

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 Pānui



Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION

ENROLLED NURSE SECTION NATIONAL COMMITTEE 2015 - AUGUST MEETING

ISSUE 2, DECEMBER 2015

Highlights from the editor

by Maree Hurst & Brenda Columbus

Welcome to the December edition of the Enrolled Nurse Section NZNO newsletter, the last one for the year!

Planning is well underway for the 2016 Enrolled Nurse Section NZNO conference to be held in Blenheim in June.

Please check the Enrolled Nurse Section page on the NZNO website for up to date information on the conference and upcoming study days.

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

We would like to take this opportunity to wish you all a Merry Christmas and a Happy New Year! Please remember to take time for yourselves at this hectic time of year.

Enrolled Nurses – we do make a difference!

A brief profile of committee member

Maree Hurst: Maree works at Burwood Hospital in the Spinal Unit. As well as her Enrolled Nurse role, she is also IP&C link rep, Document Controller for Spinal Unit and responsible for staff rosters. Maree is chair of the Canterbury EN Section NZNO.



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Chairperson's news

by Leonie Metcalfe

Welcome to the final Enrolled Nurse Section newsletter for 2015. It is good to be enjoying the great summer days and the excitement of Christmas.

2015 has been a very busy year for enrolled nursing. Greater Wellington Enrolled Nurse Section NZNO hosted a very successful Annual Enrolled Nurse Section Conference in June attended by 138 delegates. Five enrolled nurses presented abstracts at conference which certainly highlights the expertise and diversity in clinical practice of enrolled nurses working and being valued in the wider health team. Congratulations to you all.

It is certainly heartening to see some enrolled nurse graduates gaining employment as enrolled nurses but these numbers need to be a lot higher.

The Enrolled Nurse Section Committee welcomed guests attending meetings in February, August and November.

In February Pam Doole (Nursing Council NZ) gave an update on current NCNZ ,



competency review projects, statistics on enrolled nurse APC's, the ENSIPP was discussed and also the need for generic portfolio's across all DHB's. We met with Kerri Nuku, NZNO Kaiwhakahaere who discussed the NZNO strategic plan and identified some key areas and the need to articulate and promote the role of the enrolled nurse. Marilyn Head, Senior Policy Analyst NZNO congratulated enrolled nurses for their ongoing valuable input on submissions and to the Enrolled Nurse Section for their contributions to submissions including the submission to Pharmac in 2015.

In August the Enrolled Nurse Section meeting was attended by Jane MacGeorge, Manager Nursing and Professional Services NZNO, Catriona Petrie and Sue Roberts from Careerforce New Zealand and Marilyn Head again to discuss

proposed Qualification Health and Wellbeing level 4, the Kaiāwhina workforce, the impact on enrolled nurse employment opportunities and the value of the enrolled nurse workforce. We debated why there needs to be added qualifications at level 4-5 when we already have an enrolled nurse workforce positioned at level 5.

In November Debbie Hawkey, Chairperson of Top of The South Enrolled Nurse Section, (hosts of the 2016 Annual Enrolled Nurse Section Conference) attended the Enrolled Nurse Section Committee meeting to update the committee on conference planning. Memo Musa, NZNO CEO gave a post NZNO AGM & Conference update re NZNO support for ENSIPP and enrolled nurse workforce planning. We also had the opportunity to update Cee

Payne, NZNO Organising Services Manager about the disappointment at the lack of acknowledgment for PDRP payments for of enrolled nurses in the last MECA negotiations. We plan to meet again in 2016 and have begun information gathering in readiness for the MECA negotiations in 2017. Alison Hussey gave an overview of current MOH projects and an update on Interai, but to date is unable to confirm whether there is a role for enrolled nurses in the use of this assessment tool. It was great to have Grant Brookes join us to meet the enrolled nurse section committee and to discuss NZNO and the Enrolled Nurse Section membership working together to support enrolled nurses in advancing the ENSIPP document and workforce planning. Helen Pocknall, Executive director of Nursing and Midwifery Wairarapa and Hutt Valley DHB's and Chair of DHB Directors of Nursing national lead group joined us at our November meeting. Again a great opportunity to showcase not only the great achievements of enrolled nurses as members of the health team but also some of the barriers presenting. Helen will be having discussions with DON's around employment of enrolled nurses in DHB's, why some DHB's employ and support enrolled nurses and

enrolled nurse graduates well while others do not. I hope to meet with Helen again in early 2016 and may also attend a forum with Directors of Nursing and Midwifery to engage in further discussions on enrolled nurse employment opportunities and supporting nursing models of care to include enrolled nurses. On December 4th Memo Musa, Suzanne Rolls and Angela Crespin joined me at a meeting with Ruth Anderson, Acting Director of Health Workforce New Zealand, Jane Bodkin, Senior Advisor, Office of the Chief Nurse and Rosemary Burns, MOH. This was a positive and productive meeting and included in our discussions were the ENSIPP document, supporting the current and future enrolled nurse workforce, nursing models of care, employment of enrolled nurses and why this works well in some area's not in others, enabling enrolled nurses to work to their full potential, engaging with stakeholders to ensure a better understanding of the enrolled nurse scope of practice and some of the clinical area's where enrolled nurses make a valuable contribution, such as primary health care. We hope to hold further discussions in early 2016.

