



## Enrolled Nurse Section

NEW ZEALAND NURSES ORGANISATION

### Generic Enrolled Nurse Position Description

#### **NURSING COUNCIL OF NEW ZEALAND ENROLLED NURSE SCOPE OF PRACTICE (2010)**

Enrolled nurses practice 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. Enrolled nurses contribute to nursing assessments; care planning, implementation and evaluation of care for health consumers and/or families/whanau. The registered nurse maintains overall responsibility for the plan of care. Enrolled nurses assist health consumers with the activities of daily living, observe changes in health consumers' conditions and report these to the registered nurse, administer medicines and undertake other nursing care responsibilities appropriate to their assessed competence.

In acute settings, enrolled nurses must work in a team with a registered nurse who is responsible for directing and delegating nursing interventions. In some settings, enrolled nurses may coordinate a team of health care assistants under the direction and delegation of a registered nurse. In some settings, enrolled nurses may work under the direction and delegation of a registered health practitioner\*. In these situations, the enrolled nurse must have registered nurse supervision and must not assume overall responsibility for nursing assessment or care planning. Enrolled nurses are accountable for their nursing actions and practice competently in accordance with legislation, to their level of knowledge and experience. They work in partnership with health consumers, families/whanau and multidisciplinary teams

**Relevant Area of Practice:**

As defined by Nursing Council of New Zealand as per the endorsements on the nurse's practicing certificate.

## Vision

The Enrolled Nurse Section Vision is for enrolled nurses to work in partnership with our communities to improve the health status of all, with particular emphasis on Maori and Pacific peoples and other communities with health disparities.

Enrolled Nurses will serve our patients and communities by ensuring the delivery of both quality focussed and cost effective healthcare, at the right place, right time and right setting

## Values

### ***Partnership*** related

Working alongside and encouraging others in health and sectors to ensure a common focus on, and strategies for achieving health gain and independence for our population

***Care and Respect*** Treating people with respect and dignity, valuing individual and cultural differences and diversity

***Professionalism*** We will act with integrity and embrace the highest ethical standards

***Teamwork*** Achieving success by working together and valuing each other's Skills and contributions

***Innovation*** Constantly seeking and striving for new ideas and solutions

***Responsibility*** Using and developing our capabilities to achieve outstanding Results and taking accountability for our individual and collective actions

The position of Enrolled Nurse encompasses the following major functions or key result areas:

- Provide skilled nursing care through application of clinical knowledge
- Practice in a clinically and professionally safe manner
- Provide health promotion as an integral part of practice
- Demonstrates appropriate and effective multi-disciplinary teamwork
- Demonstrates responsibility for ongoing professional development
- Communication and teamwork
- Treaty of Waitangi
- Health and Safety

The outcome requirements of the above key responsibility areas are outlined below:

***Provide skilled nursing care through application of clinical knowledge***

- Interacts with patient/client/family/whanau in a way that is non-threatening and establishes a collaborative working relationship.
- Demonstrates an ability to act as an advocate for patient/ client/ family/whanau
- Contributes to the development of care plans in collaboration with the health consumer and clarifies responsibilities for planned care with the Registered Nurse.
- Contributes to nursing assessments by completing assessment tools.
- Provides individualised nursing care based on appropriate knowledge and in collaboration with the Registered Nurse
- Practices nursing in a negotiated partnership with the patient/client/where and when possible.
- Seeks feedback from patient/client to validate the nurse's understanding of their needs.
- Participates in planning discharge/transfer utilising appropriate resources.
- Monitors patient/client response to treatment and reports progress/changes appropriately.
- Competently performs clinical skills specific to area of practice, and within the scope of EN practice.
- Prioritises nursing actions to ensure effective and safe nursing care.
- Includes relevant and accurate clinical information in verbal and written reports relating to patient/client status.
- Demonstrates ability to identify links between nursing frameworks and practice in providing quality care.

