

**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



Enrolled Nurse Section committee 2017 – August meeting

# Enrolled Nurse Section Pānui



Enrolled Nurse Section  
NEW ZEALAND NURSES ORGANISATION

Issue 12, April 2019

## Highlights from the editor

Lea Thompson

Nga mihi kia koutou katoa. Nau mai Nurses. haere mai. As the cold weather starts to creep in, this message sends you a warm welcome to each and every one of you.

The National committee embarks in another very busy year full of energy, commitment and an appetite to make a difference for Enrolled nursing. Together we ensure that enrolled nursing remains in the minds of our stakeholders.

The 41<sup>st</sup> NZNO EN Conference is just around the corner in the mighty Waikato, Hamilton! The Midlands has been working tirelessly and is looking forward to welcoming you. See the details and updates near the back of this Pānui or check out the NZNO website.

Please give some thought to presenting at the next conference – share your working knowledge and contribution with your fellow Enrolled

Great news, we have lifted the word limit, so nurses write to your hearts content. We are however asking for a photo graph restriction. That is, no more than 3 photographs per article, please.

I wish to take this opportunity to thank you for your support in helping us to get our Enrolled nurses message out to the general public and fellow members. A huge shout out to Sharyne Gordon, who ensures our Pānui is released looking sharp and prestine, thank you.

Finally, to you, the Enrolled Nurses membership, you are truly champions who together make a difference.

Nga mihi,  
Lea

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

## Chairperson's News



My thoughts, prayers and love to all in Christchurch following the tragic event a few weeks ago that happened in our beautiful country. Sending strength and compassion to everyone as we have all felt the impact.

As we all look forward to the 41st Annual Enrolled Nurse Section NZNO Conference, being held at Wintec, Hamilton from the 21st – 23rd May 2019, it is time for a reflection on the place of enrolled nurses within the New Zealand health work force.

Enrolled nurses do have a place and this has been reflected in the notable increase in the advertising of enrolled nurse positions throughout New Zealand in the previous 6 months or so.

As you all are aware we advertise the enrolled nurse vacancies on our social media page, encouraging other enrolled nurses to share these vacancies widely throughout New Zealand.

Hawkes Bay District Health Board recently advertised for Enrolled Nurses and Registered Nurses. I remember back to the late 1990's when the Enrolled Nurses from the Hawke's Bay came to the enrolled nurse conference in Dunedin that year, and informed us all, of the many

enrolled nurses who were being made redundant. How the wheel has turned.

But there is still a long way to go for employers in the health sector of New Zealand to recognise that enrolled nurses can and have a great role in providing nursing care to the citizens of New Zealand.

We also are not training enough enrolled nurses in New Zealand, especially to replace those enrolled nurses who will be retiring in the next few years. We need more Polytechnics in New Zealand training enrolled nurses.

The Enrolled Nurse Section NZNO has also put their support behind the joint NZNO and Etū aged care campaign "In safe Hands". At our February 2019 committee meeting, we had an update on the "In Safe Hands" campaign from Georgia Choveaux, NZNO Campaigns Adviser.

On the 13th March 2019, a joint NZNO & Etū summit was held in Wellington where NZNO Aged Care Sector Group Chairperson Sacha Young and Marianne Bishop, Etū aged care representative, jointly presented a copy of the joint NZNO & Etū 2019 report into Aged Care Staffing, "In safe Hands" to Jan Logie, Green Party Member of Parliament.

The research surveyed 1194 respondents across the country, including more than 600 registered nurses, nearly 60 enrolled nurses, more than 450 caregivers and nearly 20 facility and clinical managers.

I was asked to present at the summit and spoke on "The Place of Enrolled Nurses in Aged Care", that enrolled nurses do have a place in aged care, not only supporting the registered nurses in their role, but that the

enrolled nurse scope of practice allows enrolled nurses in some settings (aged care) to coordinate a team of health care assistants under the direction and delegation of a registered nurse.

