Back row (L-R) Denise Kreft, Brenda Columbus, Robyn Hewlett, Leonie Metcalfe (Chairperson), Suzanne Rolls (PNA) Lea Thompson (TR rep)

Front Row Maree Hurst (Vice Chairperson) Deborah Urquhart, Angela Crespin (Treasurer)



Enrolled Nurse Section Panui



Issue 5, December 2016

Highlights from the editor

by Maree Hurst & Brenda Columbus

Welcome to the December edition of the Enrolled Nurse Section NZNO Panui, another very busy year nearly at an end.

The National committee work hard all year, keeping Enrolled nursing in the minds of key stakeholders. Special thanks to Leonie and Angie for attending some very important meetings.

It is great to see the Regional study days being well supported, a great day for EN's to get together and learn and network. Details later in the newsletter 39th about the Annual EN conference being held in Auckland 2017. in May Information is available on the website, please check it out and get those registrations rolling in! Also time to start thinking about presenting at conference – share your knowledge with your fellow Enrolled Nurses.

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!

Merry Christmas and a Happy New Year to you and your families!

Profile of committee member

Leonie Metcalfe: Please see Leonie's profile that follows the Chairpersons news, it is great reading, showing how much nursing has changed.

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Chairperson's News

by Leonie Metcalfe



Welcome to the final issue of the Enrolled Nurse Section Panui for 2016. I am certainly looking forward to enjoying sunny days and the excitement of Christmas.

My thoughts go to our enrolled nurse colleagues, their families and friends for the unsettling time over the last five weeks of earthquakes and crazy weather. You have certainly been in our thoughts.

2016 has again been a very busy year for enrolled nursing. Top of the South Enrolled Nurse Section hosted a very successful Annual **Enrolled** Nurse Section conference in Blenheim 28-30th June 2016 where five enrolled nurses presented abstracts showcasing their areas of clinical practice. Again this highlights the expertise and diversity of enrolled nursing, their contribution and value in the health team. Congratulations to you The 39th Annual Enrolled Nurse Section conference will be held at the Crowne Plaza Auckland, 17-19th May 2017 and will be hosted by Auckland Regional Enrolled Nurse Section. We certainly look forward to the conference with a great programme, venue and

opportunity to profile enrolled nursing, debate our challenges and advance our opportunities. Conference details are on the Enrolled Nurse Section webpage.

Enrolled Nurse Section Committee held three meetings in Wellington in 2016 - in February, August and November, and we continue to invite key stakeholders to attend. Those that attended February: 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). August: Memo Musa (NZNO CEO) Alison Hussey (Senior Advisor-Nursing, Office of the Chief Nurse).

November: Jane Bodkin (Senior Advisor-Nursing, Office of the Chief Nurse) Angela Thompson and Dale Spellman (Auckland Regional Enrolled Nurse Section NZNO organising committee and hosts for the 39th Annual Enrolled Nurse Section conference 2017). Through engaging with our key stakeholders we can continue to discuss enrolled nurse issues and work together to look to advance opportunities.

We were saddened to hear of Alison Hussey's departure from her Senior Advisor-Nursing, Office of the Chief Nurse role at the Ministry of Health. Alison was certainly a champion advocating for enrolled nurses. Alison worked with the Enrolled Nurse Section to complete the updated factsheet on Enrolled Nurses which was added to the Ministry of Health website in October. Alison has also consulted with

some Directors of Nursing and the Enrolled Nurse Section on a draft Enrolled Nurse Supported Orientation Framework document. We would like to thank Alison and wish her well for the future. Jane Bodkin (Senior Advisor-Nursing, Office of the Chief Nurse) who now holds the Enrolled Nurse portfolio continue to work with the Enrolled Nurse Section and our stakeholders to advance the need for a supported into practice programme. The Enrolled Nurse Section will certainly continue to lobby for this to be a funded programme.

The Enrolled Nurse Section NZNO Strategic plan was completed following consultation with the Enrolled Nurse Section membership and has been forwarded to the NZNO Board of Directors for endorsement.

regional Enrolled Nurse Sections have held education study days in 2016 and there has certainly been an increase in attendances at these Thanks to the regional sections who have facilitated these great education opportunities. Enrolled nursing student numbers are increasing in the New Zealand Diploma in Enrolled Nursing courses and it is certainly heartening to see more employment for enrolled nurses being advertised. The Mount Eden Corrections Facility have recently advertised to recruit full seven time equivalent enrolled nurses as their models of care have changed, we will watch with interest as to how this progresses.

To the enrolled nurse membership who have contributed consultation to documents, to those who have supported enrolled nurse students at the educational institutes and graduations thanks for ensuring we continue to be a strong voice for enrolled nursing. To the National Enrolled Nurse Section Committee, Suzanne Rolls, NZNO Professional Nursing Advisor and Sharyne Gordon NZNO admin support and to the Regional Enrolled Nurse Section Chairpersons a huge thanks for your support during 2016.

Wishing you and your families a very Merry Christmas and a safe, happy and exciting 2017.

Leonie Metcalfe Chairperson, Enrolled Nurse Section NZNO



Profile

Leonie Metcalfe, Chairperson, National EN Section NZNO

I trained as a Community Nurse at Wairoa Hospital in Hawke's Bay, a long, long time ago, when IV fluid bottles were made of glass, nursing leaders were called 'Sisters and Matrons', nurses wore white uniforms, white shoes and stockings and smoking in the ward office after 8pm was seen as OK!!

Since moving to the 'Waikato' in1982 I have had a very rewarding 34 years working at Waikato DHB. I currently work in the Women's Health Unit in an

acute and elective surgery gynaecology ward working with a great team of registered nurses and health care assistants. I am the only enrolled nurse working in the gynaecology ward. It is a privilege to work in this area of women's health, to ensure women receive the best possible care and also to be in an advocacy for them and role their families/whanau.

foundation member of Midlands Enrolled Nurse Section since it was formed in 1993, I am currently the Chairperson of Midlands Enrolled Nurse Section. was elected onto the National Enrolled Nurse Section Committee in 2011 and then in 2014 was elected as National Chairperson of the Enrolled Nurse Section NZNO. I see this as a very privileged leadership advocating for the current and future enrolled nurse workforce working with Nursing Council of New Zealand, Ministry of Health, NZNO, nurse leaders and key stakeholders to ensure the voice of enrolled nurses continues to be heard.

Enrolled nurses work across the whole health spectrum in all areas of health care in Aotearoa New Zealand.

I continue to be actively involved NZNO activities, being a workplace delegate and member NZNO Midlands Regional Council and Management Committee, EN representative on Waikato DHB PDRP Council, PDRP ΕN assessor and the ΕN representative Wintec on Employer Engagement Group.

Family and friends are very important to me, and I love to

spend as much time as possible socialising with family and my great network of friends and watching my grandchildren's sporting activities and achievements. My interests include travel, music, theatre and community law which I make time to enjoy.

Now is a great time for enrolled nursing and it is a privilege to be in a leadership role and well positioned to advocate for all enrolled nurses and nursing students in the New Zealand health system. The numbers of enrolled nursing students enrolling in the New Zealand Diploma in Enrolled Nursing courses are increasing, we are seeing improved employment opportunities and a greater visibility of enrolled nursing as models of nursing care are developed in some employment settings to enable enrolled nurses to work to their full potential.

This certainly makes me PROUD TO BE AN ENROLLED NURSE.



Snippets from the regions

by Maree Hurst

Northland/Tai Tokerau

A study day was held in October with a great variety of speakers, including a talk on bowel cancer which is very prevalent in the region at the moment. 2 Enrolled Nurses also presented. Merry Christmas to you all.

Auckland

Planning is underway for the 39th Enrolled Nurse Section NZNO conference in May 2017 at the Crowne Plaza. 2 committee members attended the medal pinning ceremony at MIT. opportunities **Employment** continue be advertised, including Department of Corrections, advertising for Registered Nurses and Enrolled Nurses. Thank you to Auckland **Enrolled** Nurse Section committee, you are an awesome team!

BOP/Tairawhiti

All nurses busy at work, no education over the winter months. Regards to all.

Hawkes Bay

Very little happening in the Bay, just very tired overloaded nurses.

Midlands

Study day November 18th, with 85-90 attendees expected. 2 Enrolled Nurse graduates will talk about their transition from student to working as an Enrolled Nurse. Sue Hayward to give an update on what's happening at Waikato DHB in Enrolled Nursing. Membership drive continues.

Greater Wellington

Study day planned for 2nd March 2017 – "Senses of the Body". Some Rest Homes advertising positions as RN/EN. Anita Te Kahu has a new position as a District Nurse with CCDHB. Kapiti District Nurses' have also employed an Enrolled Nurse.

Canterbury

Study day held in September attended by 91 Enrolled Nurses. Great feedback received. 42 students commenced their training at ARA in March. Their 1st placement is in the surgical wards at Christchurch and Burwood Hospitals. EN Darryl Godsiff and RN (former EN) Sharon Williams both passed away in October. Both were workplace delegates.

West Coast/Te Tai O Poutini

Education opportunities available on Healthlearn, with lots of short courses for Enrolled Nurses. WCDHB offering lots of education opportunities and study days. build New hospital underway. Under new contract, staff may have to work at other facilities, which could be up to 2 hours drive away. From 2017 WCDHB will take one new Enrolled Nurse graduate per year and assist with ENSIPP. Working with CDHB on final document.

Southern

The study day held in October was well attended with attendees from Oamaru to Invercargill. 3 Enrolled Nurses presented at the study day. Another Enrolled Nurse Program commenced at Southland Polytechnic on 31st October 2016. Otago Polytechnic are advertising another program for January 2017. The Enrolled Nurses from the Southland positions Program have Dunedin Hospital (2); throughout Southland; Christchurch, Australia. **Enrolled** Nurse positions continue to be advertised at SDHB and in the sector (occasionally). Dunedin Hospital is undergoing nursing restructuring.

Full report available on

NZNO/EN website

www.nzno.org.nz/groups/sections/e nrollednurses/regional

Regional Study Day Reports

Southern Region Enrolled Nurse Section

held their annual study day in October 2016, with 115 Enrolled Nurses attending from across the region. This included 28 enrolled nurse students from the Otago Polytechnic. All the presentations were well received by the attendees and were on the following:

"Prison **Another Nursing:** Dimension to Primary Health Care", a Primary Health Care model of care is practised at the Otago Corrections Facility. Southern members were informed that day that the Corrections Department was employing Enrolled Nurses at Mt Eden in the near future. So will be great to see the corrections department employ enrolled nurses in their other facilities throughout New Zealand.

"Southern Enrolled Nurse
Supported into Practice"
Orientation Programme at
Southern District Health Board was
presented by the Nurse
Coordinator of the Nurse Entry to
Practice (NETP) at Dunedin Hospital
and well received.

It's not part of my job": Mental health nurses' experiences of patient aggression", presented by a Registered Nurse in Nurse the Mental Health Service at Wakari Hospital. She experienced a severe injury from a patient and from there began interviewing other mental health staff who had experienced injuries from patients in the course of their care. She

completed a Masters of Nursing on the subject and is working towards a PHD.

"Mask-Ed, Pu-Ed and Simulators Down Under", Mary McMillan and Johanna Rhodes, Tutors, at the Southland Institute of Technology (SIT) presented on their human simulators used to educate RN & EN and student doctors .MASK-ED™ is a high fidelity simulation technique created by Professor Kerry in 2010. The technique is informed by a teaching process and involves realistic body silicone props including masks, torsos, arms and legs worn over the informed educator to mask them. The hidden educator then transforms into identity, another as character/person with history/story that is relevant to the learning experience. The character and their history becomes a platform for teaching The value of Goodbye by Michael Hope, Hope & Sons, Funeral Directors, Dunedin, gave an interesting presentation covering the value of funerals, role of the funeral director, embalming - post-mortem care, overview of NZ death registration, Hospital system vs community, personalised goodbyes, which have changed significantly over the years.

