

**Back row (L-R)** Robyn Schakelaar, Lea Thompson (TR rep), Treve Swan, Sue Goodwin, Tina Giles (Treasurer) Debbi Handisides

**Front row (L-R)** Robyn Hewlett (Chairperson), Deborah Urquhart



National Enrolled Nurse Section Committee 2018

# Enrolled Nurse Section Pānui



Issue 11, December 2018

## Highlights from the editor

Lea Thompson

Nga mihi kia koutou katoa. Nau mai haere mai. Welcome to December's end of year edition of the Enrolled Nurses Pānui.

The National Section have spent another very busy year on your behalf ensuring that enrolled nursing remains in the minds of our stakeholders.

Registrations are now open for the 2019 NZNO EN Conference, which invites you to Hamilton in the mighty Waikato! Watch for details and updates on the NZNO website.

Now is a good time to give some thought to presenting at the next conference – share your working knowledge and contribution with your

fellow Enrolled Nurses.

As the festive season is upon us, we dedicate our thanks to so many behind the scenes, advocates. So many who have committed their time to ensure the Enrolled Nurses Section is fully supported and remains strong.

For many, we spread joy, happiness, fun and laughter as we indulge in the Christmas pleasures. For these things, we give thanks.

We, the National Enrolled Nurses Committee wish each and every one of you a safe and festive Christmas and a brighter, happy New Year! Ngā mihi o te kirihimete me te Tau Hou!

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**“He ora te whakapiri”  
There is strength in unity**



# Chairperson's News

Robyn Hewlett



## Chairperson's News

Welcome to the last edition of Pānui for 2018. Hopefully summer will arrive at some point and we can enjoy a long hot summer like we all enjoyed so much earlier this year. The committee have had a busy year since the conference in May which was hosted by the Canterbury Regional Enrolled Nurse Section. 155 Enrolled Nurses across New Zealand gathered in Christchurch to hear presentations by guest speakers and Enrolled Nurses.

Planning is well underway for the 2019 Conference to be held in Hamilton and hosted by the Midlands Regional Enrolled Nurse Section. The conference registration form, flyer and call for Enrolled Nurses to present at conference is on the Enrolled Nurse Section website. The draft programme is also on our website and will be updated frequently.

The Enrolled Nurse Section Committee reviewed that Enrolled Nurse abstract application for Enrolled Nurses to present at Conference and it is now called the "Enrolled Nurse Presentation" application form. Applications are now open for Enrolled Nurses to present at the 2019 conference.

We have also introduced a prize for the best enrolled nurse presentation at our enrolled nurse conferences.

In the last edition of the newsletter I stated that we had met with the Nursing Council of New Zealand and wanted to see Direction and Delegation removed from our Scope of Practice. At our October meeting we met again with the Nursing Council and the Committee is going to compile a list of the barriers to Direction and Delegation as in our scope of practice and submit to the Nursing Council. It is now 8 years since the Enrolled Nurse Scope of Practice was broadened and we now need a scope of practice that better reflects what enrolled nurses currently do and what we could do more of, if the scope was further broadened.

Direction and Delegation is the major part of our scope that is disallowing enrolled nurses to practice to their current full broadened scope of practice.

I have seen some positions advertised lately, in particular, one in Telehealth in Auckland. What a great opportunity for an enrolled nurse to work in this environment. We have widely shared this enrolled nurse position across New Zealand.

Other work that the committee has been undergoing is that we have reviewed the Enrolled Nurse Section pamphlet completely and this will be launched at our conference in May 2019.

The biggest barrier however is that our newly graduated enrolled nurses are not gaining positions in the New Zealand Health workforce of New Zealand.

The Nursing Review reported on the 1st December 2018 that only half of

the 96 July EN Graduates reported being employed as nurses, with 30 (31.25%) of them still job-hunting, compared to just 5.8 per cent of the RN graduates.

They also reported that the most common practice setting for the 48 ENs who gained nursing work was mental health (11) followed by nine in residential aged care, nine in district nursing, four in private agency nursing and one in Australia.