A huge thanks to the Enrolled Nurse Sections who have

hosted study days, to the membership for contributing to consultation documents, to those who have supported enrolled nurse students at the education institutes and graduations. To the national Enrolled Nurse Section committee, to Suzanne Rolls and the NZNO support team and to the regional Enrolled Nurse Section Chairpersons thanks for your support over 2015, certainly much appreciated and certainly another busy and productive year.

Wishing you all a very Merry Christmas and a safe, happy and exciting 2016

Leonie Metcalfe
Chairperson, Enrolled Nurse
Section NZNO



Snippets from the regions

by Maree Hurst

Northland/Tai Tokerau

No new issues in the region, same ongoing ones. Leonie and Dorothy visited in October. Discussion held on applying for grants to attend conferences. Christmas function to be held end of December. Merry Christmas to you all, see you in the New Year.

Midlands

Study day November 20th. Waikato DHB have supported and funded EN's to attend. EN students expressing concern re lack of employment opportunities and little input from student NZNO delegates. Best wishes to 16 Enrolled Nurse students sitting state final exams. A big thanks to Suzanne Rolls and the National Enrolled Nurse Section committee for their great commitment advocating for enrolled nursing in New Zealand.

BOP/Tairāwhiti

All good. Everyone has been busy with winter ills. No meeting since June, looking forward to attending study day in Hamilton. Radius have bought Althorp, a large aged care/dementia unit and have immediately brought in new contracts. Enrolled Nurses have had their pays cut by \$3.50 an hour. Quite a few of the Enrolled Nurses have left. Sadly there isn't much in the way of other jobs for them. Waiting for the organizer to return from leave to follow up. Looking forward to coming to Blenheim. Best wishes to all and have a great and happy Christmas.

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

GWENS arranging study day for 13th April 2016 at Paraparaumu Community Hall. The main issue for GWENS is the usual employment for new Grads, especially within the CCDHB. The good news is Tina Giles has an EN position at Kenepuru Hospital, the only one from her graduating class to be successful. GWENS have closed the conference account, with a profit deposited into the National account. Thanks to Sharyne Gordon at NZNO for assistance given during conference. Congratulations to Anita Te Kahu who received an award for her contribution to Enrolled Nursing at the NZNO Conference.

Top of the South

NMDHB recently held 2 EN study days for DHB employed EN's. Still little employment opportunities for EN's in the region, but positive feedback on the benefits of employing EN's. Conference planning is progressing well. Venue booked and confirmed. Dinner theme – Taste of Marlborough.

Canterbury

There was a great turnout for the study day held in September -94 registered with 92 attending on the day. There was great feedback received. Topics included NZ Blood service – Donation to Transfusion; and a product display from More Mobility. CPIT is again offering short courses for Enrolled Nurse in 2016. Check out the CPIT website for details. Burwood Hospital construction continues no confirmed date yet for the opening and big move for The Princess



Margaret Hospital (possibly August 2016). Merry Christmas and Happy New Year to you all. Thank you to the National committee, Suzanne Rolls and Sharyne Gordon for all you do for Enrolled Nurses.

Southern

79 Enrolled Nurses attended the study day in October, with 15 being new EN students from Otago Polytechnic. Topics included Advance Care Planning, Rapid Response for the Frail Elderly in Dunedin and 3 EN's presented on their role at Otago Hospice. Releasing time to care has commenced on some floors. The Dunedin Hospital Dialysis Unit has employed 3 EN's to work with home dialysis clients. 2 newly created EN positions in the cardio thoracic and respiratory ward have been filled. Nearly all of the EN's at Southland Polytechnic have positions in either Dunedin, Invercargill or the private sector in Invercargill.

Te Runanga

The Te Runanga Enrolled Nurse membership was 61. The last Midlands Te Runanga meeting was held in October. Very few members have registered email addresses, minimizing effective communication. The Te Runanga's meeting of the year will be celebrated with Midlands Regional Council.

FOR MORE INFORMATION

Full report available on
NZNO/EN website

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

Profile of an Enrolled Nurse working at Manukau Surgery Centre

by Dorothy Browning



I Graduated as an Enrolled Nurse in 1988, and currently work for Counties Manukau Health (CMH) at the Manukau Surgery Centre, a satellite hospital for elective surgery. Having completed an orthopaedic nursing course, I have the skill set needed to care for elective orthopaedic and plastic surgery patients. I am known in my workplace as being the patients' advocate and am passionate that patients receive individual patient care to meet all their needs.

I am the Health and Safety ward representative, and I represent ENs on the Nursing Professional Development Advisory group for CMH, where I am actively involved in the PDRP review and the EN intravenous medication policy. In 2015 I won the CMH Nursing Excellence in Clinical Practice award and the NZNO National Service Award. I have been involved with the Auckland EN section for many years prior to 2000 and have been the secretary since 2007. I was on the National Committee from 2009 to 2013. Being involved with these groups has given me greater insight into the nursing profession and helped me grow in my practice. I encourage you all to get involved because together, we can increase the profile and value of the regulated Enrolled Nurse and show what we can contribute to the healthcare team.

Study Day Reports

SOUTHERN REGION ENROLLED NURSE SECTION

By Robyn Hewlett

The Southern Region Enrolled Nurse Section held a successful annual study day on the 3rd October at Dunedin Hospital. 79 Enrolled Nurses from across the Southern Region attended, which included 15 enrolled nurse students at the Otago Polytechnic and the coordinator of the Diploma in Enrolled Nursing, who gave an overview of the programme. The programme has a national curriculum and consists of Discipline of Nursing, Applied Structure and Function of the Human Body, Applied Social science for Enrolled Nurses, Clinical Skills for Enrolled Nurses, Foundations for Enrolled Nurses, Enrolled Nurse Practice: Rehabilitation, Acute Care and Mental Health. This presentation was well received by those Enrolled Nurses present. The enrolled nurse students appeared to enjoy the day and it was really good to see the current enrolled nurse workforce conversing with the students over the day.

This year's presentations were as follows: Three enrolled nurses from the Otago Hospice presented on the role of the Hospice within the wider Otago Region and the role that Enrolled Nurses have at the Hospice and the extra roles that they hold within the Hospice. This presentation was well received as all enrolled nurses like to hear what other Enrolled Nurses do.

Rapid Response for the Frail Elderly in Dunedin was initially a winter planning project for the frail elderly in 2014, to prevent avoidable admissions to the emergency department. It was a collaboration of the Southern District Health Board, St John and WellSouth. It is nurse-led and based in District Nursing at Waikari Hospital. The aim is to prevent unnecessary Emergency Department presentations.

Referrals are received from St John, medical practices, non-government organisations, emergency department, and district nurses.

Advance Care Planning presented by a CNM who had attended a two day course in Dunedin. This is a plan about you and for you. This relates to the care you want towards the end of your life. You can record what you want health professional, friends, family /whanau to know if you are no longer able to tell them yourself. A person with an Advance Care Plan make decisions about their care before they die. Their prior participation in decisions, leads to less personal and family stress and less depression.

Research has shown that a person's preferences are quite different to what a family and clinician may expect.

Eating Disorders in Children was presented by the Educator from the Children's Unit and the reality of how young some of the children are who present with this disorder and the plan that the Dunedin Hospital Children's unit follows, which is from the Starship Guidelines. The management plan is medical stabilisation, supported eating and transition home.

Code of Conduct, Professional Boundaries and Social Media was presented by Lorraine Ritchie, PNA, NZNO, Dunedin. This was well received by those in attendance along with the case studies presented.

Medication: best practice and case studies was presented by Lorraine Ritchie. As enrolled nurses we do have a role in administering medicines. The Nursing Council of New Zealand Competencies for Enrolled Nurses outlines this in competency 2.1. Therefore enrolled Nurses should keep themselves updated on all legislation related to their practice and keep themselves safe.

Case studies from recent Health and Disability cases involving medication errors were presented.

CENTRAL ENROLLED NURSE SECTION

By Elsa Morgan

49 Enrolled Nurses attended the Central region EN study day, themed -"getting to the heart of the matter" held on 6th October 2015. MidCentral Health Cardiology services Clinical Nurse Specialist Erin Hogan presented "The Cardiac continuum"; Lyn Maughan Nurse Educator presented "Getting to grips with body fluid – understanding blood and urinalysis"; and Claire O'Sullivan Practitioner Adult Cardiac Care presented "Understanding the cholesterol level results". Suzanne Rolls NZNO PNA for the Enrolled Nurse Section gave an update on professional issues, exploring the influences on practice and showing the Enrolled Nurses how to log on and access the Enrolled Nurse Section NZNO website. Steve Mackintosh MRI Charge Technologist gave a presentation on Magnetic Resonance Imaging safety. K. Fraser RN MN Nurse Coordinator PDRP presented an update on nursing performance appraisal and developmental plan and meeting nursing council PDRP competencies. The feedback received from the Enrolled Nurses was excellent and an enjoyable day of interesting topics.

