

## NEWSLETTER — March 2015 EDITION

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*From the editor ....*

Hi everyone,

welcome to the March edition of the Enrolled Nurse Section NZNO newsletter.

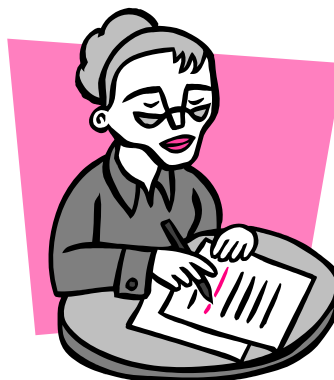
This year is already going so fast! Won't be long until we get together for the annual EN conference, this year in Wellington. This is a great education and networking opportunity. Would be great to see lots of the new Enrolled Nurses attend.

Another great Enrolled Nurse profile to inspire us is included later in the newsletter.

Any articles or profiles on the great work you do would be much appreciated for future newsletters.

Please encourage the new Enrolled Nurses to join the Section and become active in their regions – they are the future!

Enrolled Nurses – we do make a difference!  
Maree Hurst



## *From the Chairperson*

*Welcome to the first Enrolled Nurse Section newsletter for 2015.*

*Hopefully you managed to have some time off work over the Christmas and New Year break to relax and enjoy time with family and friends. 2015 will be an exciting and busy time for enrolled nursing in New Zealand.*

*Enrolled Nurse Conference 2015 is looming fast, Angela and her Conference organizing team have been working hard with the planning, the programme is looking great so please check out the Enrolled Nurse Section website for further information including Conference registration details. We certainly look forward to an exciting two and a half days of learning, sharing knowledge and networking.*

*The EN SIPP ( Enrolled Nurse Supported into Practice ) document has been endorsed by NZNO Board of Directors and this will now be disseminated to Workforce New Zealand, Minister of Health and Ministry of Health.*

*It is heartening to read that some progress has been made with fifty-nine per cent of new graduates now having secured NETP or NESP positions. These are Registered Nurse graduates, ( Kai Tiaki, March 2015 edition ). I believe we need to lobby hard to have enrolled nurses included on agenda's of stakeholders when conversations focus on workforce planning, models of care and employment opportunities and to advocate well for enrolled nursing.*

*Enrolled Nurse awards for an enrolled nurse graduate 'Demonstrating Leadership Skills' have now been presented at Southern Institute of Technology, Manukau Institute of Technology, NorthTec, Universal College of Learning and Waikato institute of Technology so great progress is being made building good relationships with tertiary providers of Diploma in Enrolled Nursing programmes.*

*Enrolled Nurse study days are currently being organised by some regional Sections. The EN Section website will be updated as further information becomes available.*

*Kristy Booth, Enrolled Nurse, Dialysis Unit Dunedin Hospital is our EN profile in this edition of the EN Section newsletter. Certainly a great read and once again this highlights the very diverse areas of health care settings enrolled nurses are included in as valuable members of the health team.*

*I am looking forward to meeting with Regional EN Section members in Palmerston North, Hawkes Bay and Auckland in April. A good opportunity to flag any issues/ concerns for EN Section members and for me to update membership with what's happening nationally in enrolled nursing.*

*Nationally Enrolled Nurse membership is down slightly, mainly through retirements but it also heartening to see new membership with some new enrolled nurse graduates and enrolled nurse students joining regional Sections and or attending Section meetings. These nurses are our future enrolled nurse workforce and future enrolled nurse leaders.*

*From the Chairperson continued*

*2015 is the 10<sup>th</sup> anniversary of the MECA, nationally many workplaces have and continue to celebrate this milestone. Now is the time to become involved and support NZNO campaigns, support your regional EN Sections as the greater the numbers the louder the voice.*

*A big thanks to the Enrolled Nurse Section Committee, Suzanne Rolls, NZNO support team, the regional Enrolled Nurse Section Committee's and the enrolled nurse membership for your ongoing support.*

*Looking forward to seeing you at Enrolled Nurse Conference hosted by Greater Wellington Enrolled Nurse Section 17-19<sup>th</sup> June 2015.*

*Leonie Metcalfe  
Chairperson  
Enrolled Nurse Section NZNO*



*37th Annual ENS Conference: Call for abstracts*

**ENROLLED NURSE SECTION NZNO  
CONFERENCE**

**Wellington 17<sup>TH</sup> – 19<sup>TH</sup> June 2015**

*Mac's Function Centre,  
Taranaki Street Wharf*



**ABSOLUTELY POSITIVELY ENROLLED**  
**Love The Skin You're In**



*Registration forms can be downloaded from [www.nzno.nz/en](http://www.nzno.nz/en)*

