

**Back row** (L-R) Suzanne Rolls (PNA), Brenda Columbus, Denise Kreft, Bernie Morgan (Secretary), Maree Hurst (Vice Chairperson), Lea Thompson (TR rep)  
**Front Row** Angela Crespin (Treasurer) Leonie Metcalfe (Chairperson), Deborah Urquhart



Enrolled Nurse Section committee 2016 – February meeting

# Enrolled Nurse Section Pānui



Issue 3, April 2016

## Highlights from the editor

by Maree Hurst & Brenda Columbus

Welcome to the April edition of the Enrolled Nurse Section NZNO newsletter, this year is certainly flying by!

Planning is well underway for the 2016 Enrolled Nurse Section NZNO conference to be held in Blenheim in June. The conference is a great way to boost education hours and to network with colleagues from all over the country.

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. Please encourage the new Enrolled Nurses in your areas to become involved with the

Section, after all, they are the future!

Enrolled Nurses – we do make a difference!

### A brief profile of committee member

**Brenda Columbus:** Brenda works night shift at the Burwood Spinal Unit. She is Secretary of the Canterbury Regional Enrolled Nurse Section NZNO, an NZNO Workplace Delegate and National Enrolled Nurse Section NZNO Committee member. She is also a St John Ambulance Youth Division Leader.

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## Chairperson's news

by Leonie Metcalfe

Welcome to the first Enrolled Nurse Section newsletter for 2016. Goodbye to our long summer days as Autumn approaches. We look forward to another busy, productive and exciting year for enrolled nursing in 2016.

Planning is well underway for the 38<sup>th</sup> Annual Enrolled Nurse Section Conference being hosted by Top of the South Regional Enrolled Nurse Section in Blenheim 28<sup>th</sup>-30<sup>th</sup> June 2016. Debbie Hawkey and the conference organizing committee have certainly put together a great programme and we encourage Enrolled Nurse participation in the Enrolled Nurse Section AGM, conference discussion, debate, and networking. At conference three enrolled nurses will be presenting abstracts to the conference delegates.

The February Enrolled Nurse Section committee meeting was very productive with invited guests Lesley Harry (NZNO Industrial Advisor), Carolyn Reed and Maureen Kelly (Nursing Council of New Zealand) and Jane Bodkin (Senior Advisor-Nursing, Office of the Chief Nurse).

Lesley attended our meeting in response to concerns from Enrolled Nurse Section membership following ratification of the DHB MECA in 2015. Issues had been raised re lack of acknowledgement of Enrolled Nurse PDRP achievements and the

increasing pay gap between RN and EN and the closing pay rates between EN and HCA. Enrolled nurses will certainly continue with information gathering and are encouraged to continue to lobby their case in their workplaces in readiness for the DHB MECA negotiations in 2017.

Carolyn and Maureen presented very interesting data on the Enrolled Nurse workforce in New Zealand. Statistics show enrolled nurse's work in employment settings across the whole health spectrum and don't appear to be restricted to practice areas. The Enrolled Nurse Section also plans to look at statistics for enrolled nurse graduates, the numbers gaining employment as enrolled nurses, their employment settings and practice areas and orientation programs available.

Jane gave an update of the meeting held with Health Workforce New Zealand (HWNZ) and attended by Chairperson and Treasurer of Enrolled Nurse Section, Memo Musa and Suzanne Rolls. We discussed the key issues for the Enrolled Nurse Section in 2016 including continuing to work with HWNZ to ensure enrolled nursing is part of the workforce plan, progress the need for a supported enrolled nurse entry to practice programme, continue to raise the profile of enrolled nurses and to showcase their areas of clinical practice and achievements in a variety of forums. A discussion was held with Jane about the role of enrolled nurses in the use of Inter Rai assessment tool. While there are no barriers enabling enrolled nurse being trained in the use of this tool it may be problematic due to the funding being channeled into training of registered nurses.