Three enrolled nurses within the Southern Region presented on their areas of specialities: "Enrolled Nurse Home Haemodialysis, Dunedin"

Kristy Booth, Enrolled Nurse, Dunedin Hospital;

Cardiac Rehabilitation & Smoking Cessation Nurse", Jan Keown, Enrolled Nurse, at Oamaru Trust Hospital and "Respiratory Resource Nurse", Judy McKinley, Enrolled Nurse, at Oamaru Trust Hospital showcased their current areas of specialities and that they are working at the top of their scopes of practice as enrolled nurses.

<u>Canterbury Region Enrolled Nurse</u> Section

held their annual study day on 23rd September 2016 at The Cashmere Club. with 91 Enrolled Nurses attending, including from Ashburton, Timaru and the West Coast. Topics covered were: End of Life Care - The role of the Funeral Director. This was presented by Stephen Roberts, Mortuary Manager and Embalmer, (and former EN), Lamb & Hayward Ltd. Ethical Issues in Nursing presented by Julia Anderson, PNA NZNO.

Advance Care Planning – Jane Goodwin, Advance Care Planning Facilitator.

Organ Donation – an overview presented by Fiona Blythe, Organ Donation Link Nurse.

Medication Safety – Alison Duggan, Child Health Educator.

Stroke – Can now be prevented presented by Mary Griffiths CNS.

An update of what is happening in the Enrolled Nurse Section was given by Maree Hurst.

An interesting and informative study day, with great feedback received. All attendees left with new knowledge.

Those present were invited to take place in a lucky draw to have registration paid for the 2017 conference (they had to be Section members). The winner was Allyson Jones. Money was raised from various raffles run by committee members.

Palliative Care Conference Report

by Sharron Peach

As an Enrolled Nurse working at the Otago Community Hospice, I was privileged to get an opportunity to attend and present a poster at the 21st International **Palliative** Congress on Care, 18-21 October 2016 in Montreal, Canada. This is a highlight on the palliative care diary. Attending were approximately 2,000 palliative health professionals, doctors. psychologists, and nurses ideas in palliative care.

psychologists, and nurses etc., sharing the latest ideas in palliative care. Not only was I the first Enrolled Nurse from Hospice to attend an overseas conference, when asked to present a poster I had no hesitation finding a topic — The history of the Enrolled Nurse profession in New Zealand and in Palliative care.

Presenting this poster facilitated great networking with other health professionals. Although one of a staggering 340 posters, the story of our journey as

Enrolled Nurses in New Zealand inspired a lot of interest from palliative international caregivers. It was a great opportunity to discuss the Enrolled Nurse program since the recent commencement of an 18 month Diploma for **Enrolled** Nursing. Nurses at the Otago Polytechnic. **Enrolled** Nursing staff are in a great position to preceptor students during their six week placement.

I am delighted to report that Enrolled Nurses are valued in Otago Community Hospice and opportunities to grow and develop are open to all. Enrolled Nurses are supported academically, personally

and professionally and all hold level three or four PDRP. We are offered professional supervision, education and part time hours to maintain our wellbeing, which enable us to work to the best of our ability under the direction and delegation of our Registered Nurses which unites us as a team.

It took travelling to the other side of the world and being exposed to many other health professionals to reinforce that I work in a field and organisation where new and developing ideas are embraced and I'm encouraged to be a part of that learning. We should be proud that New Zealand is in line with international standards in Palliative care and in some areas we are leading the field.

Sharron Peach EN Otago Community Hospice.



