



Enrolled Nurses – Scope of Practice Survey 2019



Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION



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Enrolled Nurse Scope of Practice

Enrolled nurses practise under the direction and delegation of a registered nurse or nurse practitioner to deliver nursing care and health education across the life span to health consumers in community, residential or hospital settings.

Nursing Council of New Zealand, April 2010





METHODS

- Survey of all Enrolled Nurse members of NZNO (n=1308)
- Survey Monkey web-based platform
- Survey questions developed by Enrolled Nurse Section
- Survey period 4 weeks commencing 4 November 2019
- Responses n=746 (57%)

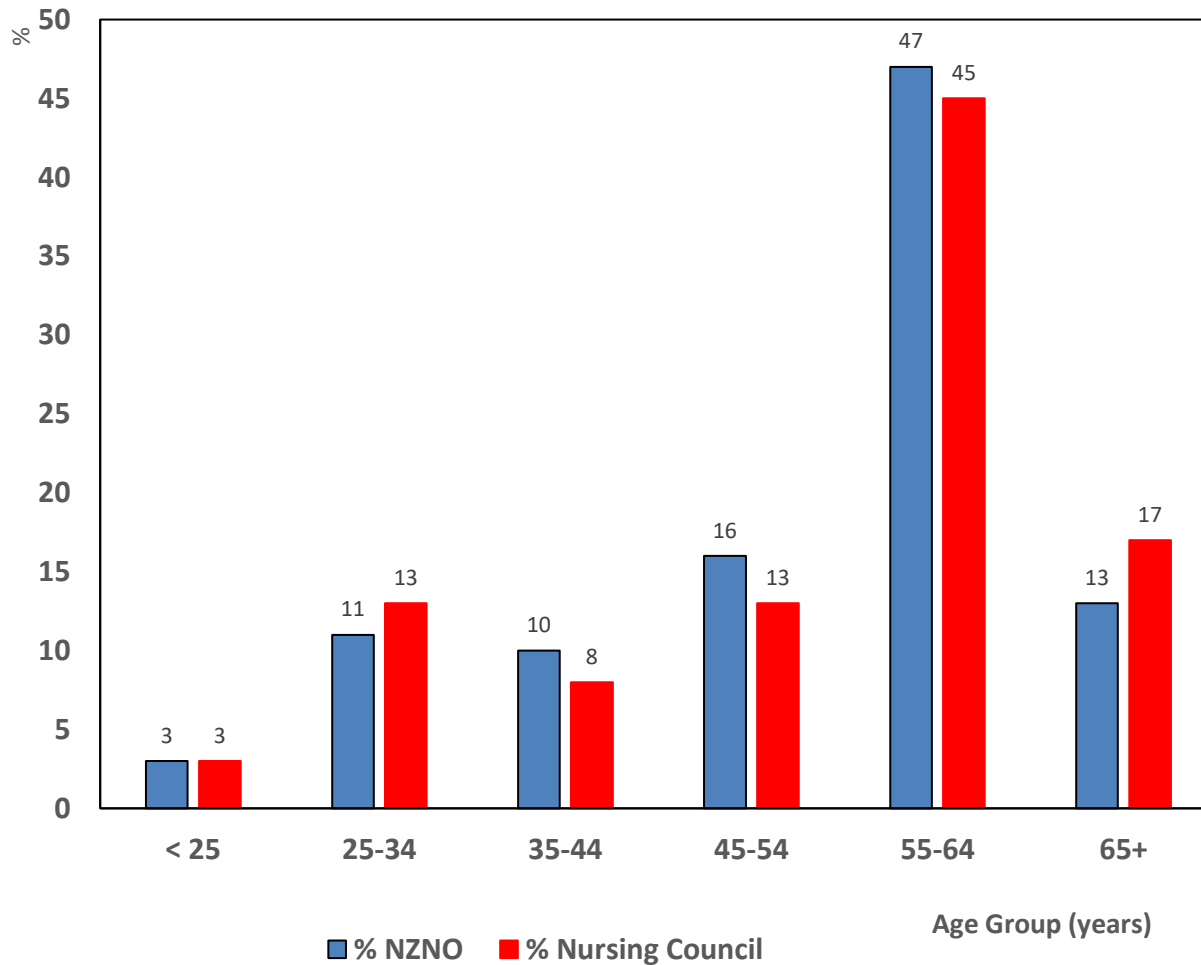
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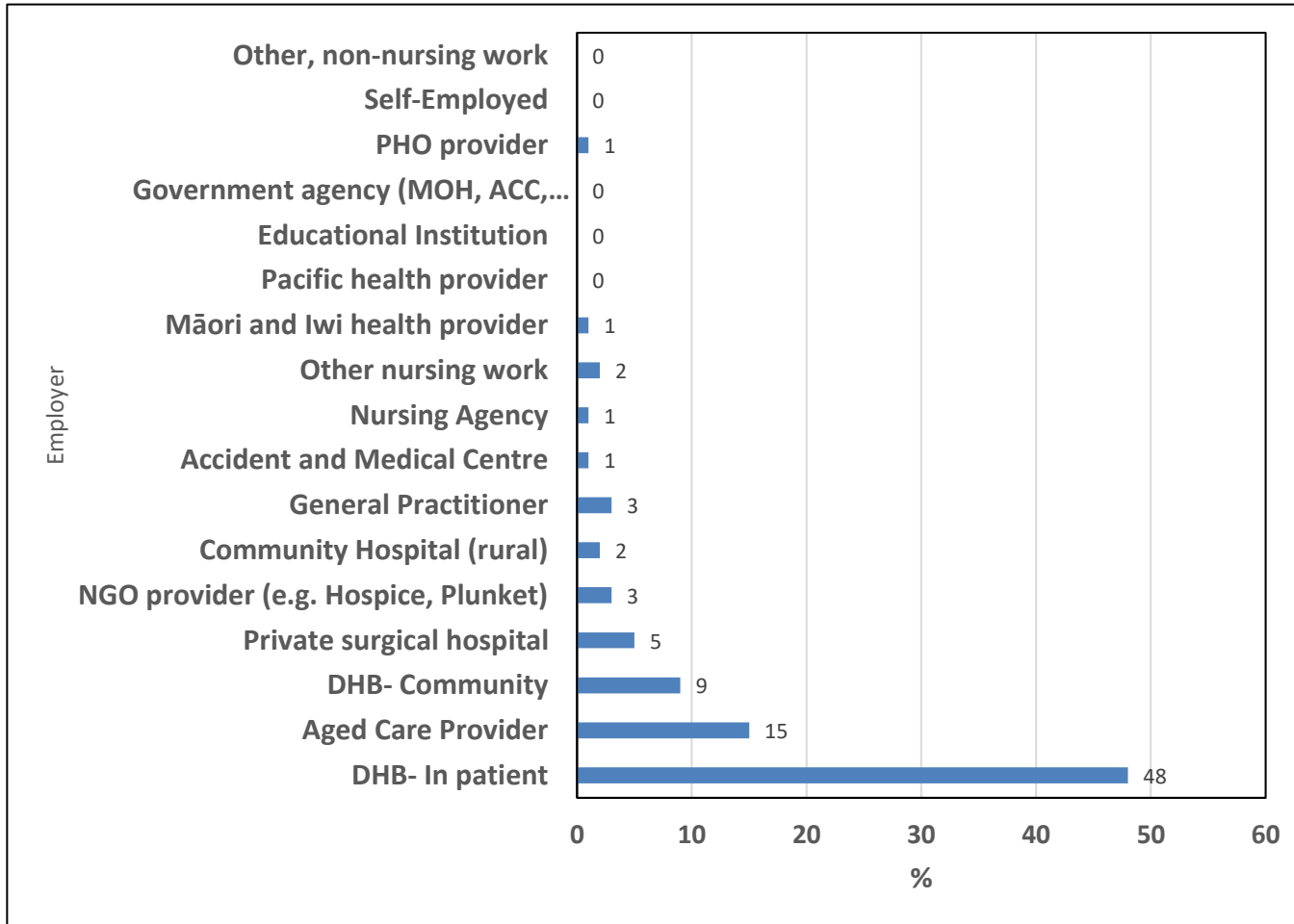