I would like to congratulate some of our Enrolled Nurse Champions. To the Enrolled Nurses working with Dialysis patients in the Dunedin region, thanks for sharing your story in the February issue of Kai Tiaki.

Debbie Palmer (Midlands Enrolled Nurse Section) and Robyn Schelaak (Southern Enrolled Nurse Section) congratulations on being selected as Enrolled Nurse representatives on an expert group working with MOH, ACC, HQSC and sector stakeholders to help reach consensus on best practice guidelines on the prevention of pressure injuries in hospitals, aged residential care and home care. To our Enrolled Nurse graduates and to those who have been recipients of the Enrolled Nurse Section NZNO awards for 'Demonstrating Leadership Skills' and to the enrolled nurse graduates who have been recipients of Regional Enrolled Nurse Section awards, congratulations and we wish you well in your exciting future in enrolled nursing. It is certainly heartening to see more employment of our enrolled nurse graduates and further employment opportunities for our existing enrolled nurse workforce. We are making progress but still a long way to go to gain more recognition of the role and value of the enrolled nurse in the New Zealand health system.

To the Regional Enrolled Nurse Sections, the National Enrolled Nurse Section Committee and Suzanne Rolls, NZNO Professional Nursing Advisor thanks for ensuring we continue to be a strong voice for enrolled nursing.

Conference is fast approaching and I look forward to seeing you in Blenheim 28<sup>th</sup>-30<sup>th</sup> June 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. A study day is planned for later in the year.

### Auckland

Angela and Dorothy attended the medal pinning ceremony at MIT to present pens and scrolls to newly graduated enrolled nurses. They also presented the Enrolled Nurse Section award to the Enrolled Nurse who had demonstrated leadership skills (selected by MIT tutors). CMDHB has this year asked the MIT tutors to put forward 10 names of whom they would recommend for employment at the completion of the training programme. There have been several advertised employment opportunities for enrolled nurses in the Auckland region.

### BOP/Tairāwhiti

The next study day is still to be finalised. There are still concerns around the Enrolled Nurses who work at Althorp Rest Home, which has been sold. All staff had to reapply for their jobs and were re-employed on lesser rates. NZNO is working with members at Althorp. Excitement is building around the 2016 conference.

### Hawke's Bay

No meeting as yet. We are trying different venues/times/days this year, hopefully to encourage a larger attendance. We are having a couple of café meetings (very informal). The HBDHB still isn't employing EN's but we are working on this.

### Greater Wellington

GWENS arranging study day for 13<sup>th</sup> April 2016 at Paraparaumu Community Hall. Dr Rex Faulknor will be the opening speaker; Susie Mills a local lawyer will speak on Power of Attorney. We are continuing to encourage CCDHB to employ enrolled nurses and find employment for our new graduates. We proved at our 2014 study day that it was a good idea to include our AGM. There was a poor response to the 2015 AGM, so the AGM will be included in the study day.

### Top of the South

Happy New Year to you all and I hope that 2016 brings you all an abundance of sunshine, happiness and good health. NMDHB will be holding an Enrolled Nurse study day this year. Top of the south Regional Convention will be held in April in Nelson. We will be doing an Enrolled Nurse Section display. Employment opportunities for EN's remain scarce across the region. Arrangements for Conference 2016 are progressing well.

### Canterbury

CPIT is again offering short courses for Enrolled Nurse in 2016. The new Burwood Campus will be opening midyear, with an open day for the public to be held prior to the grand opening.

### West Coast/Te Tai O Poutini

Several EN's attended a study day in Hornby (Christchurch); and a Stroke study day in November was well attended by Enrolled Nurses. In 2016 we are currently making plans for an EN study day around Pressure Injury Prevention and Management. The first sod has been turned in preparation for the new Greymouth Hospital build. All EN's in the Greymouth Hospital are currently being deployed from their regular work areas. The future on the West Coast for enrolled Nursing continues to remain positive, we are working with management to improve services to the public and promote goodwill with our clients from the coast.