The full report on the survey can be read at

<https://www.flexmediagroup.co.nz/in-safe-hands/index.html>

At the February Enrolled Nurse Section NZNO Committee meeting, the committee met with Rob Zorn, Communications / Media Advisor at NZNO. Vice-chairperson, Sue Goodwin and Robyn Hewlett are working jointly with Rob Zorn on a marketing and strategic plan for the Enrolled Nurse Section NZNO.

This year the Enrolled Nurse Section Committee reviewed our current Enrolled Nurse pamphlet and the new pamphlet will be launched at our annual conference in May 2019.

It is not long now to our 41st Annual Enrolled Nurse Section NZNO Conference in Hamilton. Planning is well underway and most of our programme has been confirmed, we are just waiting confirmation on a few key note speakers.

This year we have we two individual enrolled nurses presenting from their areas of practice and a joint presentation of four enrolled nurses from their area of practice at conference. The Enrolled Nurse Presentations are: ChallenGes of Mental Health Nursing in Rural New Zealand; Day in the Life of a Spinal Nurse; Enrolled Nursing in Mental Health.

The conference programme also includes speakers/presentations on the following:

Early warning signs, Dr John Bonning, Emergency Department, Waikato DHB; Louise Nicholas, National Sexual Violence Survivor Advocate; Aged Care Sector survey results and campaign "In Safe Hands"; Salvation Army; Wintec in Hamilton on the NZ Diploma of Enrolled Nursing and students; adolescent & young adult cancer service at WDHB; Endometriosis and Bullying.

As you can see we have a great line up of presentations and speakers, which the Midlands Regional Enrolled Nurse Section have invited for our conference programme.

I look forward to seeing you all at our Conference in May 2019.

Chairperson  
Robyn Hewlett  
Enrolled Nurse Section NZNO

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### Research

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Dear editor

I am conducting research focussing on Enrolled Nursing for my Master of Applied Innovation/Transdisciplinary Research and Innovation at Waikato Institute of Technology (Wintec).

I am a Senior Academic Staff Member (nursing) working within the Enrolled Nursing and Bachelor of Nursing programmes at the Centre for Health and Social Practice. I have received full Ethics approval from both Wintec and the Waikato District Health Board.

My research uses a transdisciplinary approach to review a contemporary nursing issue. Transdisciplinary research methodology uses traditional research methods, however it also involves collaboration, partnership and reflection with various stakeholders focussing on a "wicked problem".

These problems are complex and require a multi-faceted approach by a variety of stakeholders in order to find creative and flexible solutions. Wicked problems are described as being 'societal problems' or 'life-world problems', (Mobjörk, 2010, p. 869)

My aims are to consider the role of the Enrolled Nurse, including:

- employment opportunities,
- understanding of the Enrolled Nurse scope of practice,
- how the Enrolled Nurse role may be considered to address issues such as significant health inequities, rural isolation and disparity of health services, within the Waikato region – could the Enrolled Nurse role make an impact on this?

I am seeking Enrolled Nurses, Registered Nurses and health service providers from private facilities or the District Health Board, and nursing support organisations to participate. My regional focus is on the Waikato, however I am also interested to know what occurs in other regions around New Zealand.

Participants are asked to participate in the research project either in focus groups, Hui, semi-structured individual interviews or by completion of on-line/electronic questionnaire.

My contact details if people are interested in knowing more, or wish to participate are: Morag MacKenzie

[moragm@xtra.co.nz](mailto:moragm@xtra.co.nz)  
[morag.mackenzie@wintec.ac.nz](mailto:morag.mackenzie@wintec.ac.nz)  
Mobile: 0274 037 589

Kind regards, Morag MacKenzie  
NZRN, PG Dip HSci, PG Cert TDR, CAT, CATE

23rd January 2019



Morag MacKenzie

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### Participant information

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Dear participant

I am a Registered Nurse who trained in Whangarei in the 1980's and now a Senior Academic Staff Member at the Waikato Institute of Technology (Wintec) teaching within the New Zealand Diploma of Enrolled Nursing and Bachelor of Nursing programmes. I am studying for my Master of Applied Innovation/Transdisciplinary Research and Innovation in 2019. I am reviewing the role of the Enrolled Nurse specifically within the Waikato region, however I am also keen to hear from interested participants throughout the New Zealand. Through my research so far, I have noted issues that affect Enrolled Nurses and wish to explore these further:

Limited employment opportunities for Enrolled Nurses

Poor generalised working knowledge of the Enrolled Nurse scope of practice ☐ Significant health inequities, rural isolation and disparity of health services I have received full ethics approval from WINTEC and the Waikato District Health Board. I would be most appreciative of your participation in my study. I have attached a Participant Information Sheet for your review, and a consent form.

Kind regards, Morag MacKenzie

## Snippets from the regions



### Midlands Regional Enrolled Nurse Section NZNO

Conference planning is well underway for the 41<sup>st</sup> Annual Enrolled Nurse Section conference “The Challenge of Change” being hosted by Midlands Regional Enrolled Nurse Section NZNO May 21-23<sup>rd</sup> 2019.

It is great to see the continuation of employment of enrolled nurses by Waikato DHB. Waikato DHB Professional Development Unit facilitate monthly peer support group sessions for those graduate enrolled nurses employed by Waikato DHB and on the orientation programme. This group is well attended and a great opportunity to share experiences on what’s working well and what we could be doing better.

### Southern Regional Enrolled Nurse Section NZNO

Waitaki District Health Services (Oamaru Hospital) released a Proposal for Change an Organisational Restructure in February 2019. The 15 plus enrolled nurses employed in the inpatient ward and on district nursing were the most affected by this proposal. I travelled to Oamaru and met with the Enrolled Nurses. This has and is still a very stressful time for the enrolled nurses whose positions in the proposal will be reduced to 1.0 FTE in the inpatient area and to a 0.5FTE on

district nursing. With input from the enrolled nurses I compiled a submission to this restructure and we are waiting for a decision in early April 2019.

I recently met with the new enrolled nurse students who have commenced the New Zealand Diploma in Enrolled Nursing (2019) at the Otago Polytechnic. Discussions were held on the work of the enrolled nurse section over many years in lobbying and promoting the value of enrolled nurses in the health workforce, that the Enrolled nurse section continues to lobby for a fully funded enrolled nurse new graduate programme in the DHB’s. We had a robust discussion on current enrolled nurse positions, and where enrolled nurses are currently employed, the salaries of enrolled nurses in the DHB’s and the private sector. I look forward to meeting with them again in the future.

Enrolled Nurse Positions continue to be advertised in the Southern District Health Board and we have seen an increase in the employment of enrolled nurses in the aged care sector. Employers in the aged sector have been increasing the hourly rate for enrolled nurses and registered nurses via their collective agreements with NZNO.

Full reports are 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)

## 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.
4. “Facebook” Check-it-out, the Enrolled Nurses Section Committee has entered the digital age.
5. New Zealand Nurses Memorial Fund

The 100<sup>th</sup> year of the NZ Nurses Memorial Fund (NZNMF) as celebrated in Dunedin with a special function in July 2017.

The memorial fund was founded in 1917 by the Otago Trained Nurses Association as a practical memorial to the 10 New Zealand nurses who drowned when the SS Marquette was torpedoed in the Aegean Sea in October 1915.

Money was raised throughout the country to establish a benevolent fund to give assistance to nurses who through sickness or old age were unable to pursue their nursing careers. Nurses (Registered and Enrolled Nurses) from all over New Zealand are entitled to request an application form to apply for financial aid.

The fund accepts donations, annual membership is \$10.00 per person and life membership is \$100.00.

If you wish for more information on how to donate to NZ Nurses Memorial fund or to apply for funding please write to: NZ Nurses Memorial Fund Inc, PO Box 5363, Moray Place, Dunedin or email [nznmfund@gmail.com](mailto:nznmfund@gmail.com)

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## Articles

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*Tamara Gibbison*

My journey started February 2016, accepted in The Diploma of Enrolled Nursing at Whitireia Polytechnic, Porirua Wellington. A class that started with approx. of 30 students quickly went down to around 19. Here I would start my 18-month journey with many challenges ahead with mixed emotions. Being an Enrolled Nurse (EN) student had its wonderful and difficult times on campus and out in placement as Student Registered Nurses (RN) and those out in community had no understanding of the EN or scope of practice. My response was ready. I completed my training in July, and returned home to Blenheim seeking an Enrolled Nurse (EN) position as well joining our section Top of the South (TOTS) and meeting wonderful EN's who have taken me under their wing.

I secured my first New Graduate position with Nurse Maude on October 2017, who had just come up from Christchurch after securing DHB contract. Here I was a new graduate in the middle of a big take over. I work alongside my Case Manger (CM) who I have a great working relationship that I report to with any concerns or needing guidance, together we cover wide area of Marlborough. As part of role as an EN it consists of, assessing new and current client's needs in what they need as part of their ADL's, which may include personal cares;

medication, hosiery meal prep, security checks and housework. Along with this role mentoring and supporting support workers in their roles; includes appraisals which entails watching them in their work and discussing any issues But a also providing feedback. Education and competencies to all of the support worker; medication, hosiery, catheter care, assistance with insulin and hoists. Also from time to time working alongside our support workers trouble shooting and providing care, which I find the most rewarding.

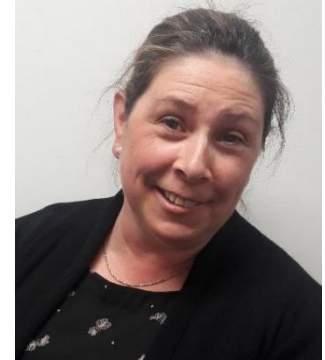
2019 is now here and new challenges are happening as during the year I had taken on vice chair for our section and learning the ropes with mentorship from our current chair Debbie Hawkey. This year I will be taking the torch and accepting my role as Chair for TOTS which I am excited about but also nervous. I have passed one 1-year anniversary to this day I still am asked why a EN and not RN and what is the difference, here my perfected speech is ready to go – which I'm sure my fellow sisters will know what it may contain and begin with – tell me what you know! My role is starting to change, as now I will have more challenges coming ahead of me while still growing in my professional development. This year I will starting to learn to do mini contact assessments for interRAI ensuring that their needs are matching their coding and be entrusted with needs that are more complex clients under the guidance and supervision of my CM. I am excited for this and will be chasing this up to make sure it happens!

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## Profile

### **National Enrolled Nurses Section Committee member**

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*Tina Giles*

Kia ora koutou my name is Tina Giles and I am a new National Committee member from May 2018. My role is Treasurer. The overall role of a treasurer is to maintain an overview of the Enrolled Nurse Section NZNO financial affairs, ensuring its viability and that proper financial records and procedures are maintained, I also give an annual financial report which is presented at the Annual General Meeting.

A bit about me, My journey in health care began 31 years ago as a care assistant in Nursing homes in the UK, then on to training as a Nursing Assistant (equivalent to an EN in those days) Fast forward to 2014 and as an Enrolled Nursing student I attend the June Enrolled Nurses conference in Dunedin the City of my Birth (well Mosgiel, but its close enough) I loved the conference and the sisterhood and passion. I was made to feel so welcome as a student, that I decided I would definitely want to be an active member of the Enrolled Nurses section (little did I think I would be on the committee so soon), in 2015 I became a member of Greater Wellington Region Enrolled Nurses section (GWENS) and I found myself

on the conference committee and also a presenter for the conference held in Wellington, I have remained on the GWENS committee ever since.

Late 2015 and I qualified as an Enrolled Nurse, I was fortunate to secure a Job on a Neuro Rehabilitation ward at Kenepuru Hospital, our ward has predominately patients who have been affected by a stroke and this affects all ages so we can have patients in their 20's-90's. My shifts start with my work load being delegated to me and it marries up with my skill set, we have bedside handover and then I proceed with introductions to my patients and take their observations, I then continue to plan my shift, as a rehabilitation unit we work closely with the MDT and on an AM shift we work very closely with the OT and Physios, the patients have timetables. These timetables are to ensure many different things. For example the patient will have a physio session at 10am and a rest then they will sit up for lunch and then back to bed for a rest they will then have a OT session and then back for a rest. The timetables differ to the rehabilitation goals for each patient individually and can change depending on the patients fatigue on the day, during the shift I administer medications as per the charting, I assist or supervise ADL's, attend MDT meetings and the normal day to day nursing.

