

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



Enrolled Nurse Section committee 2015 – August meeting

Enrolled Nurse Section Pānui



Issue 4 August 2016

Highlights from the editor

by Maree Hurst & Brenda Columbus

Welcome to the August 2016 edition of the Enrolled Nurse Section NZNO Pānui (newsletter), the next Pānui will be the Christmas edition!

The conference in Blenheim – great speakers, delicious food, great venue, networking opportunities and awesome hospitality!

Please check the Enrolled Nurse Section page on the NZNO website for information about the 2017 conference which will be held in Auckland. Now is the time to start thinking about that abstract you have a burning desire to present at the conference.

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!

Committee update:

Bernie Morgan has stepped down from the National Committee – thank you Bernie for all the time and hard work you have contributed. Angela Crespin and Brenda Columbus are re-elected for a further 2 year term. We welcome Robyn Hewlett back to the National committee. Another busy year ahead!

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Chairperson's news

by Leonie Metcalfe

Welcome to our spring edition of the Enrolled Nurse Section Pānui. It is certainly great to be having warmer weather and those spring flowers blooming. Congratulations to Top of The South Enrolled Nurse Section for hosting another very successful Enrolled Nurse conference held 28-30th June 2016. National Enrolled Nurse day June 30th was celebrated at conference 2016, with this day being an opportunity to celebrate enrolled nursing by showcasing enrolled nursing achievements in clinical practice and by raising the enrolled nurse profile in a variety of forums and engaging colleagues, employers and stakeholders in conversations to ensure the voice of enrolled nurses continues to be heard. On August 5th 2016 the Enrolled Nurse Section chairperson, treasurer and NZNO Professional Nursing Advisor met with the Nurse Executives New Zealand group and presented a power point presentation on Enrolled nursing in NZ: challenges and opportunities. A great opportunity to present to a group of influential health leaders, to explain the role of the Enrolled Nurse Section as an advocacy group and professional organisation within NZNO representing all enrolled nurses in New Zealand, to present the challenges of the current and future enrolled nurse workforce such as lack of workforce security, lack of workforce data quality and

accessibility to improve workforce planning, lack of supported entry to practice for enrolled nurse graduates, enrolled nurse skills and knowledge not being fully utilised in employment settings and the kaiawhina workforce. We also presented Nursing Council of New Zealand data on the Enrolled Nurse APC trends 2011-2016 and Enrolled Nurse Graduates APC Data 2011-2016. We spoke of opportunities for enrolled nurses with the National New Zealand Diploma in Enrolled Nursing, increasing the visibility of the EN profession, increase the understanding and knowledge of the EN profession-scope education and competencies, utilizing the enrolled nurse scope of practice across the whole health sector and to collect and analyse EN data to inform workforce planning. Recommendations for the group were to increase enrolled nurse employment, increase the RN and nursing managements understanding of the enrolled nurse scope- education and competencies, to support EN graduates into the profession, create enrolled nurse mentorship opportunities for all nursing students, sharing knowledge of what works well in employment settings, revise and remove restrictive employer policies, protocols and procedures , promote the regulated nursing workforce and for the inclusion of enrolled nurses when developing nursing models of care. The Chief Executive Officer of NZNO, Memo Musa, Alison Hussey and Jane Bodkin (Senior Advisors -Nursing in the Office of the Chief Nurse MOH) joined the

national Enrolled Nurse Section Committee at their August meeting to discuss enrolled nurse workforce planning, supported entry to practice for enrolled nurse graduates and the importance of engagement with stakeholders on the role of the EN profession in the New Zealand health system.

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 steady progress but still have a way to go to gain more recognition of the role and value of the enrolled nurse in New Zealand health system.

Regional Enrolled Nurse Sections are busy planning enrolled nurse education days and these dates and programmes will be posted on the NZNO Enrolled Nurse Section website as they become available. Auckland Regional Enrolled Nurse Section is hosting the 39th Enrolled Nurse Section Conference to be held on 17-19th May 2017. Please add this date to your 2017 diary.

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

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 28th October 2016.

Auckland

Auckland DHB not actively employing enrolled nurses, however student enrolled nurses continue to have placements at ADHB. Angela is on the PDRP advisory committee at ADHB, representing enrolled nurses, in preparation for the Nursing Council Review of ADHB's PDRP 2017.

Midlands

Many Enrolled Nurses working in Midlands region report being offered good professional development opportunities. 12 Enrolled Nurse graduates from the Diploma in Enrolled Nursing graduated from Wintec in March. The majority have secured employment as EN's.

BOP/Tairāwhiti

Ten EN's attended Midlands study day late last year. The main issue in the region has been the lack of positions available in the DHB's for

new grad Enrolled Nurses. Work is in progress with managers at the DHB and this year has seen employment of a few new EN's in the BOP.