**THANK
YOU!**

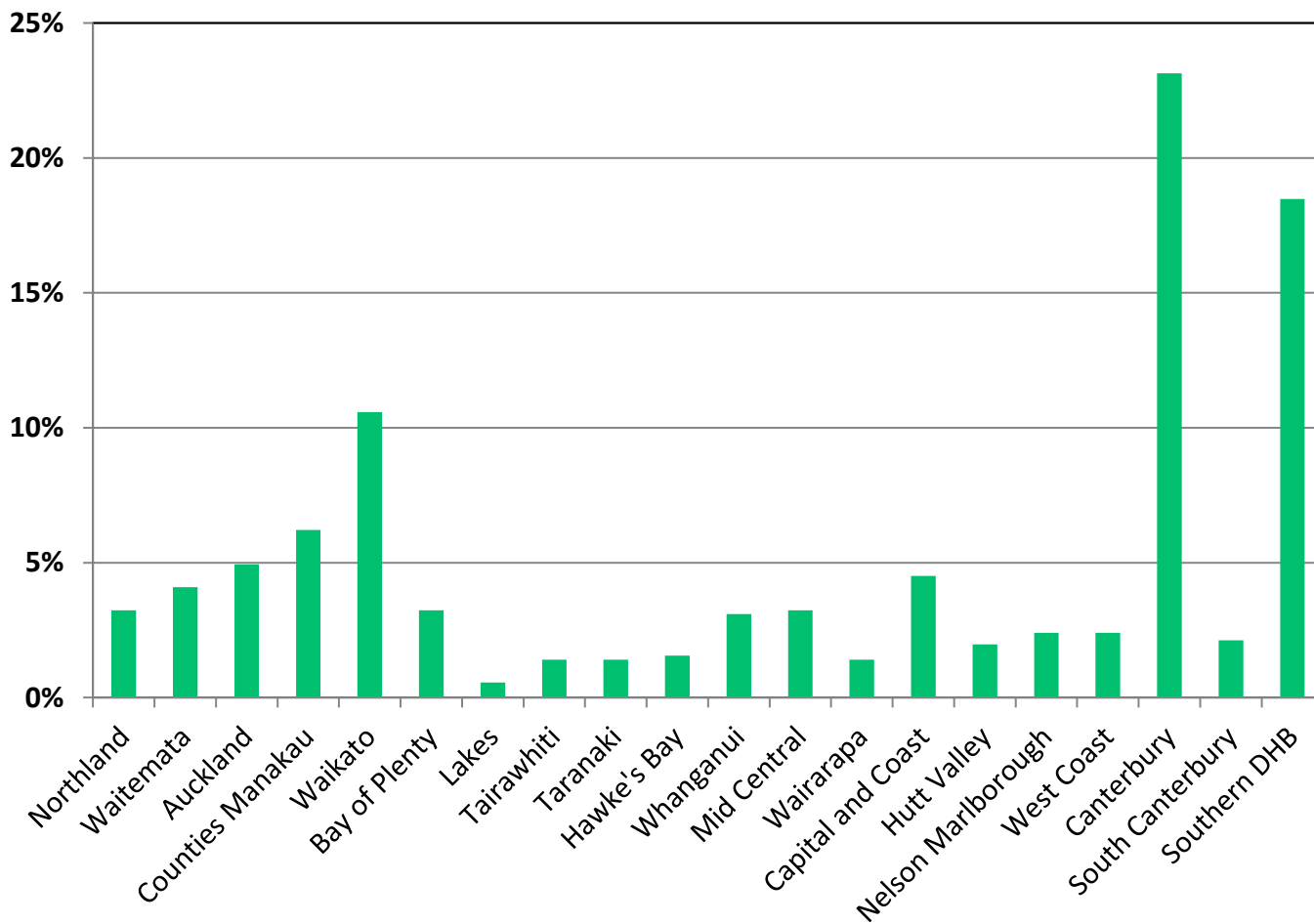
Age Distribution NZNO survey respondents compared with Nursing Council workforce data