<p><b><i>Practice in a clinically and professionally safe manner</i></b></p>	<ul style="list-style-type: none"> <li>• Accepts responsibility for ensuring own practice and conduct meet the standards of the professional, ethical and relevant legislated requirements.</li> <li>• Recognises own scope of practice and the registered nurse responsibility and accountability for delegation of client centred care.</li> <li>• Participates in quality improvement activities.</li> <li>• Identifies the components of an ethical dilemma, and seeks guidance to achieve resolution.</li> <li>• Promotes an environment that enables client safety, independence, quality of life and health.</li> <li>• Practices in a way that respects each client's dignity and right to hold personal beliefs, values and goals and is culturally safe.</li> </ul>
<p><b><i>Provide health promotion as an integral part of practice</i></b></p>	<ul style="list-style-type: none"> <li>• Contributes observations to evaluate client learning and understanding about health practices.</li> <li>• Demonstrates an understanding of how the principles of the Treaty of Waitangi impact on health promotion/education activities.</li> <li>• Contributes to health promotion programmes to meet identified client/patient need.</li> <li>• Recognises own limitations and determines appropriate person to deliver health education sessions.</li> <li>• Demonstrates knowledge of hospital and community resources.</li> </ul>
<p><b><i>Demonstrates appropriate and effective multi-disciplinary teamwork</i></b></p>	<ul style="list-style-type: none"> <li>• Contributes to a nursing perspective within the interprofessional activities of the health team.</li> <li>• Provides constructive input to members of the multi-disciplinary team.</li> <li>• Acts as a resource and role model for nurse students and health care assistants.</li> </ul>
<p><b><i>Communication and Teamwork</i></b></p>	<ul style="list-style-type: none"> <li>• To communicate effectively with clients and family/whanau ensuring they are informed and understand all aspects of their care and treatment.</li> <li>• To communicate clearly and effectively with Multi Disciplinary Team, all staff involved with the service ensuring the best outcomes for the consumers and family/whanau.</li> <li>• To communicate effectively with other agencies and community services enhancing the outcomes for the consumers..</li> <li>• To work effectively alongside other staff.</li> </ul>

<b>Professional Development</b>	<ul style="list-style-type: none"> <li>• To be responsible for all aspects of own professional development including participation in the following:</li> <li>• Individual annual performance reviews.</li> <li>• Identifying own learning needs, and addressing ongoing personal development goals e.g. portfolio or working towards a portfolio under employers PDRP.</li> <li>• Complete area specific competencies in a timeframe negotiated with the employer.</li> <li>• Participation in in-service training/education, study days and conferences relevant to practice.</li> <li>• Maintain up to date knowledge.</li> </ul>
<b>Treaty of Waitangi</b>	<ul style="list-style-type: none"> <li>• Contribute to the promotion of the articles of Te Tiriti o Waitangi.</li> <li>• Applies cultural safety understanding.</li> <li>• Our cultural differences are acknowledged by respecting spiritual beliefs, cultural practices and lifestyle choices of women and their families.</li> <li>• Demonstrates an awareness of cultural safety through effective relationships with clients and their families and whanau.</li> <li>• Undertakes cultural competency education if possible</li> <li>• Attend Treaty of Waitangi Training</li> </ul>
<b>Health &amp; Safety</b>	<ul style="list-style-type: none"> <li>• Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> <li>– Practicing and observing safe work methods;</li> <li>– The use of safety equipment;</li> <li>– Reporting unsafe conditions or equipment; and</li> <li>– Reporting and documenting all accidents or incidents</li> </ul> </li> <li>• Can identify Health and Safety representative for area.</li> </ul>

## Person Specification

### Education and Qualifications

#### Essential

- Enrolled Nurse holds a current Nursing Council of NZ practising certificate

#### Desirable

Current PDRP  
Current Drivers Licence

### Experience

#### Essential

- Diploma in Enrolled Nursing
- Cert N enrolled nurse “May practise only in long term care and rehabilitation”
- Hospital Cert and transitioned to current EN Scope of Practice
- Hospital Cert “May only work with health consumers with stable and predictable health outcomes” (has not transitioned)

#### Desirable

Drug Calculations

## Awareness and Understanding of

### Essential

- The Treaty of Waitangi and its application to the health setting
- Privacy Act (1993) and health Information Privacy Code (1994)
- Health and Safety in Employment Act (1992)
- Understands one's own Personal and Professional Boundaries
- Nursing Council of New Zealand Competencies for the Enrolled Nurse Scope of Practice.
- Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)

## Skills & Personal Attributes

### Skills

- Assessment Skills
- Computer Skills
- Engagement Skills
- Effective Communication Skills (verbal and written)

### Personal Attributes

- A positive contributing team player / member
- Show cultural sensitivity and work in partnership with client/family/whanau
- Dedicated team player
- Show a caring but professional manner in all aspects of work
- Flexible and adaptable
- Able to prioritise work requirements
- Reliability
- Ability to work independently and as part of the multi-disciplinary team
- Ability to develop innovative solutions to problems

### Performance Development Review

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

**Approved by:** NZNO Board of Directors August 2013

Enrolled Nurse Section NZNO Conference Annual General Meeting, June 2013