



Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION

EDUCATION POLICY

JUNE 2013

The Enrolled Nurse Section NZNO encourages health and education organisations to:

- provide appropriate continuing education for all enrolled nurses;
- implement a supported entry-to-practice programme
- provide a professional development and recognition programme relevant to enrolled nurses
- formally recognise the continuing education that enrolled nurses undertake within employment agreements.
- Adhere to the Nursing Council of New Zealand Education Programme Standards for the enrolled nurse scope of practice.

STATEMENT IN SUPPORT:

Since implementation of the broadened scope of practice for enrolled nurses in 2010 (Nursing Council of New Zealand, 2010), enrolled nurses have been focused on transitioning and embedding the new scope in practice. The next step will be facilitating access to professional development and continuing education that ensures all enrolled nurses maintain a lifelong learning approach to safe practice and are able to meet the needs of the people they nurse. Enrolled nurses must also be formally recognised for the post enrolment continuing education they undertake.

Recommended actions

The Enrolled Nurse section recommends that:

- initiatives that enable educational opportunities for enrolled nurses through policy documents, media statements and other work
- **Education Providers:**
 - evaluate the quality and outcomes of the current Enrolled Nurse curricula introduced in 2011;
 - ensure appropriate learning opportunities for enrolled nursing students and graduates are developed in collaboration with clinical providers
 - ensure enrolled nurses are facilitated to transition to a bachelors programme, as required.

- ensure a quality teaching and learning environment for enrolled nurse students
- **Clinical providers:**
 - invest time and money in developing appropriate learning pathways for enrolled nurses to augment their contribution to the health care team(s).
 - ensure quality clinical placements for enrolled nurse students
- **The Ministry of Health:**
 - provides funding to support a nursing entry to practice programme for enrolled nurses.

CAREER PATHWAY FOR ENROLLED NURSES

The Enrolled Nurse Section along with NZNO:

- supports the development of structured and resourced career pathways that enable people to move from health care assistant, to enrolled nurse, to registered nurse, to nurse practitioner in a seamless and supported manner where appropriate
- supports individual career planning for nurses to ensure development of a robust, fit-for-purpose workforce.
- supports and is committed to a structured educational framework that provides for a stair-cased approach to qualifications

The Enrolled Nurse Section supports NZNO who propose the development of structured pathways that support people seeking a career in the health services. These structured pathways will enable realistic and achievable transitions for people from health care assistant to enrolled nurse to registered nurse to nurse practitioner in a structured and supported manner. In particular, enrolled nursing has traditionally been an access point for many Māori into health careers and the new enrolled nurse education programme could be promoted as a useful entry point to a nursing career. Recent implementation of career planning as a requirement for receipt of post graduate education funding from the Ministry of Health is an important step in ensuring the development of a robust, fit-for-purpose workforce. Career planning for all nurses regardless of participation in post graduate education should be the next step.

Recommended actions

The Enrolled Nurse Section:

