

Back row (L-R) Suzanne Rolls (PNA), Brenda Columbus, Bernie Morgan (Secretary) Leonie Metcalfe (Chairperson), Angela Crespin (Treasurer)

Front Row Lea Thompson (TR rep) Maree Hurst (Vice Chairperson) Denise Kreft, Deborah Urquhart



ENROLLED NURSE SECTION NATIONAL COMMITTEE 2015 - AUGUST MEETING

Highlights from the editor

by Maree Hurst & Brenda Columbus

Welcome to the August edition of the Enrolled Nurse Section NZNO newsletter. Meet your new National committee later in the newsletter.

June saw a very successful conference held in Wellington. Thank you to the Greater Wellington Enrolled Nurse Section NZNO - a job well done! Read later in the newsletter answers to feedback received from the conference. A full conference report is in the July issue of the Kai Tiaki.

We look forward to conference next year in Blenheim.

Keep those articles and profiles coming in, it is always great to see the wealth of knowledge that is out there.

Good luck to all the Enrolled Nurse students who have recently sat their State exam.

Enrolled Nurses – we do make a difference!

Welcome to our new committee members

Lea Thompson: National Enrolled Nurse Section NZNO Te Runanga representative. Lea works at Waikato DHB's Rhoda Read Hospital and is a member of Midlands Regional Enrolled Nurse Section NZNO.

Deborah Urquhart: Deborah works in the Surgical Outpatients Unit at Burwood Hospital, is a member of Canterbury Regional Enrolled Nurse Section and NZNO workplace delegate.

Denise Kreft: Works in the acute medical and gastro ward at Dunedin Hospital. Vice Chairperson of Southern Regional Enrolled Nurse Section NZNO

Enrolled Nurse Section Pānui



Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION

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Chairperson's news

by Leonie Metcalfe

Welcome to the August edition of the Enrolled Nurse Section newsletter and I am certainly looking forward to putting the coughs, colds and frosty days behind us and welcoming some nice spring weather.



A big thanks to Greater Wellington Enrolled Nurse Section for hosting the very successful 37th Annual Enrolled Nurse Section Conference held at Mac's Brewery 17-19th June 2015. This was very well supported, great presentations, great learning, great company, great venue. Again it was great to have enrolled nurses presenting abstracts showcasing their areas of clinical practice. The 2015 conference report featured in the August edition of Kai Tiaki. The Enrolled Nurse Section Committee met on 4-5th August, again two busy and productive days, we invited Jane Mac George, Manager Nursing and Professional Services NZNO and had some good discussion and an update around the Kaiāwhina workforce, the value of the enrolled nurse workforce and some of the issues we are facing, such as lack of employment opportunities and lack of support for new enrolled nurse graduates entering the workforce. Feedback from Jane was that it was important for her to have this information as a tool when having discussions with nursing leadership around recruitment and support of enrolled nurses in workforce planning and nursing models of

care. The EN Section Committee also had the opportunity to showcase their achievements in nursing and NZNO at a regional and national level.

Congratulation to Top of the South Enrolled Nurse Section as the hosts for the 38th Annual Enrolled Nurse Section Conference 2016.

The Enrolled Nurse Section Committee have welcomed three new committee members, congratulations to Deborah Urquhart from Canterbury, Denise Kreft from Southern and Lea Thompson from Midlands who is the newly elected Te Runanga representative. Sadly we also said farewell to two committee members who had completed their terms serving as very valued committee members, to Jo Thomson and Anita Te Kahu thanks for your huge contribution and commitment to enrolled nursing at a regional and national level this is certainly very much appreciated. To the enrolled nurses nominated by their regional Sections and who received National Enrolled Nurse Day awards congratulations and very well deserved. The Enrolled Nurse Section Committee met on 4-5th August, again two busy and

productive days, we invited Jane Mac George, Manager Nursing and Professional Services NZNO and had some good discussion and an update around the Kaiāwhina workforce, the value of the enrolled nurse workforce and some of the issues we are facing, such as lack of employment opportunities and lack of support for new enrolled nurse graduates entering the workforce. Feedback from Jane was that it was important for her to have this information as a tool when having discussions with nursing leadership around recruitment and support of enrolled nurses in workforce planning and nursing models of care. The EN Section Committee also had the opportunity to showcase their achievements in nursing and NZNO at a regional and national level.

Catriona Petrie, Educational Product Development Lead, Careerforce also joined us along with Sue Roberts, Careerforce and Marilyn Head, Senior Policy Analyst NZNO to discuss the proposed Qualification Health and Wellbeing Level 4. Again there was much discussion on the kaiāwhina workforce, why it is deemed necessary for the need of another

Qualification level and the impact this could have on the enrolled nurse workforce. The Enrolled Nurse Section and NZNO had both made submissions against the proposed Qualifications, New Zealand Certificate in Health and Wellbeing (Level 4) and New Zealand Diploma in Health and Wellbeing (Level 5). It is certainly frustrating to see and hear of programmes being developed for unregulated and unqualified workforces when there is a regulated nursing workforce looking for employment opportunities. Enrolled Nurses are positioned at Level 5 on the NZQA framework and are very well positioned to work in all areas of healthcare settings to deliver quality health care to all health consumers, family/whanau. This is evidenced in the Ministry of health Fact Sheet 2013 titled Enrolled Nurses: Have you thought of employing an enrolled nurse?

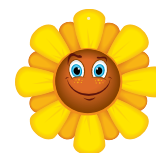
It was disappointing to see enrolled nurses weren't acknowledged in

the MECA negotiations for an increase in PDRP allowances although RN's and Midwives were. The reason being the need to identify the evidence as to what is happening in enrolled nursing overseas and other comparator groups!!!! We have begun our plan on gathering this information and we will update you all as this progresses. We certainly plan to be on top of our game plan at the next round of negotiations in 2017. Also on the agenda will be to address the widening gap between the enrolled nurse and registered nurse pay scales.

It is heartening to see more enrolled nurse jobs being advertised nationally and to see the Diploma in Enrolled Nursing courses continuing to attract great numbers of students. To the enrolled nurse students and new graduate enrolled nurses who have presented and are planning on presenting at conferences and study days, what a fantastic opportunity and well done to you.

Thanks to the Regional Enrolled Nurse Sections for your contribution to consultation documents and remember the stronger the membership the louder the voice when advocating for enrolled nursing in New Zealand. It is certainly important to have your say on matters that are important to you.

*Leonie Metcalfe
Chairperson, Enrolled Nurse
Section NZNO*



Snippets from the regions

by Maree Hurst

Northland/Tai Tokerau

2 yearly Study day held in October with 52 attendees. A member of the section spoke on Talipes and will present this at conference. No other education is given to us unless we organize it ourselves. EN's working as HCA's until EN jobs come up. 2 EN's employed in Rehab in the last 2 years. Some EN's having problems getting funding to attend conference. No EN intake at Northtec this year. The EN who received award for Showing Leadership Skills in March is now 6 months into BN course. National

EN Day was celebrated early with a lunch and special guests (ex- members invited, 5 attended). A voucher was given to the ex-members in appreciation of their past contribution to the section.

Auckland

Planning is underway for a study day to be held on 12th October. 100 EN's employed at CMDHB – to date one has completed the IV medication package, with a number still working towards this goal. There are a few advertised employment opportunities for EN's,



however there are also new graduate EN's who are working as HCA's due to lack of job opportunities for nurses.

Midlands

Planning underway for a study day November 20th. EN's report having good professional development opportunities. Discussion held around medication management. Further clarification being sought. A group from Midlands attended the Bay of Plenty/Tairāwhiti study day in Tauranga. 16 Enrolled Nurses graduated from WINTEC in March. In July Waikato DHB enrolled nurses on PDRP Accomplished level will receive medals in recognition of their achievements. Waikato DHB has fully funded 3 EN's to attend conference, and 1 EN has been funded by her employer in Aged Care.

Hawkes Bay

The HBDHB offer regular mandatory study days for EN's and RN's. Some wards do onsite training. Lack of staff and beds increases over winter months. The DHB does not employ Enrolled Nurses, and the few remaining EN's are replaced by RN's or HCA's when they leave. Great to catch up with Leonie earlier this year when she did her road trip.

Greater Wellington

Many education opportunities available. The section supports EN's to work towards and achieve their PDRP. Congratulations to Anita Te Kahu and Sue Goodwin who have been awarded their Accomplished PDRP. We are struggling to get new members involved in the Section. Thank you to the committee members who support the Section by attending meetings. GWENS are proud to have hosted the 2015 annual conference. 135 Enrolled Nurses attended the Conference. The take home message from the conference was to stand tall and proud to be an Enrolled Nurse and love the skin you're in.

Top of the South

NMDHB held 2 EN study days this year, with a focus on theory, one at Nelson campus and one at Wairau. Another

study day will be held later in the year, with a practical focus. At the Regional Convention we had a stand, with a quiz and raffle. A lack of employment opportunities continues. National EN Day will be celebrated in Nelson.

West Coast/Te Tai O Poutini

West Coast DHB and Canterbury DHB run a website called Healthlearn, giving EN's the opportunity to gain professional development. In June a Wound Care CNS from Christchurch is going to present a study day on Pressure Area Assessment and Management. The WCDHB is currently formulating the final plans for a new hospital rebuild. At the AGM Bernie stepped down as Chair and is now Treasurer. Helen O'Connell is the new Chair. Marie Dalzell remains as Secretary.

Canterbury

The annual study day will be held on 24th September 2015. We have chosen a cheaper venue this year, so hopefully employers will be more inclined to fund staff to attend. Last year's study day had 98 attendees. On line learning is available on the CDHB Healthlearn site. CPIT have courses available for EN's. Redevelopment continues at Burwood, Christchurch, Ashburton and Kaikoura hospitals. Awards were given to 2 EN students – Avi received the National Committee award for Demonstrating Leadership Skills, and Jacinta received the Canterbury EN Section award for Excellence in Clinical Placement. 14 EN's from Canterbury attended the conference in Wellington. Tania from Timaru did a presentation. There are 29 EN students in the March intake at CPIT.

Southern

8 EN's attending the conference. Southern Region EN Section sends best wishes to all students at SIT sitting their state exams in July. SDHB is looking to employ every new enrolled nurse graduate from Southland Polytechnic this year. This is the DHB's forward plan for the future. Study day will be held on 3rd October. Southern Region is offering a reduced registration fee to the EN students within our region. SDHB have

discussion documents and drop in discussion groups on the future of the Older Person's Rehabilitation Service in Dunedin. Dunedin and Invercargill Hospitals are going to a 70% RN, 30% EN/HCA workforce.

Te Runanga

I have had an incredible journey in the last 4 years at this National level. With being involved at this level you gain governance knowledge, confidence and articulation. Lea Thompson: Tena Koe Lea; is my successor to be the Te Runanga o Aotearoa Enrolled Nurse representative, NZNO.

This is not goodbye. Just thanks for having me serve you all for the last 4 years.

Hei kona ra. Anita

FOR MORE INFORMATION

Full report available on
NZNO/EN website

www.nzno.org.nz/groups/sections/enrolled_nurses/regional



Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION



ENS CONFERENCE PHOTO'S
WELLINGTON 2015



Greater Wellington Region



Discussion panel with Peter Dunn

ENS Conference 2015

Delegates evaluation and feedback

by Angela Crespin

Wellington Absolutely Positively Enrolled, Love the Skin you're In Conference 2015

Thank you to all the nurses attending the EN National Conference in Wellington.

GWENS have had a chance to breakdown the evaluation forms we received and thought it a good idea to publish the outcome. The evaluation forms were very positive but we feel it's also important to address the negative feedback.

Regarding the negatives

It would be hard to secure top level speakers to present at conference given that they are giving up their time free of charge and time spent travelling to the venue, they deserve the time to present their chosen topic and I think many presenters would decline the effort required to attend for just 30mins.

Lunch 1 hour and AM & PM teas 30mins were there to accommodate time to eat, network, visit our trade stands and rest room visit without rushing

The \$100 charge for the dinner also included the Conference decorations and music and a drink.

Regarding the food, there was sufficient for each person to have 2 items per person for morning tea with Tea & Coffee and 1 item each for afternoon tea considering there was plenty of food for lunch. To provide the amount of food people were taking for morning tea, 4 to 6 pieces would add several thousands of dollars to the catering bill. It was a shame attendees took food from the special dietary table reserved for attendees with these requirements.

In hindsight more time should have been allowed for the discussion panel and yes there were a few issues with the temperature in the main room which the staff attended to once they were aware of this.

The AGM is an important part of the Annual NZNO Conference.

The Positives the Majority of evaluation forms

Specifically pitched education, relevant information, Educational, Varied topics, appropriate presentations, Great Variety of

Presentations, Quality content, Timekeeping Brilliant

EN abstracts fantastic, EN stories, EN Experiences, Sharing of nurses Journey's. Inspiring, Informative, Fun, Friendly, Great, Varied topics, Excellent, Very good, Entertaining, Commitment, passion & dedication by nurses, wonderful, made welcome, Humour, Thought provoking, Loved it all, Couldn't fault anything, The best conference I have been to in a while, Diverse. Networking, meeting new people, catching up with old friends, Camaraderie. Awesome food, beautiful food, catering was special. ENSIPP document and its importance. Great Conference, Great introductions, well organised, Great Guest speakers, experienced passionate speakers

Professional. Great Venue, plenty of accommodation choice, Great Social Night, Fun Challenge

Well run AGM, Committee being recognisable in their yellow shirts, GWENS Great hosts. Enjoyed the Sing Your Lungs Out Choir. Sponsors and Free samples from Company trade stands. Spot Prizes. Absolutely Positively Outstanding.

GWENS worked very hard to bring the conference together with a wide range of topics to enhance learning whilst having some fun. Our EN Abstracts were amazing and I challenge you to consider presenting an abstract at the 2016 Conference in Blenheim.

Angela Crespin

GWENS Chair

FOR MORE INFORMATION

A full conference report is available in the July issue of the Kai Tiaki.

Profile of an Enrolled Nurse working in Aged Care

by Deborah Palmer



Thirty years ago I began working with the older adult and it wasn't too long before I realised gerontology had become my passion. Sound advice given from our nursing tutor 39 years ago was "always treat people as you would wish to be treated." For me this has always meant respect, dignity, choice and compassion blended with a sense of humour.

For the last 15 years I have been employed at an 86 bed long term care facility. As an Enrolled Nurse I have always felt valued in my workplace, and I believe no matter whether you're an EN or RN, you have to give your best in order to receive trust and confidence of other.

I wear several hats within my EN position which keeps me focused, and happy within my job.

Firstly – I work as a team leader in the rest home on two pm shifts. I liaise not only with the hospital Duty Leader but also our Rest Home Nurse Manager. We have 40 residents and 3 caregivers who work with me. When working on the floor, I am there to assist and supervise the caregivers, dispense resident medications, complete observations for the Interrai that are due. Once the RN completes the Interrai's, I formulate/update some areas of the careplan. I prepare notes/documentation for those residents who will be seen by the Nurse Practitioner/Doctor the following morning. Time can be spent with families who may have queries regarding care issues (not necessarily in a negative way.) Other tasks on these shifts include dressings, checking of expired medications, general duties and of course unfortunately, there will be the odd falls incidents that occur and the hospital admissions. There are 2 RN's available in the

hospital, one being the duty leader and he/she is kept informed of any issues and will attend to any problems. It is so important to have good time management so that when the unexpected happens, there is not too much upheaval.

I also have two office days which allows me to fulfil the other 4 hats I wear.

ACE Co-ordinator – I co-ordinate, educate and assess all the ACE Programmes for our caregivers before being sent for moderation to Health Ed Trust. This is a contractual requirement for our caregivers. It enables them to have the knowledge and skills to give the best care to our residents. It gives the caregivers a boost in their self-esteem. On completion, there is an increase in wages and it also assists us in meeting staff training requirements as part of the DHB contract.

Staff Orientation – I orientate all staff to our facility. It's about showing them where to find things, pointing out fire/emergency exits, alarms, zone areas. Introduction to people, use of phone system, uniform requirements, documentation, what to expect during orientation time and what needs to be completed before 3 month appraisal with the Nurse Managers are other areas covered. I organise for them to see other key members eg physio for manual handling, Health and Safety and restraint officer (Hospital Nurse Manager), staff educator/residents rights (Rest Home manager) food services manager, pastoral care (Mission). After orientation day, they are buddied up for the next 2 weeks.

Admissions co-ordinator – I feel this is an important part of my job. I usually take the first call of enquiry and maintain contact until the person is admitted. Prior to the admission of a resident, a discussion is held with the appropriate manager (Rest Home or Hospital) about the resident's needs and staff workload so that we are able to provide the optimum care for that resident. It can be a very difficult time for both resident and their family. It helps them knowing they have built up a rapport with someone, and there are no surprises. During admission I collect as much information from the resident and family members, DSL Interrai and transfer letters if coming from hospital or another facility. I complete an initial careplan to assist all staff caring for that person within the first 72 hours.

This includes Katz, Braden, falls assessment. Other areas are hygiene, elimination, mobility, hearing, sight, nutrition. However, the RN's continue with other assessments during the next 3 days so they can collate their information for Interrai. I notify all areas of the resident's arrival, eg pharmacy, GP, physio, DT, Laundry, office, food services and pastoral care, nursing, so they can all do their assessments or documentation that is requires.

Finally I am the Infection Control co-ordinator. This covers quite a big area. Staff education which begins at orientation and continues at compulsory core study days and organisation of audits, practical handwashing and questionnaires.

Surveillance includes reading residents charts, lab forms, medication order forms to check antibiotic usage, suspect infection board and collating results for graphs. I reporting to the Opportunity for Improvement committee monthly with I/C rates and trends. I ensure spills buckets, outbreak trolleys, cupboards are stocked and documentation is relevant.

I write and review the policies/procedures pertaining to IC making sure that I document my source of information for best practice and this is then authorised by my Nurse Manager who is also the Health and Safety officer.

I work at the top end of my scope under the direction and delegation of a Registered Nurse. I am responsible for my own practice and know and feel safe with what I do because of my scope and the trust that my RN's have with my practise. I am proud to work as an Enrolled Nurse.

Enrolled Nurse Pledge form

by Robyn Hewlett,
Chairperson,
Southern Region Enrolled Nurse Section

Southern Region Enrolled Nurse Section presented the Southern District Health Board with a framed Enrolled Nurse Pledge form on 30th June 2015 to mark National Enrolled Nurse Day. It is now hanging in the foyer of Dunedin Hospital just below the Registered Nurse pledge form on the left of this picture.

The presentation was in recognition of Southern District Health Board's support of Enrolled Nurses within the Southern Region through the Enrolled Nurse transition, supporting enrolled nurse students with clinical placements and employing newly graduated enrolled nurses at Dunedin and Invercargill Hospitals.

The Executive Director of Nursing and Midwifery, Leanne Samuel, accepted it on behalf of the district health board, along with other directors of nursing based at Dunedin Hospital.



First Enrolled Nurse Programme at Otago Polytechnic

by Robyn Hewlett
Chairperson
Southern Region Enrolled Nurse Section

The first Diploma of Enrolled Nursing commenced at Otago Polytechnic on Wednesday 22nd July. The day commenced with a welcome ceremony and speeches, including the Head of the School of Nursing, Linda Kinniburgh.

Those invited to this special day included the Otago Polytechnic CEO, Mr Phil Kerr; Jane Wilson, Director of Nursing, Southern District Health Board; Nurse Managers of Aged Care facilities within Dunedin; and Lecturers from the School of Nursing.

There are 17 enrolled nurse students who have come from all walks of life. Some having worked in aged care facilities within the Otago Region, some had completed the Certificate in Health and other students who were very interested in becoming enrolled nurses.

I was invited to speak to the new enrolled nurses and what a privilege and honour it was on this auspicious occasion in Dunedin. I spoke to the students of my journey of becoming an enrolled nurse, the challenges along the way. I hope to go back and talk further to the students on the Enrolled Nurse Section. Linda Kinniburgh and Vicki Yarker Jones are very supportive of this involvement and I am hoping that all the students will join the Enrolled Nurse Section.

The Southern Enrolled Nurse Section is looking forward to having the students out on clinical placements later on in their programme and will be offering support along with the Southland Enrolled Nurse students who have been completing

clinical placements in Dunedin for the previous two years.

Congratulations Annette

On the 14th July 2015 Waikato DHB enrolled nurse Annette Rusk was the recipient of awards in acknowledgement of being the first enrolled nurse in New Zealand to have completed all five Health Ed Trust Enrolled Nurses' Professional Development Series Modules. Annette was presented with certificates from Health Ed Trust and Waikato DHB Professional Development Unit in recognition of her great achievement. Annette works in the Waikato DHB nursing agency and has been a long time employee of Waikato DHB. This presentation was made by Annette's CNM Kay Hamilton who spoke very highly of Annette's dedication, commitment, work ethic and support to her patients, their families and also to her colleagues. A satchel with the Enrolled Nurse logo was also presented to Annette on behalf of Midlands enrolled nurses in recognition of Annette's wonderful achievement. Well done Annette.



Kay Hamilton (L) Annette Rusk (R)

Upcoming events and awards

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

14 th September	College and Sections Day Wellington
15 th -16 th September	NZNO AGM and Conference Wellington
19 th September	Women's Suffrage Day
24 th September	Canterbury Region EN Study Day, Christchurch
3 rd October	Southern Region EN Study Day, Dunedin
6 th October	Central Region EN Study Day, Palmerston North
12 th October	Auckland Region EN Study Day, Middlemore Hospital
20 th November	Midlands EN Section Study Day, Hamilton
25 th December	Christmas Day!

Enrolled Nurse Section

NZNO
P O Box 2128
Wellington 6140



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/support/scholarships