*(or click on Colleges & Section & scroll down to EN Section)*

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*Dialysis Transition*

**Enrolled Nurse Section**  
NEW ZEALAND NURSES ORGANISATION

**Enrolled Nurses working in the Dunedin Hospital Dialysis Unit**

I started nursing in 1994 as an Enrolled Nurse in rural New South Wales Australia. I moved to Dunedin in 1996 working in long term residential care for both the elderly and supported accommodation for younger clients. Long term facilities were great in accommodating the needs of a young family, however I was craving the need for more acute nursing, this saw me join the Team and Dunedin Public Hospital in the Care of the Elderly service in 1998. As part of a restructure of Enrolled nurses in Care of the Elderly I was redeployed to Internal medicine in 2005, which is where I stayed for 9 years.

At some stage in all of our careers we crave something more and for me I was not sure what this would be, should I train as a registered nurse or look for a new challenge. I was comfortable in my surroundings and when we move out of our comfort zone we become anxious and nervous. Over morning tea a friend suggested I apply for a newly created position doing Home Haemodialysis, and today I find myself being asked to write an article such as this as to what I do and how I have transitioned in to such a role.

The Dunedin Dialysis Unit was given funding to employ two Enrolled Nurses to do Home Haemodialysis. The Dunedin unit is a home training centre and is not large enough to accommodate long term patients. The unit was indentifying that there were some patients who were not going to be able to be trained to do their own haemodialysis due physical or mental impairments. In many cases a family member can be trained but this is not always possible, hence the need for Enrolled Nurses.

Many studies have shown that patients benefits of home Haemodialysis, patients are more relaxed, have more time as not having to travel to the unit. Well I got the job, for me this new venture would be a huge learning curve, my knowledge of Haemodialysis was zero. I'd never seen it nor understood how it worked, too me it was simply the cleansing of the blood when Kidneys failed to do so.

January 2014 feeling excited yet anxious I stepped into unfamiliar territory. The training was extensive with a mixture of theory and hands on to last approximately 3 months. There was no set time as it would really depend on how quickly we learnt and when the unit staff felt we were ready to go in to the community. We worked with buddies during our orientation and we felt very supported throughout the whole process. The Charge and Associate Charge had to work out all the finer details to make sure as enrolled nurses we met the nursing competencies with nursing council.

For me learning is was something I needed to do, not something to read about or watch. My preceptor was receptive to this, and within days she had me lining machines and prepping the equipment. My first experience needling (inserting a needles in to a fistula) will be something I will never forget. I was given no warning that today was my day, just moments in front of the patient. Beads of sweat on my forehead, fogged goggles and two successful needles later it was done, no time to over think it or second guess myself, great hindsight from my preceptor. Nerves remind me that the Dialysis treatment is serious business, while everyday nerves are still present they are managed.



*Dialysis Transition continued***Enrolled Nurses working in the Dunedin Hospital Dialysis Unit continued**

There are many errors that can occur during haemodialysis learning these in the unit is all well and good, opportunities were often created just for us to learn and if they occurred naturally we were quickly shown or given the opportunity to resolve it. It's so true that we learn from our mistakes like the day that I forgot to clamp a needle prior to connecting to the bloodlines, needless to say a bloody mess. Also right in front of the associate charge who laughed and said "I knew that would happen but you won't do it again".

28 March 2014 just 10 weeks after training started it was time to go home, for the first time my preceptor came too. Doing a treatment in the home is different in the sense that things are not just there for you as they are in the hospital and sometimes you need to think outside the square to adapt the environment. The anxiety levels hit the roof when the machine alarms you immediately think what's wrong. Patient 2 had an extremely difficult fistula to needle and that alone caused nerves just thinking about putting them in, however support (direction and delegation) was always at the end of the phone by a supportive understanding unit nurse. In the early weeks I needed this - as she had my complete trust that she could keep me calm and focused to trouble shoot the error. - This can be anyone as the team behind us are all amazing.

When people ask what I do for a day with only 1 patient, I can't say I'm bored, as it is what you make it. Set up takes about an hour, the patient is on the machine for 6 hrs and then another hour to pack up. Blood pressures are monitored half an hour after commencing and every hour from there on. Venous and Arterial pressures are watched and body position or needle positions adjusted as needed. The in between times are often used for patient education around diet and fluid management as these are ongoing challenges for the patients. In addition the time is also used for my own education. Wireless internet means education is always at my finger tips.