### Southern

The second class in Diploma of Nursing at Otago Polytechnic begins February 2016. Southland Institute of Technology (SIT) commences next programme October

2016. The present class sits their state finals March 2016. Kai Tiaki Nursing New Zealand are profiling the Dunedin Hospital Haemodialysis Unit and Enrolled Nurses in the next issue. Hoping to have annual study day in early October and trial having the AGM at the study day.

### Southern Region Enrolled Nurse Section

#### **Celebrating Enrolled Nurses in the Southern Region**

Dunedin Hospital Theatre Enrolled Nurse Jenny King recently reached a 50 year Milestone of working 50 years for the Southern District Health Board.

Jenny King started working at Mosgiel Maternity Hospital as a nurse aide in 1965. At the age of 17, Jenny transferred to the Queen Mary Theatres in 1966, before in April of that year she entered into and completed the very first 18 month Community Nursing course. As her career flourished Jenny completed the Theatre Endorsement and moved on to specialise in neurosurgery nursing, she has more recently worked in the Eyes, Nose and Throat (ENT) area. Jenny has gained and passed on a wealth of knowledge to her colleagues who have thoroughly enjoyed working with her throughout her career. Jenny continues to work fulltime and celebrated her 50 year milestone with her colleagues during a morning tea. Congratulations Jenny.

#### **Southern District Health Board Health & Safety Awards**

Southern Region Enrolled Nurse Section congratulates two Enrolled Nurses Shona Bovey, District Nursing, Dunedin and Alison King, District Nursing, Southland Hospital who recently received Health & Safety Awards at the SDHB Health & Safety Study Day held in Dunedin on the 31<sup>st</sup> March 2016.

They were nominated by their colleagues for the work they do in their areas in regards to health and safety in their workplaces and supporting colleagues.

#### **Otago Hospice Enrolled Nurse Sharron Peach**

Has been selected by the Otago Hospice to attend the 21<sup>st</sup> International Congress on Palliative Care being held from the 18-21 October 2016 in Montreal, Canada. Sharron is presenting a poster on the role of Enrolled Nurses at

the Hospice and a timeline on the history of Enrolled Nursing in New Zealand.

#### SDHB District Nursing Enrolled Nurse Robyn Schakelaar

Is one of two enrolled nurses selected to be on The MOH, ACC and Health Quality and Safety Commission working party group, who are working together with sector stakeholders to prevent pressure injuries in hospitals, aged residential care and home care. The aim of the group is to reach a consensus on a set of practical tools to help implement best practice in these three settings

Robyn Hewlett  
Chairperson  
Southern Region Enrolled Nurse Section

Full report available on

NZNO/EN website

[www.nzno.org.nz/groups/sections/enrollednurses/regional](http://www.nzno.org.nz/groups/sections/enrollednurses/regional)

## Te Rūnanga Profile

***Nga mihi mahana kia koutou katoa  
Nau mai haere mai  
Tena koutou, tena koutou, tena ra  
koutou katoa***

I am an Enrolled Nurse of thirty plus years' service. I'm still at the same rural hospital that I started at since graduating. During this period, I have worked among many fabulous team.

Each member contributing a new strength and energy to achieving the greatest gift of all that shares and cares for our patients.

Assisting the elderly to adjust with their rehabilitation post-surgical procedures, helping convalescent patients with post medical situations, or supporting whanau while caring for their palliative family member is always gratifying.

I also had the privilege of working in the maternity unit. Adapting a different communication approach with our Maori Mama and Papa was inspiring. The right approach made the difference to ensuring a whakawhanaungatanga kaupapa was endorsed. Both Mama and Papa were

willing to adapt to the recommendations, thus promoting an improved life-style change.

One of my greatest feats was to campaign and support whanau to quit smoking. Rather than dismiss those who rejected the quit program offer, it was essential to introduce innovative strategies to achieve a smoke-free environment for pepe. Enough about me!