Employer for Main Job



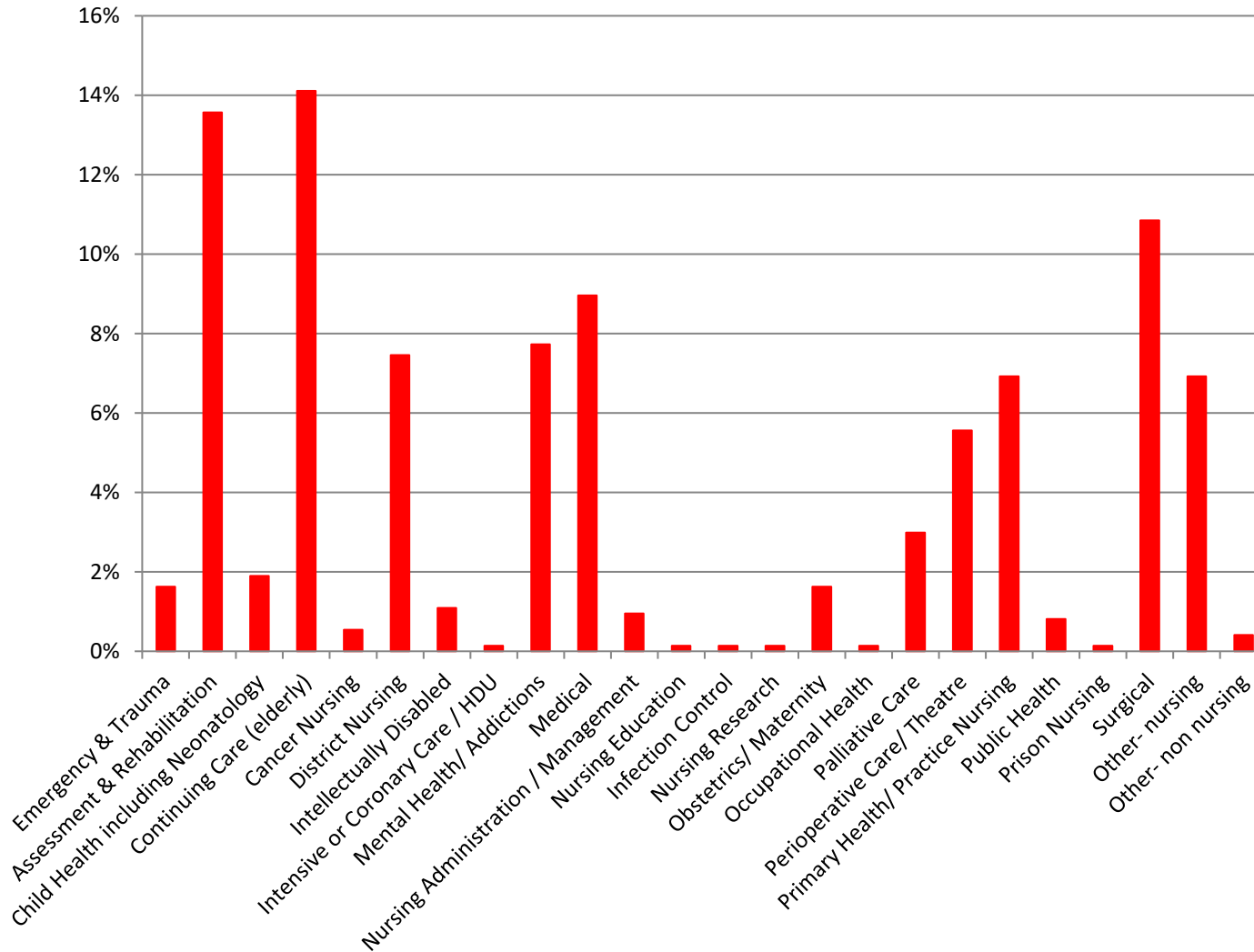
DHB Region



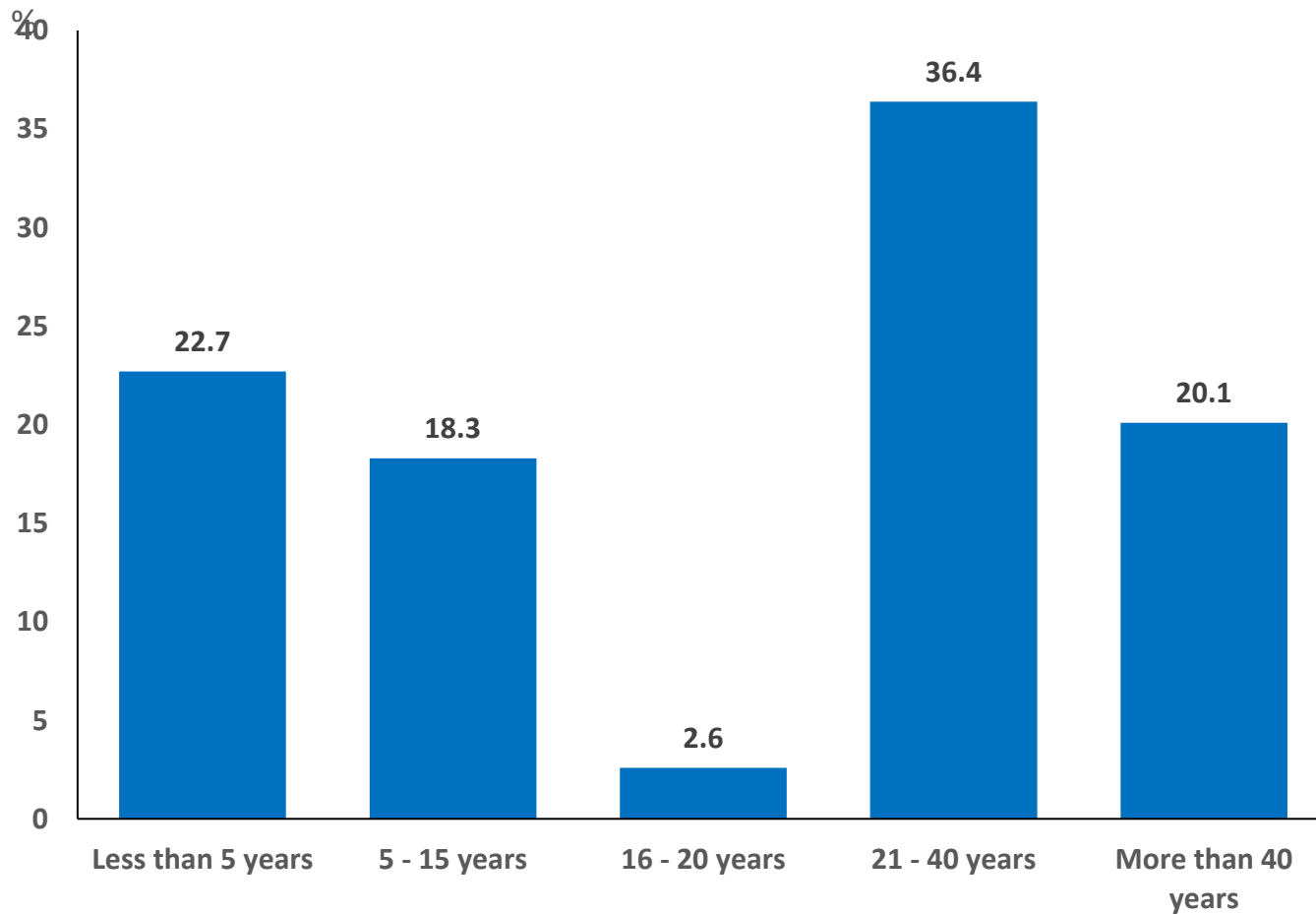
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Field of Practice for Main Job