The only negative that I can think of is that it is a solo position and that it can often be lonely. Having come from a large ward with lots of staff has been the biggest adjustment. I am fortunate that there are two of us and we are always in contact with each other bouncing ideas off one another and simply reassuring each other that we are doing okay.

As the year anniversary approaches and I reflect on what I personally have achieved there is personal satisfaction that I have transitioned and adjusted into a role that I can see myself doing for some time. My nursing philosophy has always been to enable individuals to live the best lives that they can in an environment that they choose to call home, I'm happy to say I'm still doing that after 20 years of nursing. The service continues to grow as they look to add a third Enrolled Nurse to the home team. It is exciting to be an enrolled nurse in a time where things are changing.

Kristy Booth  
Enrolled Nurse  
Dialysis Unit, Dunedin Hospital





## *EN Section Awards*

THE INAUGURAL enrolled nurse (EN) section NZNO awards were held last year. The first award is for an EN graduate who has shown leadership skills. It is proposed this be an annual award, presented to a graduate at each of the nine tertiary institutes where the diploma in enrolled nursing course is held.

Last year's winner was Vicky Pearce, a graduate from the Southern Institute of Technology. She was presented with her award (a certificate and some money), on behalf of the section, by programme manager for the diploma of enrolled nursing at the Southern Institute of Technology Lucy Prinsloo. Vicki has been a student representative and group mentor with proven competence in the clinical environment. She was nominated by her tutorial staff and is a person who will fly the EN flag high!

Some regional EN sections will also acknowledge a graduating EN with an additional award, with the recipient chosen in consultation with EN course tutors. Last year's winner, Georgia McVicar, is from the southern region and was awarded for her "contribution within the acute environment". Georgia sat state finals a year ago and is now part of a collaborative nursing team at Southland Hospital's surgical ward.

We congratulate Vicky and Georgia and wish them well as they transition into the health workforce as ENs. •

*Report by EN section chair Leonie Metcalfe*

**Vicky Pearce-NZNO Award for Leadership Skills**



**Georgie McVicar-NZNO Award**



*Regional Enrolled Nurse Section reports*

**Snippets from our regional enrolled nurse sections:**

Full report available on NZNO/EN website

[http://www.nzno.org.nz/groups/sections/enrolled\\_nurses/regional/regional\\_reports](http://www.nzno.org.nz/groups/sections/enrolled_nurses/regional/regional_reports)

Northland/Tai Tokerau

First meeting of the year to be held in March.

Midlands

A great turnout to the study day held in November – 88 enrolled Nurses! PDRP medals are currently being designed. A position for an Enrolled Nurse in Waikato Hospital Emergency Department was advertised recently.

Bay of Plenty/Tairāwhiti

Nothing to report at this time.

Hawkes Bay

Nothing to report at this time.

Greater Wellington

Our emphasis this year is to deliver an amazing National Conference, “Absolutely Positively Enrolled”. Staffing shortages still a major issue. Workloads increasing. Not many vacancies advertised for Enrolled Nurses.

Top of the South

NMDHB will be holding two EN study days in 2015, at each campus. One will have a professional focus, while the other a practical focus. Ongoing lack of employment opportunities for EN's. Our meetings have seen a steady increase in attendance. AGM to be held 21<sup>st</sup> April. 2 EN's from Inpatient Unit at Wairau Hospital are going to present an education session to colleagues on “The Transitioned Enrolled Nurse”. No further developments with EN's single checking medications.

West Coast/Te Tai O Poutini

West Coast DHB has a new Nurse Educator. CPR instructor training to commence in July and September, a great opportunity for Enrolled Nurses to gain a qualification. CPIT is running courses again this year for Enrolled Nurses. The Acute Medical Ward and the AT&R Wards merged to cover Christmas break, this merge continues with no Process of Change announced. The new hospital development is progressing. EN's reassured there will be no job losses on the West Coast and that the role of the EN will be greater not smaller in the future.



*Regional Enrolled Nurse Section reports continued***Snippets from our regional enrolled nurse sections:**

Full report available on NZNO/EN website

[http://www.nzno.org.nz/groups/sections/enrolled\\_nurses/regional/regional\\_reports](http://www.nzno.org.nz/groups/sections/enrolled_nurses/regional/regional_reports)

Canterbury

Planning is underway for a study day to be held later in the year. The NZNO Regional convention is being held on 21<sup>st</sup> April at Riccarton Park. The Christmas meeting/lunch held at Salmon Tales was attended by members from Christchurch, Ashburton and Timaru. Tania Coles from Timaru did a presentation on the history and role of the EN to new grad RN's, with very positive feedback. The new hospital at Burwood is on track for completion in March 2016. 32 EN students from CPIT will be sitting state in July.