I come to you as the National Enrolled Nurse's, Te Runanga representative. I am keen to meet with all our Maori Enrolled Nurses, kanohi ki te kanohi. Korero is happening throughout the nation that has the potential to impact on the future of Enrolled Nurses which coincidentally impacts on us as Maori.

Whanau, I have asked for your contact details so that I can touch base with you. With your help, we have a chance of influencing 'our' future.

I'd love to hear from you with any feedback, whether it be positive or negative! Korero mai!

Naku noa, na Lea

National Enrolled Nurse – Te Runanga  
Representative  
[morrinsville@ymail.com](mailto:morrinsville@ymail.com)  
021 027 40896

Naku Te rourou nau te rourou ka ora ai  
te iwi

With your basket and my basket the  
people will live

(Co-operation and the combination of  
resources to get ahead)

Ko Maungakawa tōku maunga

Ko Topehaehae tōku awa

Ko Tainui tōku waka

He piko he taniwha

Ko Ngati Haua tōku iwi

Ko Ngati Werewere, tōku hapu

No Morenawhira

Ko Kai-a-te-mata to Marae

Ko Lea Thompson ahau

## Enrolled Nurse Statistics from Nursing Council of New Zealand

At **31 March 2015**, the total Enrolled Nurse workforce was **2726**, down from **3156** in 2011. The average hours worked is 32 hours per week.

The following is the age, number of and percentage of the EN workforce –

20s	175	(6.4%)
30s	123	(4.5%)
40s	281	(10.3%)
50s	1293	(47.4%)
60s	619	(22.7%)
65-70	235	(8.6%)

*As you can see, the greatest percentage of the Enrolled Nurse workforce is in the 50-60 years age group. (This is why we need to encourage the younger EN's to be involved with the regional EN Sections).*

The EN workforce has a higher proportion of women than the RN workforce, with only 4% of EN's being male. The EN workforce is also older than the RN workforce, with 11% aged under 40 and 79% 50 or above.

The mean age of female EN's was 54, with the mean age of male EN's 46.

The region with the largest percentage of the EN workforce was Canterbury, where 20% of EN's worked, followed by Auckland with 17%. The smallest regional workforce was in the Tairāwhiti region with just over 1% of all EN's.

Maree Hurst  
NENS Committee

## Enrolled Nurse Graduation: Waikato Institute of Technology. March 22<sup>nd</sup> 2016.

It was indeed a privilege to be involved in the Enrolled Nurses Graduation Ceremony on 22<sup>nd</sup> March 2016, along with my colleagues, Leonie Metcalfe and Sharon Becht from Midlands Enrolled Nurses Section Committee. There were 12 enrolled nurses graduates and it was exciting to see the class of enrolled nurses graduating, made even more special as I had mentored and worked alongside some of these students during their clinical placement in our service, "OPR" at Waikato DHB. It was great news to hear a number of the new enrolled nurse graduates have found employment in the health workforce as enrolled nurses. All enrolled nurse graduates were presented with pens, engraved and given on behalf of the Enrolled Nurse Section NZNO. Leonie, Chairperson, Enrolled Nurse Section and Midlands Enrolled Nurse Section committee member Debbie Palmer also attended the Special Awards Event to present awards on behalf of the National Enrolled Nurse Section NZNO and Midlands Regional Enrolled Nurse Section. The Enrolled Nurse Section award is awarded to the enrolled nurse 'Demonstrating Leadership Skills', the recipient of this year's award is Virginia Ruki. Midlands Regional Enrolled Nurse Section award for 'The Best Student in Clinical Placement' recipient is Karen Hartley. These awards are in acknowledgement of achievements during the Diploma in Enrolled Nursing course. Both Virginia and Karen have gained employment as enrolled nurses. We wish our enrolled nurse graduates well as they begin a new chapter in their lives as Enrolled Nurses, and as they continue to make a difference for patients, family and whānau during their journey as health consumers.