Length of Practice as an Enrolled Nurse



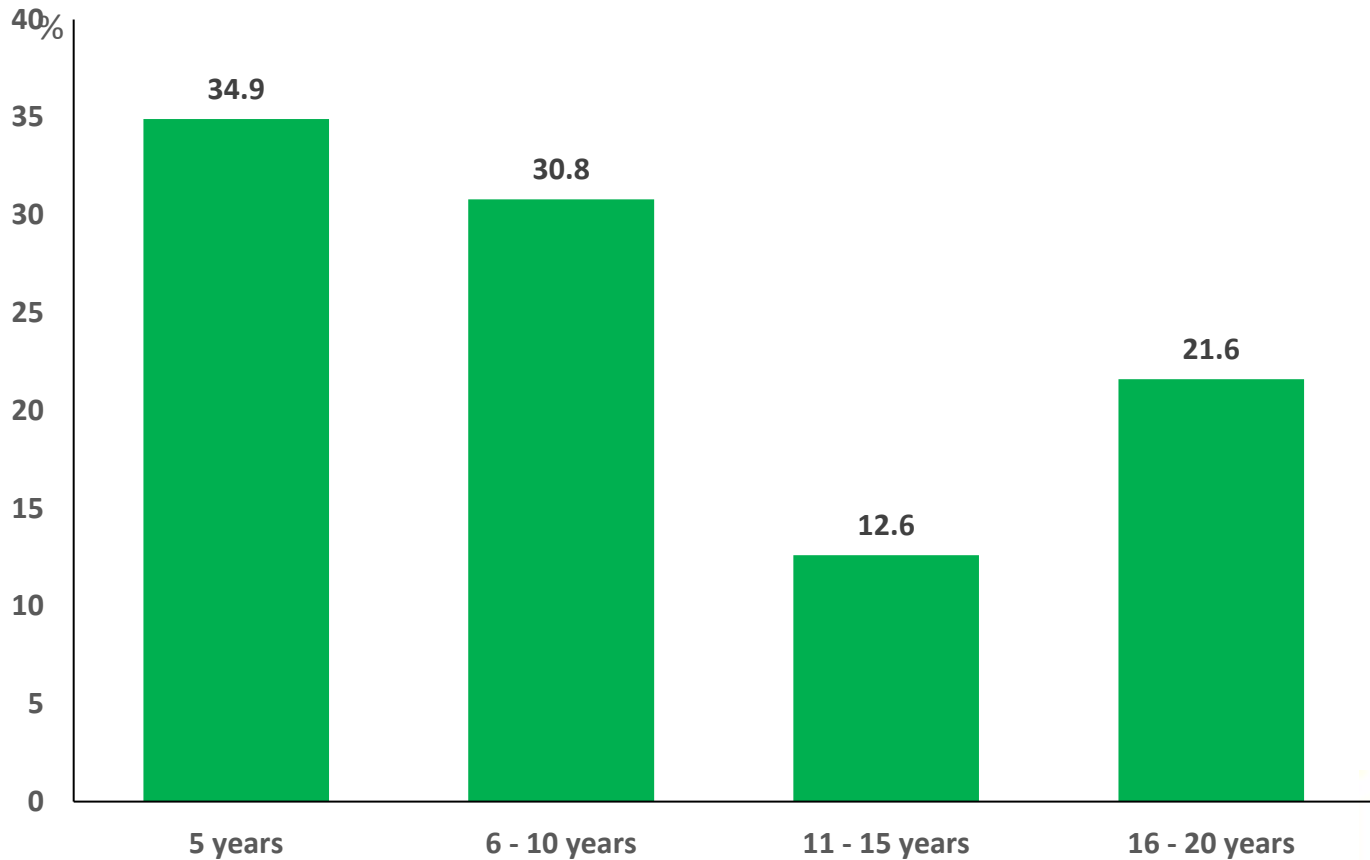
Enrolled Nurse Scope of Practice

- Poorly understood by Registered Nurses, Midwives, Nurse Practitioners, Directors of Nursing, workplace educators, and other regulated health professionals
(37% respondents)
- Requirement to practice under direction and delegation was the most restrictive part of scope
(67.6% respondents)