This indicates that we still have a long way to go in getting Enrolled Nurses recognised as a sustainable employable member of the health workforce in New Zealand, especially when we have so many nursing vacancies throughout New Zealand.

The Enrolled Nurse Section continues to lobby for a fully funded new enrolled nurse graduate programme and ACE. Our lobbying with your support will continue until we get the result, we have all been wanting.

Wonderful news out of Capital Coast District Health Board who have employed 8 new enrolled nurse graduates at Wellington and Kenepuru hospitals. The areas they are employed in are medical, children's, mental health and nursing bureau. Also enrolled nurses have recently been employed in outpatient departments at Wellington and Kenepuru hospitals.

Waikato DHB has implemented a new and exciting newly qualified Enrolled Nurse (NQEN) Orientation Plan and have employed 18 enrolled nurses (16 new graduates) across the DHB sector. There are also Orientation plans in place for Experienced EN's new to joining the Waikato DHB and for EN's transferring between areas within the Waikato DHB. There is a further report on this in the newsletter.

A letter of Congratulations was sent from the Enrolled Nurse Section NZNO committee and on behalf of all our section members to the newly appointed Chief Nursing Officer at the Ministry of Health Margareth Broodkoorn. The Committee are hoping to meet with Margareth in early 2019.

Catherine Byrne, has also been appointed as the Nursing Council of New Zealand new Chief Executive /Registrar and commences the position in March 2019. Catherine has considerable experience, as is currently the Chairperson of the Nursing Council of New Zealand Board of Directors.

Some of our Regional Enrolled Nurse Section Committees are doing some great work around organising and hosting annual regional enrolled nurse section study days. My absolute thanks to Northland/Tai Tokerau, Auckland, Midlands, Timaru Enrolled Nurses, and Southern Region for your wonderful support of Enrolled Nurses within your regions in the past few months. Well done to all.

I wish you all a wonderful Christmas and a Happy New Year in 2019 and I and the National Committee along with the Midlands Regional Enrolled Nurse Section look forward to seeing you all in Hamilton in 2019.



## Snippets from the regions

### Northland/Tai Tokerau Charmaine Parker

There is no EN training facility in Northland. Advertisements available in Mental Health for EN's but nowhere else.

Goal is to form relationships with the local EN Section. The aim is to focus on the Nursing Strategy outlined by NZNO.

Huge thanks expressed to all the support team either locally, regionally and nationally.

### Greater Auckland Angela Thompson

Congratulations on the launch of their new "Facebook" page.

Waitemata DHB advertising for EN's

Thanks to all the support teams regionally and nationally.

### Midlands Waikato DHB Leonie Metcalf

16 newly graduated enrolled nurses employed by Waikato DHB.

New recruits are being orientated into orthopaedics, acute Medicine, mental health, Day of Surgery admissions and clinics. Leonie continues to work with the professional development team to support our new enrolled nurses.

It was an honour to accept the "NZNO Service to Nursing and Midwifery Award" on behalf of all enrolled nurses and as I said on accepting the award "it is enrolled nurse's time to shine".

Message of gratitude extended to her supportive team of colleagues, locally, regionally and nationally.

### Greater Wellington Angela Crespin

Capital Coast DHB, are employing EN's. No EN positions have been advertised elsewhere.

From our Study Day profit, we support one GWEN member registration to the Annual National EN Conference to be held in Hamilton next May 2019. Congratulations expressed to Sharleen-Wall Manning.

### Christchurch Maree Hurst

Meeting with Diana Gunn DON Burwood Hospital and Enrolled Nurses working from all areas of Burwood were invited to meet and discuss issues and invited to join the Section. 15 nurses and 4 Section members attended the meeting.

4 non-members signed up with the section. Regular meetings are endorsed by Diana.

Members are encouraged to hold similar meetings with their DON's at Christchurch Hospital and other Canterbury hospitals.

### Te Rūnanga ō Aotearoa Professional Development Day Maori EN perspective:

Who cared if you are an EN? The whole day for this Hui was fun filled and culturally safe and deep. There was laughter, crying, food, exercises, fun activities and learning.