Hawkes Bay

Current issue is understaffing. When Enrolled Nurses leave they are replaced with RN's. The RN's would love to have EN's working with them on the wards.

Central

In 2016 there has been no advertising for Enrolled Nurses in the internal Job Tonic circular. After 13 years, Elsa is standing down as Chairperson of Central EN Section NZNO.

Greater Wellington

GWENS study day on 13th April 2016 at Paraparaumu Community Hall was attended by 50 nurses. At the study day a draw was held for all NZNO and GWENS members wishing to attend the conference in Blenheim. The prize was the registration fee paid for the conference.

Top of the South

The 38th annual EN conference provided an excellent opportunity to gain knowledge on a broad range of topics. Networking opportunities at conference gave an insight into the different areas that EN's are working and the valuable contributions they make in Healthcare.

Canterbury

A study day was held in Timaru in April for Enrolled Nurses, organised by EN's Tania Coles and Jeanette Pateman, with direction and assistance from Nurse Educator Tracy Worthington, with 29 attendees. The Princess Margaret Hospital and Burwood Hospital

have now combined, bringing more Enrolled Nurses to the Burwood site. Plans are underway to facilitate a monthly get together for EN's at the Burwood site. 30 EN students sat their State exam in July.

West Coast/Te Tai O Poutini

The WCDHB recently ran an EN Focus Group Day. It was well attended by EN's from across the West Coast representing Hospital and Aged Care/Rest Home levels of expertise. The day was to look at how the EN will fit into the new Model of Care provided in the region once the new Health Care Delivery Centre (Hospital) is built. A comprehensive feedback report has been promised when it is available.

Southern

This year we are going to trial having our AGM at the study day. Two new section members were gained from a recent membership drive. Two Enrolled Nurses have recently retired from Oamaru Trust Hospital, with a combined working history of 80 years between them. A report on the retirement was in The Otago Daily Times on 13th August.

Te Runanga o Aotearoa

It is acknowledged that attracting and retaining membership is slow – considering attending and sharing the regional meetings at different locations to motivate, boost and generate alliances with other strong minded persons.

Full report available on

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

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

2016 Conference Reports

by Kirsty Winter and Debbie Hawkey

Conference Report by Kirsty Winter

I am an Enrolled nurse that has stood in the wings for a good few years feeling undervalued and embarrassed of my registration due to a government and health system that no longer saw a place for us, made us redundant and tried to replace us with Health Assistants. As a result I went underground in my anger and tried to diversify my skills as an Enrolled Nurse into other recognised means that would have value in the health field. Since it has always been about working with people and establishing relationship that has been important to me, I found diversional or recreation therapy where the skills and experience of an Enrolled Nurse cross over and enhance the therapeutic role and relationship that needs to be developed with the client.

Roll over 20 odd years in this dual role and I have been fortunate to have had managers that support my Enrolled Nurse status. So it was on this day I found myself attending the Kapiti Coast Enrolled Nurse study day and was thrilled to win a place at the 38th Annual Enrolled Nurse Section NZNO Conference "Enriching and Unique" to be held in Blenheim and hosted by Top of the South Enrolled Nurse Section. 3 days of attendance and food paid for by GWENS (The Greater Wellington Enrolled Nurses Section).

My manager supported my attendance and under the guidance of Angela Crespini I filled

in the registration form and had very comfortable accommodation booked for me. I was very excited to be going and felt it was the opportunity of a new beginning to re-establish my connection with my registration and meet with other Enrolled Nurses.

How right I was. The conference was amazing. There was 3 days of jam packed lectures. Some stand outs for me were insights into methamphetamine drug abuse, elder abuse, DVTs and Embolisms, delirium and advanced care planning. There was sharing of information and work experiences. Some of the roles that some Enrolled Nurses hold are fairly comprehensive, being expert in their fields, within the Enrolled Nurse scope. It is very heartening to know the possibility exists for Enrolled Nurses to advance in their skill and practice in the work force. It was exciting to learn about the Enrolled Nurse professional development options at ARA. We had the AGM where we viewed the Enrolled Nurse section strategic plan for 2017-2021 and had the opportunity to table what we want for ourselves and where we want to see ourselves heading as viable health professionals in the nursing workforce in the future. We heard from our counter parts from across the ditch and learnt of ongoing professional development and study options, how the Enrolled Nurse is supported there and the types of positions and roles available to them. The Enrolled Nurse is very valued over there and is certainly something for us to aspire to.

We were fed with glorious and delicious food that was well catered for specialty diets, with tea and coffee available. Then on the Wednesday evening it was the witching hour when all those Enrolled Nurses that are a dying

breed came out in full force to celebrate themselves and each other and the beautiful Marlborough in fancy dress themed "a taste of Marlborough". A voucher gave us an opportunity to sample a glass of wine from the local vineyards. Prizes were given for best costumes and a skit on shaving performed. Then we all let our hair down and danced with and among each other to a wonderful jazz band, fronted by 3 women who sang in wonderful harmonies and frequently changed their stage costumes and looked even more stunning with each change. It was warm goodhearted collegial fun.

And last but not least I discovered that Enrolled Nurses are not disappearing. No way. They are alive and kicking and making a heck of a lot of noise. There has been a number of us that have been working tirelessly, putting their hands up for us, speaking up for us, fighting for us, building bridges for us, who will not lay down and let us be unseen, who are striving to create pathways for us to continue into the future with our good and valuable work, and who strive to support the upcoming new grads into a workforce. Thank you so much to all of you for all that you do.

I arrived home feeling good about my registration and am ready to go forward with renewed value for myself as an Enrolled Nurse there's no denying that's enriching" and unique?.... There's no denying we Enrolled Nurses just simply cannot be replaced.

Kirsty Winter
Enrolled Nurse/Recreation
Therapist
Te Hopai Home and Hospital
Wellington

Conference Report by Debbie Hawkey

On the 28th, 29th and 30th June 2016, the 38th Annual Enrolled Nurse Conference was held at the Marlborough Convention Centre, in Blenheim.

Conference was attended by 98 Enrolled Nurses, 1 Midwife (former Enrolled Nurse) and 1 retired Registered Nurse.

The feedback from Conference highlighted that our Programme was very diverse with something for everyone, our Presenters outstanding, and a fantastic venue with an amazing array of food.

Our presenters shared their expertise as they delivered a broad range of very interesting and thought provoking topics.

The panel discussion on “The application of the Enrolled Nurse Scope of Practice in the New Zealand health workforce” provided a welcomed opportunity to discuss, debate and maintain momentum as we continue to plan for our future. Enrolled Nurses are a valuable and integral part of the health workforce team, and this was certainly reinforced at Conference by our panelists.

Three Enrolled Nurses shared their experiences of the contribution they make on a daily basis in their workplaces and left us in awe of their passion, knowledge, and skills. Conference also provided an excellent opportunity to network with fellow Enrolled

Nurses. The comradery, shared experiences, and challenges that are faced and overcome makes us a force to be reckoned with.

Our Conference dinner was a huge success. It was great to see so many dressed to the theme of “Taste of Marlborough”. Our band “The Hummingbirds” certainly got people dancing the night away, and our challenge (“The Shave Off”) saw regions getting into the competitive spirit as onlookers provided encouragement to their teams throughout the laughter. Canterbury’s efforts saw them take home the trophy.

We would like to take this opportunity to say a huge “Thank You” to all who attended Conference and helped to make it the huge success that it was. It was an absolute pleasure sharing this event with you.

Kind regards
Debbie Hawkey



Chris Rimene Trophy for Intersection Challenge

Maree Hurst, Chairperson of Canterbury Regional Enrolled Nurse Section NZNO, accepting the coveted Chris Rimene Trophy on behalf of the Canterbury Section.



The challenge was won by Section members Tania Coles and Sharyn Ford, who completed the challenge by reading and following directions as set by the Top of the South Section. The challenge is a fun exercise undertaken at each conference. What the challenge is, is not known until volunteers from each section come forward. Sometimes it can be a physical challenge, other times not so physical, but always fun! The following from Robyn Hewlett is the history of the trophy.



History of the Chris Rimene Trophy

The trophy was donated by Chris Rimene in 1989, who was an enrolled nurse and a committee member of the Otago Enrolled Nurse Section when the Otago

Enrolled Nurse Section hosted the Annual Conference in that year.

This trophy has been awarded to regional enrolled nurse sections every year since following a challenge at the annual enrolled nurse section conference, which has been devised by the hosting region of that year's conference.

Some of the challenges over the years have included local regional flavours from playing the bagpipes in Dunedin in 1997; carving a face of a prominent New Zealander from a Southland swede in 1999; performing a Sevi dance in Whangarei in 2002; hula hoops in Auckland, face painting blindfolded, Scottish sword dancing.

Robyn Hewlett
Chairperson
Southern Region Enrolled Nurse
Section

Enrolled Nurse Personal Profile

SANDRA GLEESON

Enrolled Nurse
Tai Tokerau

I am a product of the old Community Nurse training of 18 months plus a 6 month endorsement which I did at the old National Women's Hospital in Greenlane, Auckland - I am now known as an Enrolled Nurse.