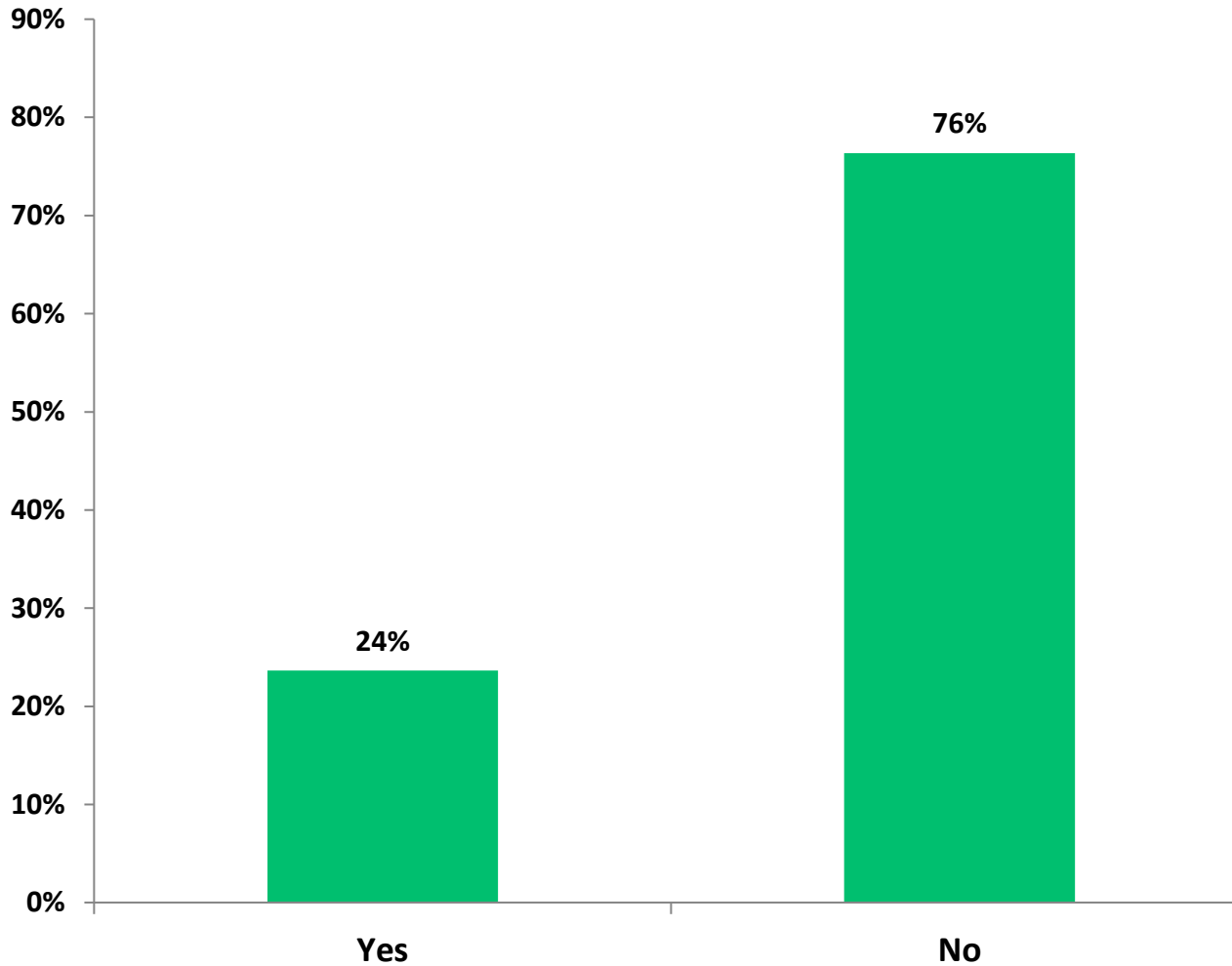
Enrolled Nurse Scope of Practice Comments

- *There is a general lack of understanding of what direction and delegation is. Very reliant on the personal perception of others in what direction & delegation means.*
- *Large inconsistencies remain with this, as you are either micromanaged to the point of the RN overseeing ALL your clinical practice (ie administering meds ...) or the opposite of a laissez-faire attitude and your left isolated without any support mechanism*
- *Let's have the wording changed to 'supervision and support or 'working in partnership with RN's*
- *I believe that ENs are underutilised in health care. Ideally in many situations there could be a team of ENs with an RN in charge over seeing. Or an RN and EN team working together*