MIDLANDS ENROLLED NURSE SECTION STUDY DAY NOVEMBER

2015

By Leonie Metcalfe

Midlands Enrolled Nurse Section NZNO hosted their annual enrolled nurse study day on November 20th 2015. There were 80 enrolled nurses registered for the study day and this included enrolled nurses attending from the wider Midlands region, Auckland, Tauranga and Gisborne. The diverse programme generated much conversation and discussion. The first presentation on the programme covered family violence screening programme within Waikato DHB, Child protection team including CYPs. This certainly reinforced that we all have a responsibility to educate and protect our community and that no one is exempt from family violence e.g. age, gender, ethnicity,

social and financial status. Cheryl Atherfold, Clinical Director Professional Development Unit (PDU) Waikato DHB and John Bell, Nurse Educator PDU spoke on the 'Contemporary approaches to development that equip for the reality of practice' included in this was a session on accessing e-learning. A follow up from this will be having some enrolled nurse focus groups on e-learning tools to enhance professional development.



Elaine Ngatai, a newly graduated enrolled nurse who graduated in March 2015 spoke on her journey from enrolled nurse student to successfully gaining employment as an enrolled nurse. This presentation was well received. Congratulations to Elaine for her great presentation.

Nurse educators from older person's rehabilitation unit at Waikato DHB presented 'Managing Challenging Behaviors' with a focus on Delirium and Dementia'. They presented scenarios of challenges when nursing patients experiencing delirium and dementia and this certainly 'captured moments and challenges' that we can all identify with in our nursing practice.

Associate Services Manager NZNO Hilary Graham-Smith presented 'Information Work - the essential link in health care'. Acknowledging the professional responsibility we have to keep ourselves safe in our nursing practice and to work within our enrolled nurse Scope of Practice. Hilary presented a case study again highlighting the importance of written and verbal communication at handover with colleagues and ensuring accurate and precise documentation with a reminder that 'if it isn't

written it didn't happen'. No matter how skilled a nurse you are, poor nursing documentation will undermine your credibility. If you are involved in an investigation, everything that you have or have not stated in your notes, that you have or have not done, will be scrutinized and judged.

Gina Soane's, Community Mental Health Nurse presented Co-existing problems in mental health. Gina presented some interesting facts e.g. 20.7% of the population will have experienced a mental health or substance-use disorder. Gina also discussed treating co existing problems e.g. other mental health issues, such as trauma, anxiety and depression can exacerbate each other so the impact on a person's wellbeing is greater. The seven key principles when treating mental health and co-existing problems are Cultural Considerations, Wellbeing, Engagement, Motivation, Assessment, Management, Integrated care.

Claire Notman, Palliative Care Clinical Nurse Specialist presented 'last days of life' with the aim of the presentation to explain what palliative care means, explore signs and symptoms of dying e.g. pain, agitation, respiratory distress, what is last days of life care plan and services and supports available. Discussions on wishes of patients e.g. where to die, such as home. Hospital, aged care facility, hospice and the support role of family/whanau and friends. This presentation generated much discussion from study day attendees of those working in this clinical area and from personal experiences.

The final presentation was from a surgeon specialising in bariatric surgery, Rowan French spoke of risk factors and influences of obesity, selecting candidates for bariatric surgery, their journey and risks and benefits. Rowan presented two case studies, one with a successful outcome post-surgery and one post-surgery that presented with ongoing complications. Again another great presentation generating much discussion.

Another successful study day, presenting lots of debate and discussion. Midlands Enrolled Nurse Section look forward to facilitating another enrolled nurse study day in 2016.

Leonie Metcalfe
Chairperson, Midlands Enrolled Nurse Section
NZNO



Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION

38th ANNUAL

ENROLLED NURSE SECTION NZNO CONFERENCE

28TH – 30TH JUNE 2016

Venue: Marlborough Convention Centre - 42A Alfred St, Blenheim 7201



“ENriching and Unique”

Hosted by: Top of the South Enrolled Nurse Section NZNO

CALL FOR ABSTRACTS

We invite Enrolled Nurses to present a paper from their area of practice/specialty at the 38th Enrolled Nurse Section Conference

Closing date for all abstracts is 5pm Friday 29th January 2016

Upcoming events and awards

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

25 th December	Christmas Day!
1 st January 2016	Happy New Year!
2 nd /3 rd February	EN National Committee meeting Wellington
5 th April	Canterbury Regional Convention
13 th April	GWENS Study Day Paraparaumu Community Hall
13 th April	Timaru Study Day (venue TBA)

Regional Study Day dates will be available on the website once the regions have confirmed dates.

Enrolled Nurse Section

NZNO
P O Box 2128
Wellington 6140



Hazel Florence Johnstone EN 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