherine said that they said that they would like to think this through a bit more.</p> <p>Michelle explained it got launched a year ago, a lot of work to do on the competencies, Ens are asking when the new Scope can be worked to and don't want to lose momentum.</p> <p>Catherine said they need to re do the RN and EN competencies. Catherine feels we need to wait until the design group has meet and have the competencies and go the board for consultation.</p> <p>Quote “leave it with us”, Catherine said she understands where we are coming from.</p> <p>Michelle asked about transition of the scope to ?level 6 for EN. There was no negative feedback re this.</p>	
<p>13. Barriers for Enrolled Nurses</p>	<p>Barriers document reviewed and updated on 22/02/2024.</p>	

14. NZNO Guidelines on the place of the EN in the NZ health care system	Priority to be worked on between May & August	
15. EN Strategic Plan 2021-2026	On hold	
16. EN Section Rules	No further action required at this time	
17. Enrolled Nurse Section Annual Plan	This has been done and signed off by Mairi	
18. NZNO Organizer Guideline re EN and EN section in NZ	Priority to be worked on between May & August	
19: Dates for meetings after AGM in May 2024/2025 20. Impromptu visit from David Wait	<p>August – 21st & 22nd November – 6th & 7th February – 19th & 20th</p> <p>Impromptu visit from David Wait – Wanted to talk to us briefly as currently with the HCAs. Wanted to make sure that there will be Ens on the bargaining team. Wants to discuss with the Ens what is important to the EN section.</p> <p>Suzanne advised David that there is Scope Change and the competencies will change. And that its important that the HCA wont in crotch on the Ens and the mention of Level 5 for HCAs. David said that he is very aware in protecting Level 5.</p> <p>Wanting the EN section to lead a claims meeting in April.</p> <p>Meeting to set up in April for all Te Whatu Ora Ens Tues 9th of April 2024 – 11am and 7pm</p>	

21.Virtual Meeting for upcoming 'to do' work.	Presentations/survey questions – 11 th March – 7pm	
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Meeting Closed (Time): 02:50pm

Next meeting/teleconference will be held (Date and Time): Zoom meeting 11th March 2024 7pm

Date minutes confirmed (usually done at next meeting)	27/8/24
Signed	m Prattley
Name	Michelle Prattley