Enrolled Nurses in Palliative Care



My Nursing Story

by Venus Cherrington



I am of Te Roroa descent, born in the Hokianga and except for a very short period of time, have lived here all my life. My mother who died in 2000 was Maori. My father who died in 1974 was pakeha. I clearly identify myself as Maori-Pakeha. My mother was devoted to family, church and deeply committed to her Maoritanga. My father was also involved in his church and a highly respected hard working farmer who enjoyed almost kaumatua-like status within the community. From the examples set by my parents, ethics of hard work, caring for each other, personal commitment and community involvement were instilled into us at a very early age. In a nurse-client and/or colleague relationship, interactions are bicultural so recognition and valuing of this difference is very important to cultural safety.

I have worked in health for more than 50 years and realised early in my nursing career that nursing would never be an 8am to 5pm job nor confined to a specific nursing role, due to my living and working in this rural area. At times it has been difficult separating my professional and private lives as the two often irrevocably entwined. I first began my nursing career as a general nurse, training was hospital based and "hands on" and one got paid. I was unsuccessful in completing my final year studies but had developed clinical skills, an advantage for my future in nursing. I knew nursing was my passion so I chose to commence the eighteen month training as an enrolled nurse in Kaitaia. I worked at Bay of Islands hospital for six months then moved to the Hokianga, had our family and in 1986 returned to nursing as an Enrolled Nurse at our local hospital Hauora Hokianga (Rawene).

I began working in the general ward at Rawene but after a few months, I was given the opportunity to go and work in geriatric ward approximately twelve patients. I was given added responsibility independently run the ward which included doing the rosters. The team consisted of one other enrolled nurse and the rest were hospital aides. We worked under umbrella of the registered nurse who worked in the general ward. Most of the staff had lived in Hokianga all of their lives and had been employed there since leaving school. Patients were all residents from Hokianga. We ensured that their care was individualised, ensuring they were treated as if they were in their own homes. This ward closed in 1990 and I was given the opportunity to work in the Health Centre with one registered nurse. Thanks to management I was given even opportunities more enhance mγ nursing knowledge and skills as an enrolled nurse. 1 encouraged to train as a cervical smear taker, and a medical approved non certified vaccinator. attended courses in women's health, wound care and orthopaedic plaster casting and ran the specialist clinics and initially set up a diabetes clinic, specialist which included visits to the local Marae.

This was a challenging time for enrolled nursing. Training was being phased out but bridging courses available for nursing diploma or degree programmes. I had not previously considered these options because I always felt very valued and appreciated by management but I was aware that enrolled nurses could be phased out completely and I might lose the responsibility I already had. It would mean two hours travel to Whangarei to retrain but I chose to stay where I was and be near my ageing mother.

In 1998, I had the opportunity to do the bridging course for either a Diploma at Kawakawa or a Nursing Degree for a Bachelor of Health Science as a "one off" at Kerikeri, so applied for the latter. I travelled over an hour daily but was still be able to come home to be near my mother. After completing my degree in 2000, I returned to Rawene and returned to work in the Health Centre as a Practice Nurse.

also Management was changing around this time. In 2004 I became an NZNO workplace delegate continued to be a strong advocate and support person for all staff. The role of a workplace delegate at times can be a tough, lonely, thankless and time consuming job, often at the sacrifice of personal and family time. I believe a workplace delegate can be labelled or targeted, even more so if outspoken. We choose to become delegates to make our workplace safe those we and fair for represent. I resigned as a delegate in August 2016 because I found the struggle for fairness in the workplace very frustrating. NZNO have always been available whenever I needed sound advice so sincere thanks to our Organisers. In 2008, I received an NZNO Services Award for services to NZNO and a few years later was honoured to receive NZNO honorary membership.

In 2007 I became Coordinator/Practice Nurse and remained there until reluctantly retiring in November 2016. Over the last nine years I have completed my Advanced Portfolio in nursing at Expert Level and in 2013, received an ACE Award (Acknowledging, Celebrating & Encouraging) from Te Tai

Tokerau Primary Health Organisation in Whangarei for excellence in nursing, as a nurse who had made changes to benefit colleagues, whanau and the community.