*L-R Virginia Ruki, Leonie Metcalfe,  
Karen Hartley  
Recipients of the Enrolled Nurse  
Section NZNO and Midlands  
Regional Enrolled Nurse Section  
awards.*

Report by Wendy-Mae Trethowen  
Midlands Enrolled Nurse Section  
Committee

## 38<sup>th</sup> Annual Enrolled Nurse Conference - Blenheim

On the 28<sup>th</sup>, 29<sup>th</sup> and 30<sup>th</sup> June 2016, the Top of the South Enrolled Nurse section will host the 38<sup>th</sup> Annual Enrolled Nurse conference, "Enriching and Unique", in Blenheim.

We have put together an interesting programme which will provide you with an excellent opportunity to hear from dynamic guest speakers. The Enrolled Nurse abstracts will show case the diverse roles they hold and the contribution they make in our health care system. Networking with fellow Enrolled Nurses from differing sectors throughout New Zealand and Australia will give insight into opportunities presented to Enrolled Nurses.

Registration forms and accommodation details can be downloaded from the NZNO website. Early bird registrations close on the 30<sup>th</sup> April, and late registrations will be accepted up until the 29<sup>th</sup> of May.

We look forward to warmly welcoming you to our beautiful region, and our conference.

Debbie Hawkey  
[shareenor@xtra.co.nz](mailto:shareenor@xtra.co.nz)  
Chairperson  
Conference Organising Committee



Enrolled Nurse Section  
NEW ZEALAND NURSES ORGANISATION

**38<sup>th</sup> ANNUAL**

**ENROLLED NURSE SECTION NZNO CONFERENCE**

**28<sup>TH</sup> – 30<sup>TH</sup> JUNE 2016**

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



## “ENriching and Unique”

Hosted by: Top of the South Enrolled Nurse Section

Registration forms can be downloaded from:

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

Contact: Debbie Hawkey, [shareenor@extra.co.nz](mailto:shareenor@extra.co.nz) or ph 035728813





## NZNO Central Enrolled Nurse Section

*What to do when the golden years lose their Shine*

**Date:** Friday 20<sup>th</sup> May 2016

**Time:** 3 pm – 5 45 pm

**Where:** Education Centre AB Room  
Palmerston North Hospital  
Ruahine Street, Gate 12  
Palmerston North

**Guest Speaker:** Marise Clark Medical Nurse Educator  
Midlife crisis in Women Health

### **Annual General Meeting.**

*Agenda:* Election of offices Chairperson, Treasurer & Secretary  
NZNO National EN Section Conference 2016  
NZNO National Enrolled Nurses report.  
Central Enrolled Nurses study day 2016

**\*Limited to 35 people so please register early.**

**Two half hours education towards PDRP**

**Certificates sign and hours attended at end of the meeting.**

For registrations, enquiries contact:

Elsa Morgan

133 Apollo Pde

Palmerston North 4414

Email: [ianelsa.morgan@gmail.com](mailto:ianelsa.morgan@gmail.com)



## Upcoming events and awards

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

20 <sup>th</sup> April	Southern Regional Convention
3 <sup>rd</sup> May	Te Tai Tokerau Regional Convention
5 <sup>th</sup> May	Midlands/BOP/Tairāwhiti Regional Convention
10 <sup>th</sup> May	Greater Wellington Regional Convention
12 <sup>th</sup> May	Hawkes Bay Regional Convention
12 <sup>th</sup> May	International Nurses Day
20 <sup>th</sup> May	Central Region AGM with Guest Speaker
28 <sup>th</sup> -30 <sup>th</sup> June	Enrolled Nurse Section NZNO Conference
30 <sup>th</sup> June	National Enrolled Nurse Day
23 <sup>rd</sup> September	Canterbury Regional Study Day
8 <sup>th</sup> October	Southern Regional Study Day
11 <sup>th</sup> November	Midlands Regional Study Day

### 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](http://www.nzno.org.nz/support/scholarships)