I love my job as a Neuro Rehabilitation Nurse and I have many different hats to wear on our ward and at Capital Coast DHB. I am the Falls champion, Trendcare champion and IRR tester, I am a preceptor and have had the opportunity to precept many students and NETp nurses, NZNO Representative, a member of the CCDM local data group at Kenepuru, I am also a member of the Trendcare

operational group for CCDM at CCDHB, a member of The Kenepuru Inpatient Clinical Governance Group, Liaison for Whitireia and WelTec Enrolled Nursing Students, a member of the Advisory committee for Whitireia and WelTec & I am the treasurer for the Greater Wellington Region.

I am so grateful to have been given the opportunity to be a member of the National Committee as I am learning so many new skills and I have the pleasure to be working with an awesome committee/team, who continue to work with Nursing Council, DHB's, MOH, Stake Holders, tertiary educators and many more. We are continually pushing forward for Enrolled Nurses and it is heart - warming to see more jobs being advertised for Enrolled Nurses across the country. I hope that this is just a sign of things to come.

#### NZNO CONSTITUTION 2018, IS SIGNED



*Sue Goodwin, Treve Swan and EN Chair Robyn Hewlett*

“Enrolled Nurse Section Chairperson Robyn Hewlett and Sue Goodwin, Vice Chairperson were asked to sign the updated NZNO Constitution 2018-2019 on behalf of all NZNO members throughout New Zealand”. The NZNO

Constitution had been updated following the NZNO Conference in September 2018.”

#### CONGRATULATIONS



#### UNIVERSAL COLLEGE OF LEARNING

The Universal College of Learning (UCOL) at the Whanganui campus held their graduation ceremony on the 20<sup>th</sup> March 2019. Ten enrolled nurses graduated in the New Zealand Diploma in Enrolled Nursing.

Kay McInnes was awarded the Enrolled Nurse Section NZNO Award “Demonstrating Leadership Skills”. Kathy was chosen for the award as she kept the enrolled nurse group together and focussed on the tasks at hand. Kathy was proactive in finding solutions for issues and was often the peacemaker of the group. The tutors felt that over the 18 month course that Kathy grew into a person we all appreciated and respected for her talents.

#### NEW ZEALAND DIPLOMA IN ENROLLED NURSING

##### WINTEC 2019

On the 20<sup>th</sup> of March 19 enrolled nurses graduated with their New Zealand Diploma in Enrolled Nursing qualification. A very proud moment to enjoy celebrating with our future enrolled nurse workforce. Well done to you all.

The Special Awards evening was held on 21<sup>st</sup> March where outstanding achievements of the top students and graduates are recognised and celebrated. The Enrolled Nurse Section NZNO and Midlands Regional

Enrolled Nurse Section NZNO are very proud to present 2 awards at this special event. A total of 4 enrolled nursing awards are presented at this ceremony. Enrolled nurse recipients for 2019 are Morgan Bertinshaw and Hayleigh Ebborn.



*Morgan Bertinshaw, Morag McKenzie  
(Tutor) Hayleigh Ebborn*

### **National EN Section NZNO 'Demonstrating Leadership Skills'**

*Morgan Bertinshaw*

Morgan is insightful and self-reflective, always looking for ways to improve her practice and develop her knowledge. She has a great attitude in class and during clinical. Morgan is also willing to help other students in practice.

Morgan has consistently looked for learning opportunities and is conscientious and proactive in her approach to all aspects of her studies. Morgan is a very supportive team member and can think broadly about the collective needs of her team and patients, and consistently demonstrates sound leadership qualities. Morgan has received positive feedback from nursing staff whilst in clinical practice.