During my training which was hospital based I had some very hard taskmasters as tutors and ward sisters who taught me well and to look outside the square something that I will always be

grateful for and remember well. It was here in 1969 that I received the Auckland hospital board "Best Nurse of the year award" presented to me by the then Matron in chief Miss Miller. This I feel was thanks to my tutor Sister Murray whom I still remember vividly. Going to work with the heavily starched uniforms with buttons you had to clip on, those hats that got in the way of patient care we wore along with the white stockings, not comfortable panty hose and flowing capes. A long sleeve uniform you had to change into for your meal breaks and then back into the short sleeve uniform for work, oh those were the days when all this ate into your meal breaks. Living in the nurse's home and having curfews you didn't dare break for fear of wearing the wrath of the home sister. It was these rules you don't forget in a hurry but one wonders if this set you up in good stead in doing a good job for fear of retribution from the hierarchy.

Moving cities after my marriage and having my own children I went back to work at the well-known Whangarei Hospital having worked under the Hospital Board, Crown Health Enterprise and now Northland District Health Board in the Maternity Unit where I have worked for the last 38 years.

I feel very privileged to work with new mothers welcoming there additions to their families and ensuring a happy healthy outcome for all. I am an active member of the Tai Tokerau

Enrolled nurse section and have enjoyed networking with other Enrolled Nurses at the annual conferences.

During that time there have been many changes to the Maternity Services for women and their babies some to embrace and some taking longer to get used to.

The education given to mothers now is definitely something to embrace both ante- natally and post- natally.

I as well as working full time in our unit was a couple of years ago approached to become the Family Violence Champion ensuring the screening requirements from the Ministry of Health was undertaken for all admissions to our unit. All staff had to be trained undertaking a Family Violence study day facilitated by our very capable and supportive Family Violence Intervention team.

The criteria is set for the screening undertaken and any positive disclosures are referred on to the appropriate teams. We are at the coalface of this very important campaign to stamp out any form of Violence and abuse both verbal, mental and physical to ensure the safety for our” at risk mothers “and the ongoing safety for vulnerable infants.

My job is to ensure all screening is undertaken on each admission and support staff in any disclosures made giving the appropriate channels and support for all.

We have a very strong network at our workplace with highly skilled staff working across all the disciplines and our screening rates rose above the 80 percent threshold for three consecutive audits, as a result our unit is the leader in this field nationally and this success story was shared in the Violence evaluation report to the Ministry of Health.

My workplace recently decided to roll out the Shaken Baby Prevention Programme as all the DHB’S have implemented which I also willingly undertook the training of all staff -a total of 54 both in Whangarei, Bay of Islands Kaitaia and Dargaville. This education is given to all admissions and in ante natal classes along with Safe Sleeping for all babies.

I have a passion for this education and screening to make a difference to the lives of vulnerable women and babies and encourage my colleagues to follow suit at all times ensuring our stats remain high for the very robust audit system in place from the Ministry.

I was recently nominated for an award by Northland District Health Board to celebrate the work of Northland Nurses and Midwives in the Women and Newborn Section- “the Heart of Midwifery “and was successful in being a joint winner with a Midwife for her work with mothers and new-borns.

I felt very humbled and actually quite overwhelmed as despite being the Violence liaison person in the workplace the

accolades also go to the staff for their work – I am just vigilant in making sure it is carried out and endeavour to motivate and inspire all staff to undertake this to make a difference which I feel is so important that the education can get out to the community to make a positive difference to the lives of all.

I was and felt very honoured to be one of a few Enrolled Nurses in the north to be nominated but the only one present at the awards ceremony with so many highly qualified staff who also have made such a difference in all health outcomes and accepted this award on behalf of all our staff who do and will continue to be very aware of the importance of screening and education to our clients.

I felt very proud to be an Enrolled Nurse and it is I think quite ironic that I was given an award at the beginning of my career and almost again at the end of my care for mothers and babies.

I have always had great support from the beginning from my husband whom I pay tribute to also and have made many long lasting friendships over the years.

I have enjoyed my work immensely.

Sandra Gleeson.

Upcoming events and awards

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

5 th September	NZNO Colleges & Sections Day
6 th ,7 th September	NZNO AGM and Conference
23 rd September	Canterbury EN Section Study Day
8 th October	Southern EN Section Study Day
28 th October	Northland/Taitokerau EN Section Study Day
8 th ,9 th November	National EN Section Committee meeting Wellington
18 th November	Midlands EN Section Study Day
25 th December	Christmas Day!
1 st January 2017	Happy New Year!
31 st January, 1 st February	National EN Section Committee meeting Christchurch
17 th -19 th May	39 th Annual EN Section Conference Auckland

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