Southern

Planning has commenced for study day. 2 EN positions advertised in Older Persons Health AT&R. Not many EN's out there presently. Southern Institute of Technology EN students currently out on placements. Otago Polytechnic is commencing a Diploma programme in Enrolled Nursing this year. 3 Enrolled Nurses commenced in July from Canterbury's last EN programme and are working in Neurology & ENT ward, Acute Orthopaedic ward and Surgical ward. Southern DHB is going to a 70% RN and 30% EN and HCA workforce. Six EN's are employed at Gore Health Ltd.



*Events****Calendar of Events 2015***

Please see NZNO/EN website for full details of Study Days

[http://www.nzno.org.nz/groups/sections/enrolled\\_nurses/regional/regional\\_study\\_days](http://www.nzno.org.nz/groups/sections/enrolled_nurses/regional/regional_study_days)

18 <sup>th</sup> April	GWENS AGM
21 <sup>st</sup> April	Top of the South EN Section AGM
21 <sup>st</sup> April	Canterbury/West Coast Regional Convention
24 <sup>th</sup> April	Call for nominations for National Committee closes Call for remits and rule changes closes Call for AGM discussion subjects closes
29 <sup>th</sup> April	Central Regional Convention
1 <sup>st</sup> May	Canterbury EN Section AGM
4 <sup>th</sup> May	Auckland EN Section AGM
5 <sup>th</sup> May	Te Tai Tokerau Regional Convention
7 <sup>th</sup> May	Greater Auckland Regional Convention
12 <sup>th</sup> May	Top of the South Regional Convention
12 <sup>th</sup> May	<b>International Nurses Day</b>
14 <sup>th</sup> May	Hawkes Bay Regional Convention
19 <sup>th</sup> May	Greater Wellington Regional Convention
22 <sup>nd</sup> May	Midlands EN Section AGM
26 <sup>th</sup> May	Midlands/BOP/Tairāwhiti Regional Convention
17 <sup>th</sup> -19 <sup>th</sup> June	37 <sup>th</sup> Annual EN Section NZNO Conference Macs Function Centre, Wellington.  Conference theme – <i><b>Absolutely, Positively, Enrolled, Love The Skin You're In</b></i> Dinner theme – <i><b>Windswept and Gorgeous</b></i> <b>National Enrolled Nurse Day</b>
30 <sup>th</sup> June	
14 <sup>th</sup> -16 <sup>th</sup> August	Te Runanga o Aotearoa, NZNO Hui-a-Tau
16 <sup>th</sup> -17 <sup>th</sup> September	NZNO AGM and Conference
19 <sup>th</sup> September	Women's Suffrage Day
3rd October	Southern Region EN study day, Dunedin
20 <sup>th</sup> November	Midlands EN Section study day, Hamilton

*Awards / Merchandise*

**Hazel Florence Johnstone EN/NA Award**

**Closing Dates:** 30 June, 31 October (Annually)

**Approx Amount Available:** \$750 - \$1500

(Twice yearly study/scholarship award)

**Eligibility:** EN

**Criteria/Comments:**

- Qualified EN or those students studying for Enrolled Nurse qualification (in 2nd semester)
- An NZNO current financial member
- Require to provide "Evidence of enrolment" in Enrolled Nurse programme or in the study programme you are undertaking

**Application Forms & Criteria at:** [www.nzno.org.nz/services/scholarships](http://www.nzno.org.nz/services/scholarships)



**MERCHANDISE FOR SALE ON  
ENROLLED NURSE SECTION WEBSITE**

We have for the sale on our site the following:

- New Enrolled Nurse Section Badge
- Enrolled Nurse Section Bags
- Enrolled Nurse Section Calculators

which is also available from your regional chairperson's.

Available for viewing on our website:

[http://www.nzno.org.nz/groups/sections/enrolled\\_nurses/resources](http://www.nzno.org.nz/groups/sections/enrolled_nurses/resources)

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NZNO know so you can continue to  
receive the Kai Tiaki and other information.

Email [membership@nzno.org.nz](mailto:membership@nzno.org.nz)  
or phone 0800 28 38 48



The newsletter can be downloaded from our website  
[http://www.nzno.org.nz/groups/sections/enrolled\\_nurses/newsletter](http://www.nzno.org.nz/groups/sections/enrolled_nurses/newsletter)

**"In exceptional circumstances it may be sent out on request"**