We wish Morgan all the very best for her career and she will be a welcome addition to any nursing team

### **Midlands Regional EN Section NZNO 'Best in Clinical Placement'** *Hayleigh Ebborn*

Hayleigh is a critical thinker; a highly reflective practitioner and she has consistently sought opportunities to grow her learning and understanding of her nursing role. She has achieved both academic and clinical excellence. Throughout the NZ Diploma of Enrolled Nursing programme, Hayleigh has consistently shone as a hardworking, caring, and committed student. Hayleigh is highly motivated and keen in all aspects of her student role, and proactive in her own learning, looking for opportunities to extend herself.

Hayleigh has achieved well academically and was highly regarded in her clinical placements where she consistently strived to do her best to offer her patients quality care. Hayleigh has a happy and positive disposition and has a respectful communication style with students, staff and patients.

We wish Hayleigh all the very best for her career and she will be a welcome addition to any nursing team

### **SOUTHLAND INSTITUTE OF TECHNOLOGY**

(SIT) held their Nursing Awards ceremony at the Civic Theatre in Invercargill in December 2018.

The recipient of the Enrolled Nurse Section NZNO Award for "Demonstrating Leadership Skills", New Zealand Diploma in Enrolled Nursing, was awarded to Gretchen Harwood.

The recipient of the Southern Region Enrolled Nurse Section Award for "Contribution in an Acute Environment", New Zealand Diploma

in Enrolled Nursing, was Jessica Popham.

Congratulations from the Enrolled Nurse Section NZNO and the Southern Region Enrolled Nurse Section.



### **OTAGO POLYTECHNIC**

The Otago Polytechnic Nursing Award Ceremony was held in December 2018 in Dunedin, earlier in the day prior to the graduation ceremony at the Dunedin Town Hall. Enrolled Nurse Cyrin Stroud, who works in the 3-surgical ward at Dunedin Hospital was the recipient of the Enrolled Nurse Section NZNO Award "Demonstrating Leadership Skills" New Zealand Diploma in Enrolled Nursing.

Zaley Tamihana-Brown, who works on a general surgical ward at Dunedin Hospital was the recipient of the Southern Region Enrolled Nurse Section Award "Best Overall Student", New Zealand Diploma in Enrolled Nursing.

Congratulations to Cyrin and Zaley from the Enrolled Nurse Section NZNO and the Southern Region Enrolled Nurse Section.

## Free online courses on Understanding Dementia and Understanding Multiple Sclerosis (MS)

From the University of Tasmania.

The online courses listed below are all free and you get a certificate at the end

The feedback I have received back from enrolled nurses on the Understanding Dementia, was that it was well worth doing. Hundreds of thousands of health professionals across the world have completed this. Robyn Hewlett, Chairperson

Understanding Dementia is a Massive Open Online Course (MOOC), offering university-quality education about the latest in dementia research and care. This free course provides an opportunity to engage with the perspectives of an international community, without requiring exams or assignments.

<https://mooc.utas.edu.au/courses/understanding-dementia-2019-07>

'Understanding Multiple Sclerosis (MS)' is a free online course that aims to improve understanding and awareness of MS. Developed by the Menzies Institute for Research in partnership with Multiple Sclerosis Limited, the content is delivered by 27 experts in the field including neurologists, researchers, clinicians, allied health practitioners, carers and people living with Multiple Sclerosis.

<https://www.mooc-list.com/course/understanding-multiple-sclerosis-ms-university-tasmania>

More information on both of these free online courses are available on the links provided.

## Enrolled Nurse Section Conference 2019

Enrolled Nurse Section  
New Zealand Nurses Organisation

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

NEW ZEALAND NURSES ORGANISATION | TŌPŪTANGA TAPUHI | HANGA KŌHĀKĀ

Registration forms can be downloaded from:  
[www.nzno.org.nz/en](http://www.nzno.org.nz/en)  
Contact: Leonie Metcalfe – Mobile: 0211185991 Email: lmetcalfe@xtra.co.nz



# Upcoming events and awards

## 2019

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

12<sup>th</sup> May

International Nurses Day

21 – 23 May 2019

41st Annual Enrolled Nurse Section Conference,  
WinTec, Hamilton

Hosts, Midlands Regional Enrolled Nurse Section

30th June

National Enrolled Nurse Day

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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)