In the past, very few Maori nurses have been known to have management positions in Hokianga. One of my has been passions encouraging and supporting the three Maori nurses in the workplace hospital complete their portfolio's, to look for all professional development opportunities to advance their skills and knowledge so that one day, they may become leaders in management in the Hokianga where the population is predominantly Maori. I have supported also and encouraged both enrolled and registered nurses of different nationalities tο complete their portfolios. I would encourage all enrolled nurses regardless of age to continue furthering their education and to those who choose advancing nursing career options to become registered nurses or nurse leaders in health. There are opportunities enrolled nurses to achieve their dreams and if you choose to take that step and succeed, the options of nursing in any area you chose in the world are enormous.

Working as a team, being respectful, honest and open with each other has been very important in my nursing career. It has been a great honour for my family and I to celebrate with nursing colleagues, their families and whanau in times of happiness

and to support those in times of sadness and emergencies. If I have been asked to assist in a medical situation outside of work time I have been willing to assist but always ensure guidance from the staff at the hospital.

Through my community involvement I highlighted the advantage of Hokianga having automated external defibrillators and encouraged communities to fundraise for one. their own Once purchased, CPR education was provided by a trained paramedic. This work was done on a voluntary basis for the first year and twelve were purchased within that time. After that, Hauora Hokianga agreed we could use a car for travelling and would pay for my time regarding education. To date nineteen are now situated around the Hokianga.

My farewell from nursing was a very touching experience and every nurse's dream of how they would like to end their career. I am proud of what I have achieved during my nursing career, the dedication I have given to the nursing profession and the mana I have had bestowed upon me by the people in Hokianga.

Thank you
Venus Cherrington

The Kim Milward Garden Party



Maree Hurst; Marie McMillan; Pam McGirr; Cathy Andrews, Deborah Urquhart; Brenda Columbus

On Sunday 16th October 2016, Deborah, Brenda and Maree had the privilege of attending the Milward Garden Party at Omarino Wine Park. Harewood, Christchurch. The Garden Party was held to raise funds for the Cancer Society and to support a scholarship for Enrolled Nurses. The Kim Milward Scholarship for Clinical Excellence in Enrolled Nursing will put \$1000 towards an Ara Institute of Canterbury EN student's education each year. The scholarship is named in honour of Kim Milward, an

Enrolled Nurse and Social Worker, who died of breast cancer 3 years ago. Kim was a much loved and respected staff member at Christchurch Women's Hospital. The scholarship has been set up by Kim's family and colleagues. Kim had been a member of the Canterbury EN section and was on the organising committee for the EN conference held in Christchurch in 2008.

Christchurch put on a beautiful day for this event, with lots of blue sky and sunshine. We were entertained with live music, drinks and food. There was a silent auction, then a live auction. Everyone had fun bidding on a great variety of items, including a fishing trip to the Bay of Islands. There were also various items for sale, including Christmas cakes. During the afternoon, a slide show was playing, show casing the extraordinary person that Kim was. A great afternoon was had by all, with the fund raising target met.

Enrolled Nurse Section Conference 2017



39th NZNO Enrolled Nurse Section Conference

17th -19th May 2017

'ENcompassing Diversity'



Venue: Crowne Plaza

128 Albert Street

Auckland City



Hosted by the Auckland Regional Enrolled Nurse section

Contact: Maureen Hansen maurhansen@hotmail.com cell 0274179514

Registration forms downloaded from:

http://www.nzno.org.nz/groups/colleges sections/sections/enrolled nurses/conferences events



Upcoming events and awards

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

25th December *Merry Christmas!*

1st January 2017 Happy New Year!

31st January/1st February EN National Committee meeting, Christchurch

2nd March GWENS Regional Study Day

12th May International Nurses Day

17th-19th May EN Section NZNO Conference, Auckland

30th June National Enrolled Nurse 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:

http://www.nzno.org.nz/support/scholarships_and_grants