Duration until Retirement



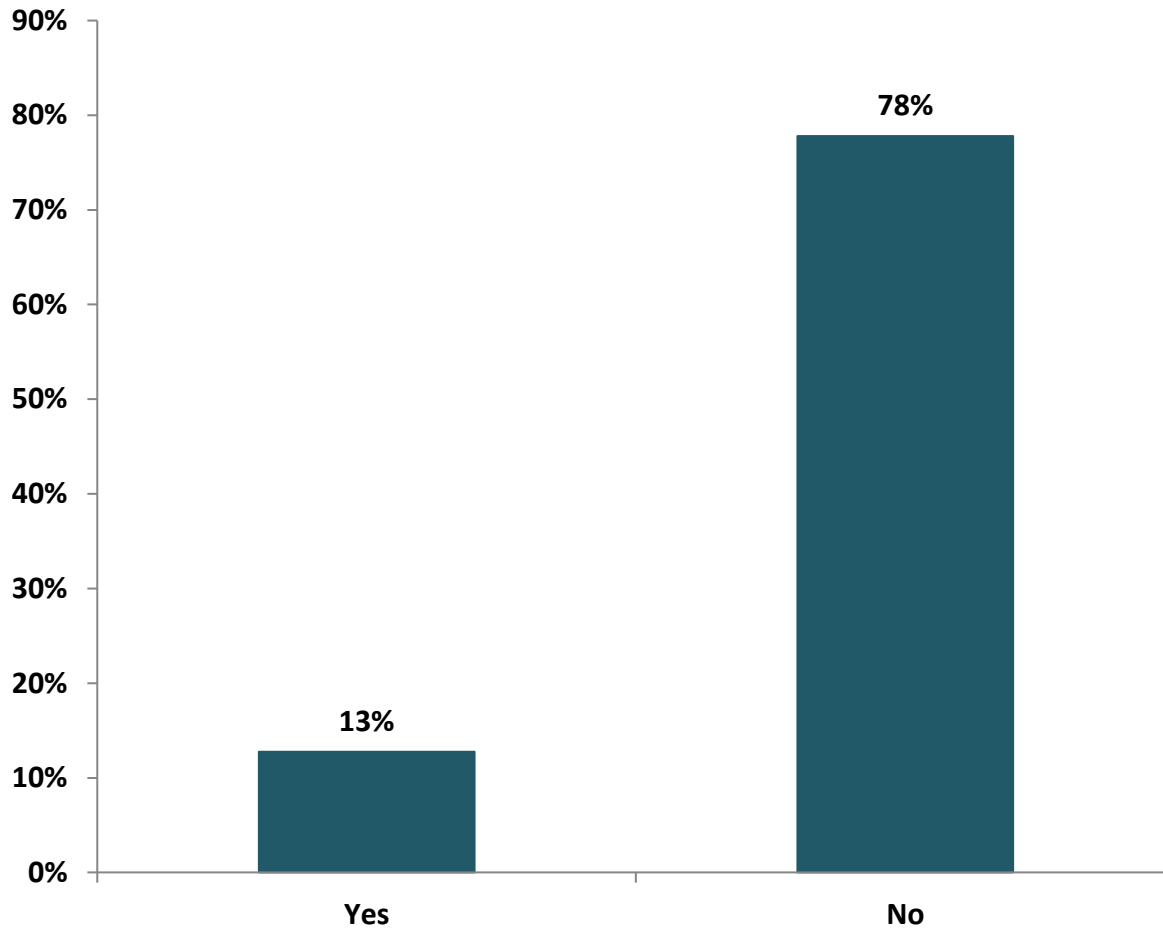
Access to Preceptor Training



InterRAI Training

- Question answered by a subset of 256 nurses only
- 40 nurses (16%) indicated that they had access to training or were using InterRAI
- The majority (120 nurses, 48%) did not have access to training or use of the tools
- For the remainder (93 nurses, 36%) InterRAI was not applicable in their work setting

Administering Immunisations in Primary Health Care





Ease of moving into different areas of health care

- More than three quarters of respondents (81%) indicated that it was not easy to move into different areas of health care
- Variable employment of enrolled nurses within DHBs, which limited opportunity for movement between roles
- There was the impression that there was a small number of roles available or that they were never advertised
- Almost 40% of respondents admitted that they were happy with their current role and according had not been looking for other roles

Summary

- Enrolled nurses believed that their scope of practice was poorly understood by other regulated health professionals.
- ENs feel ‘under-utilised’
- requirement to work under direction and delegation is restrictive and interpretation is highly variable
- Employment options for enrolled nurses vary considerably between DHBs.
- Two thirds of respondents indicated that they planned to retire within the next 10 years.

Where to from here?