Politics/ Race/ Racism strong subjects made easy to listen to and learn from.

Thank you for an awesome day.

Tracey Murray EN  
Thames Hospital  
Rehab/medical unit

Full Reports available on the  
NZNO/EN website

[https://www.nzno.org.nz/groups/colleges\\_sections/sections/enrolled\\_nurses/regional/regional\\_reports](https://www.nzno.org.nz/groups/colleges_sections/sections/enrolled_nurses/regional/regional_reports)



## Articles

### South Canterbury, Enrolled Nurses Report

Tania Coles

On 19<sup>th</sup> September 2018, SCDHB with ENs Jeanette Pateman and Tania Coles ran another successful EN study day in Timaru Hospital at the Learning Hub. We had 41 Enrolled Nurses attend from Oamaru, Timaru, Ashburton and Christchurch. Our speakers included an update from our ADONM, Palliative Care and use of PPS Tool, T34 uses and medications, PDRP changes, practical simulations with questions and discussion time and our final session was anxiety. We are planning to hold another free study day in September 2019.

SCDHB have been doing a lot of work for the future of Enrolled Nurses in our health board, we now have an EN New Graduate programme document which has now been endorsed and financially approved, a direction and delegation policy and a medication policy with an IV endorsement for Enrolled Nurses. To celebrate Enrolled Nurses in our region we held an



Enrolled Nurse Awareness week 12<sup>th</sup> – 18<sup>th</sup> November.

We have a new grad EN in district nursing and two ENs in medical ward who have been employed in recent months.

It's exciting to now be able to work to our full scope, and something to celebrate. I love working within our fabulous team, at Timaru Hospital on the surgical ward.

Remember to remain positive and don't give up on seeing change happen.



### Waikato DHB enrolled nurse employment

In New Zealand the enrolled nurse scope of practice broadened in 2010. Subsequently enrolled nurse employment has been variable between DHBs. In the absence of a national framework for orientation to

practice for new graduate enrolled nurses, DHBs have developed similar but different orientation packages. In 2014 the enrolled nurse section of NZNO proposed an Enrolled Nurse Supported into Practice Programme (ENSIPP) for newly qualified enrolled nurses. There has not been national agreement to adopt the ENSIPP, however a review of six DHB orientation packages for enrolled nurses shows there are common components across programmes aligned with the ENSIPP. In August 2016 the Ministry of Health coordinated a meeting and follow up discussions between Directors of Nursing and Associate Directors of Nursing to explore the success factors for employing enrolled nurses and the agreed components for a supported orientation framework.

Following on from this meeting, there has been extensive consultation between EN stakeholders and since September, Waikato DHB has implemented a new and exciting Newly qualified Enrolled Nurse (NQEN) Orientation Plan and have employed 18 enrolled nurses (16 new graduates) across the DHB sector. There are also Orientation plans in place for Experienced EN's new joining the Waikato DHB and for EN's transferring between areas within the Waikato DHB.

### Framework for Newly Qualified Enrolled Nurses

#### Preparation

#### Organisation/Area:

- Preparation of clinical area for arrival of Newly Qualified EN
- RN, EN or MW development of Mentor role - workshop
- Resource development for clinical area- Orientation guide for preceptors of ENs, Framework for Orientation,
- On line resource/support for new Graduate EN - Ko Awatea



- EN Orientation book
- Existing ward specific Orientation booklet

### Orientation

#### Week 1: EN is supernumery.

Depending upon availability of orientation sessions/study days and individual requirements, the following components should be covered:

- Report to ward OR Whakatau (if start date coincides with NETP intake).
- Welcome, hospital/ward orientation and familiarisation.
- Delegation of main preceptor for orientation period.
- Review orientation outline and professional expectations
- Generic WDHB orientation
- Nursing and midwifery orientation (1/2 day)
- Generic medicines management (Ko Awatea and study day)
- Shadowing preceptor in practice as well as time off the ward to complete Ko Awatea and other WDHB training/orientation modules (consider use of library computer).

#### Weeks 2-5:

- Supernumery progressing to shared care of a full workload on ward, mirroring designated RN/EN preceptor.
- Weekly touchpoints with preceptor and Educator.

### Transition

#### Weeks 6-12:

- Transition time. EN takes own patient load. Scheduled touch points with designated preceptor.
- Monthly peer group sessions with PDU/experienced EN support (to continue for first year of employment).
- End of week 12: Review of learning needs and goals with preceptor/NE/CNM/CMM

### Education and support

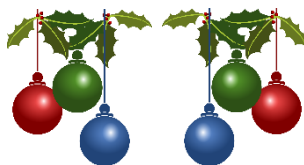
- The new graduate EN will attend days 1,2 and 3 of the NETP programme
- Annual DHB EN Study day
- Attend service specific education sessions or study days as required
- Complete required Ko awatea e-learning modules
- Monthly Peer Support sessions to begin once completed NETP/NESP study days, for remainder of 1st year of practice

### Evaluation

- 3 and month review by preceptor/NE/CNM/CMM.
- 10-month Annual and Proficient Competent EN Performance review and submit Competent PDRP e-portfolio

#### Jill Safey

RN, MHPrac, PGDip (Nsg), CAT, CTT Nurse Co-ordinator, Professional Development Unit, Waikato DHB



*NZNO Conference 2018*

*Sue Goodwin*

The college and section day is the first that I attended, and I found all the Colleges and sections, very busy supporting each other and their members, some sections are small, but the enrolled nurse report was written by Robyn, and was well received.

I found the talk by Hilary Graham Smith, excellent and that the nursing strategy was presented to the members by Eldred Gilbert is a Stunning Document, which all nurses should read which is on line.

Leanne and Marilyn presented about writing submissions and how to write

them and prepare to give at select committee meeting and how to lobby in parliament.

The NZNO Annual Meeting was held over two days with the Annual meeting with Voting and remits on the Friday.

Key note speakers. They were all excellent, and the diverse range of topics that were covered in the two days was mind blowing.

From Chief legal adviser of the Human Rights Commission who discussed how to improve outcomes for health and disability users in New Zealand.

To a Mother who had lost a child through a genetic disorder and how she found how important communication was to her and family while they under took the journey in health care with their daughter, she shared some very personal moments, photos of her beautiful daughter, who had a very short life 2 years.

Evie, was very special and much loved by all who came in contact with her, following her death her mother wrote a book Super baby power, became the outstanding book of the year in New York.

Australian Annie Butler gave a very powerful talk on how the unions shamed the Australian Government about the poor staff per patient ratios in the care of the elderly in Australia.



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***Southern Region Enrolled Nurse  
Section study Day October 2018***

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70 Enrolled Nurses from the Southern Region and Canterbury attended the Annual Southern Region Enrolled Nurse Section study day held in Dunedin on the 6<sup>th</sup> October 2018.

Presentations on the day were on the following: **“Moral Distress in Nurses Caring for the Dying”** which is experienced by nurses either in the palliative care environment or the hospital environment.

**“Everything Blood (abridged)”, National Bowel Screening Programme at Southern District Health Board**, by the clinical Leader, Gastroenterology, Dunedin Hospital. Although it is a national screening programme it has as yet to be rolled out in all DHB’s within New Zealand.

**Nursing: A Voice to Lead’** Jane Wilson, Chief Nursing & Midwifery Officer, Southern District Health Board presentation was based around the International Nurses Day theme this year.

**“Women and Heart Attacks”** was presented by an Intervention Cardiologist, at Dunedin Hospital **Direction & Delegation the findings and Recommendations from a research study in 2017**, Dr Margaret Hughes, Senior Lecturer, Nursing, Midwifery & Allied Health, Ara Institute of Canterbury. Dr Margaret Hughes, also presented at the annual Enrolled Nurse Section NZNO conference in Christchurch this year.

Two enrolled nurses presented this year from Southland. **“My Role as a Plaster Nurse”**, Jan Stevenson-Brown,

Enrolled Nurse, Southland Hospital. Jan provides education to staff, patient and families, staff training internal and external. This role also involves wound care, casting and assisting doctors. Eilish Duggan an Enrolled Nurse, with District Nursing, Southland presented on **“My journey to becoming a District Nurse”**. Eilish trained at Southland Institute of Technology and following qualifying worked in an aged care facility, prior to applying for a position on District Nursing, approximately two years later.




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**PROFILE National Enrolled  
Nurse Section  
Committee member**

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My name is Robyn Schakelaar and I am a new National Committee member from



May 2018. My role is Membership Officer which helps to keep up with nurses joining and leaving the Enrolled Nurses Section as well as Co-Editor of the Pānui newsletter. I hail from Dunedin and currently treasurer and registration officer for the study days held within the Southern region of Enrolled Nurses. I have been doing this role for four years.

I trained in 1981 at the Dunedin School of Nursing with a class of 20 and from there I worked at Parkside Hospital, which thankfully has been closed, in aged care. This was a dormitory type ward of 16 patients at

each end and two side rooms equals 34 totally dependent patients. Busy and very heavy. No hoist etc in those days!

From there I moved into the main hospital and worked in orthopaedics with arranged admissions and then moved next door to acute orthopaedics which I loved. I also did a short secondment to the Burns unit which fired up my love affair with wound healing.

I have since grown up and now work in District Nursing which I have done for over 20 years and still love it. Wounds, wounds and more wounds....bring it on.





## CONGRATULATIONS



## NZNO Services to NZNO Award



Rosemary Brook, Enrolled Nurse at Ross Home, Dunedin was awarded the "NZNO Services to NZNO Award" at the Annual NZNO Conference Awards Ceremony in September 2018.

Rosemary Brook, Enrolled Nurse, Ross Home & Hospital, Dunedin received the "Services to NZNO" Award, for her work as a workplace delegate. Rosemary was a member on the negotiation team for the Presbyterian Support Otago/Southland collective agreement for the 2013, 2014 and 2017 negotiations. She was involved in restructures of wards at Ross home; which saw EN positions in restructures of wards at Ross home; which saw EN positions removed from the staffing cohort and lobbied against the 'Its ok to have short staffing' attitude of management.

From 2013 to 2015 Rosemary was the Aged Care National Delegate from the Southern Region. Rosemary was involved in the Aged Care equal pay campaign since its inception and has supported this work on site and nationally as the Southern National

Delegate for the NZNO Aged Care sector Group. Rosemary was a "Shout out for Health" leader for NZNO.

## NZNO Service to Nursing and Midwifery Award



Leonie Metcalfe, past Chairperson of the Enrolled Nurse Section NZNO receiving the "NZNO Service to Nursing and Midwifery Award" from Kerri Nuku, **Kaiwhakahaere NZNO**, at the Annual NZNO Conference awards ceremony in September 2018.

Leonie was nominated by the Enrolled Nurse Section NZNO for being a great advocate for enrolled nursing at every opportunity and in a variety of forums. She has met with key stakeholders to discuss issues pertaining to enrolled nursing and maintaining and building relationships with international nursing groups.

Leonie has an extensive history of supporting colleagues in the workplace and within the wider NZNO Midlands Region as a workplace delegate, Regional Council committee member and Vice-Chairperson.

We believed that Leonie was very worthy of this award.

## New Zealand Diploma in Enrolled Nursing students June 2018

I had the pleasure of presenting the National and Canterbury Enrolled Nurse Section NZNO awards at a morning tea at Ara on 22<sup>nd</sup> June 2018. The Kim Milward scholarship was also awarded at this time. The recipients were chosen by the tutors.

## Enrolled Nurse Student Clinical Excellence Award, 2018

Recipient:  
**Marjhorie Cana.**



Over her course of study Marjhorie has constantly demonstrated excellent clinical practice

Marjhorie has been diligent, motivated and conscientious in consolidating her nursing knowledge and skills. In addition, she has shown her ability to be an adaptable, dependable and effective member of the health care team, whilst the development of her assessment and planning of care skills has been exemplary.

## Enrolled Nurse Student Leadership Award, 2018

Recipient: **Caite Winters.**



Throughout Caite's academic journey she has shown great empathy for not only her patients but also her fellow students. Caite's strong core values of equity and self-efficacy has been highlighted as she has advocated and supported her colleagues both in the educational, clinical and external environments. In addition Caite has upheld the Nurses Code of Conduct and been an advocate for health consumers by communicating to health professionals the clients' wishes and preferable health outcomes.

**Kim Milward Scholarship 2018****Recipient: Anna Greenlees**

Anna (in the middle), with (from the left) CNS Glynnis Cummings, Dr Anna Fenton, Dave Milward, EN Marie McMillan

Throughout her academic journey Anna has maintained a high level of achievement in both the theoretical and clinical components of the NZ Diploma in Enrolled Nursing programme.

Anna has been proactive in their learning in the theoretical and clinical components of the programme whilst constantly demonstrated the ability to relate theory to practice.

In the clinical setting Anna has shown the ability to deliver nursing interventions to a very high standard whilst promoting health consumers, their whanau and family involvement for best patient outcomes and independence.

In addition, Anna's ability to communicate and be a valued member within the Interdisciplinary health care team has been acknowledged.

The morning tea was the last day the students were all together before sitting their final exam.

Maree Hurst  
Ara Liaison  
Canterbury  
Enrolled Nurse  
Section NZNO

**Upcoming events 2019**

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

**12<sup>th</sup> May****International Nurses Day****21<sup>st</sup> – 23<sup>rd</sup> May****41<sup>st</sup> EN Section NZNO Conference, Hamilton****30th June****National Enrolled Nurse Day**

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

[http://www.nzno.org.nz/groups/colleges\\_sections/sections/enrolled\\_nurses/regional/regional\\_study\\_days](http://www.nzno.org.nz/groups/colleges_sections/sections/enrolled_nurses/regional/regional_study_days)

**NZNO Grants and Scholarships available**

[http://www.nzno.org.nz/support/scholarships\\_and\\_grants](http://www.nzno.org.nz/support/scholarships_and_grants)

**REMINDERS**

1. The **Enrolled Nurses Education Fund**: Applications are available, four times a year – for details, see the EN website.
2. Encourage our new Enrolled Nurses in your areas to become involved with the Section, after all, they are the future!
3. **NZNO & Section Committees**: To avoid email and phone rejections, please check and update your contact details.
5. **"Facebook"** Check-it-out, the Enrolled Nurses Section Committee has entered the digital age.
6. **NZ Nurses Memorial Fund**  
For financial aid, or to make a donation see the insert for details.  
[nznmfund@gmail.com](mailto:nznmfund@gmail.com)
7. **Enrolled Nurses Pānui – wordcount**
  - 500 words for articles
  - 200 words for portfolios.

Please don't be put-off by the word-count. We will redirect your story to another website for the audience to enjoy in full.
8. Please note that if you have been a member of NZNO as a student and paid no NZNO fees for a year of your training, then it is your responsibility to notify NZNO that you are now working as an enrolled nurse" of if you were paying HCA membership fees you also need to notify NZNO that you are working as an enrolled nurse.
9. If you are non-financial to NZNO for more than three months and re-join NZNO you are not automatically re-joined as a member of the Enrolled Nurse Section. You can re-join the Enrolled Nurse Section on line at [www.nzno.org.nz](http://www.nzno.org.nz)







## 41st Annual Enrolled Nurse Section NZNO Conference

**21-23 May 2019**

**Atrium – Wintec, Tristram Street, Hamilton**

Hosted by Midlands Regional Enrolled Nurse Section NZNO

# THE CHALLENGE OF CHANGE



Registration forms can be downloaded from:

[www.nzno.org.nz/en](http://www.nzno.org.nz/en)

Contact: Leonie Metcalfe – Mobile: 0211185991 Email: [lmecalfe@xtra.co.nz](mailto:lmecalfe@xtra.co.nz)