

Back row (L-R) Suzanne Rolls (PNA), Tina Giles (Treasurer), Debbie Handisides, Sue Goodwin, Michelle Prattley, Treve Swan (Secretary)

Front Row Dalreen Larkin (TR rep) Robyn Hewlett (Chairperson), Robyn Schakelaar



Enrolled Nurse Section committee 2019 – August meeting

Enrolled Nurse Section Pānui



Issue 14, December 2019

Highlights from the editor

Robyn Schakelaar

Well another year is about to come to a close and it's been an exciting year with the acceptance to fund the ENSIPP programme for newly graduated Enrolled Nurses. This is major stepping stone to get our new nurses into the work force.

I hope you all did the survey on the Scope of Practise. The survey has now closed and we hope to be able to give the results from this at the Conference which is being hosted in Dunedin by the Southern Region this year.

If you would like to present at Conference now is the time to look at submitting your presentation to the National committee.

There are lots of funding options to help assist with the costs. These will be listed at the end of the newsletter. Please look at website about the conference. This year we are doing the registrations differently.

They will need to be paid on line as well as the registration forms.

**Merry Christmas and
Happy New Year.**



Robyn Schakelaar
Editor

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**"He ora te whakapiri"
There is strength in unity**

Chairpersons News



Robyn Hewlett, Chair

2019 has passed us all by very quickly, and with a New Year and decade on the horizon there are exciting things happening for enrolled nurses and our new enrolled nurses who have graduated in 2019 and 2020 onwards.

Major achievements for the Enrolled Nurse Section in 2019:

- May 2019 Minister of Health, announces funding for a supported transition into practice programme for enrolled nurses.
- November 2019, Margareth Broodkoorn, Chief Nurse, Ministry of Health, informs the Enrolled Nurse Section National Committee that 130 positions will be available for new enrolled nurses in new graduate programmes from July 2020.
- The title of the new graduate programme will be "Enrolled Nurse Supported into Practice Programme" (EN SIPP). This was the title given by the Enrolled Nurse Section National Committee to the document they compiled in 2014 to begin their journey to lobbying for a fully funded new enrolled nurse graduate programme. The national

committee is very pleased that our suggestion of title has been accepted.

The Enrolled Nurse Section NZNO National Committee received an overwhelming response to our "Enrolled Nurse Scope of Practice Survey 2019", which closed on the 11th December 2019. We thank Jinny Willis, Principal Researcher, NZNO, for putting the survey together for us, from our suggestions of questions. We had an overwhelming 57% response.

We thank all enrolled nurses who are members of NZNO for participating in this valuable survey. It is valuable to the enrolled nurse section as it will give us some valuable data and enrolled nurse comments and responses to the questions on the Scope of Practice and Direction and Delegation. This will assist the Enrolled Nurse Section when we commence discussions with the Nursing Council of New Zealand.

NorthTec Polytechnic in Whangarei are commencing the New Zealand Diploma in Enrolled Nursing in March 2020, which is fantastic news. The Northland /Tai Tokerau Regional Enrolled Nurse Section Committee and members are working and meeting with the Northland District Health Board and NorthTec regularly, and will assist in supporting the students when they commence.

The 42nd Annual Enrolled Nurse Section NZNO Conference is being held in Dunedin from the 19th -21st May 2020. The theme for the conference is **"The Year of the Enrolled Nurse"**. Registrations open this week on line. The draft programme is also available on line, and will be updated regularly.

We invite Enrolled Nurses to present at our conference in 2020, from their

areas of practice/ speciality.

Applications close on the 31st January 2020. The application form is available on the Enrolled Nurse Section website. Applicants will be notified in February 2020 if they have been successful.

We wish all Enrolled Nurses a very Merry Christmas and a Happy New Year.

Robyn Hewlett
Chairperson

Member Profiles



Dalreen Larkin

Dalreen met her husband Mana when they were 15 years old. She had their first child at 17 and their seventh at 33, becoming a grandmother at 37.

At aged 39, Dalreen decided to pursue her lifelong passion of becoming a nurse, so she enrolled at Whanganui UCOL. After the first week she decided: she was too old; knew absolutely nothing; couldn't understand what the lecturers were talking about; and it was all too hard. However, she held on to a 'tiny bit of hope' and with further encouragement she tried again to pursue her lifelong passion of nursing. Dalreen graduated as an Enrolled Nurse in 2014 and has worked for Whanganui District Health Board since.

Today Dalreen is the Enrolled Nurse Whānau Support Liaison Coordinator

for the WDH B Outpatients Department. She is known for her excellent communications skills and building rapport with patients and their family/whānau. Working on a service improvement initiative in Audiology, Dalreen made a demonstrable difference in supporting more patients to attend their appointments and significantly improve equity for Māori patients. She also more broadly supported patients/whānau to gain confidence and strength in their own ability to access services and navigate the health system.

Dalreen also works in the WDH B ENT and Medical departments, bringing that same dedication to patient/whānau-centred care.

Dalreen presented the Audiology work at the 40th Annual Enrolled Nurse Conference in 2018. She was invited to be part of the New Zealand Nurses' Organisation (NZNO) National Committee and this year has been officially appointed as Te Runanga Representative of the EN section NZNO National Committee.

As a Māori representative of Enrolled Nurses (EN) in NZ, Dalreen is passionate about eliminating inequities in health for Māori and especially for Tamariki, so the next generation including her own mokopuna can walk talk and proud, be healthy and reach their full potential.



Suzanne Rolls

Professional Nursing Adviser, NZNO.

She is a Registered Nurse, a member of the New Zealand Nurses Organisation (NZNO) and is employed by NZNO since 2004. Suzanne is the NZNO's professional nursing adviser (PNA) to the New Zealand Enrolled Nurse Section of NZNO. The role of a professional nursing adviser enhances NZNO members' professional aspirations and advocates for improved health systems.

Suzanne has been in the forefront of the challenges and opportunities for enrolled nursing in NZ since 2008. Suzanne represented NZNO during the national enrolled nursing conversations regarding the outcomes of the 2006 regulations review committee. This resulted in the past Minister of Health Hon Tony Ryall instructing the Nursing Council of NZ to review the scope of practice, title, competencies and education standards. Suzanne recalls these significant negotiations in 2008. How the Enrolled Nurse Section activated the membership to take up the challenge of engaging with policy makers and shaping the future of enrolled nursing in NZ. Now enrolled nurses are practising in the health system in diverse settings and enrolled nurses have broadened their practice to optimise health outcomes. Since 2010, there has been over 1200 graduates from the National Diploma of Enrolled Nursing.

As a PNA, Suzanne works locally with nurses in two regions: Wellington and Nelson, and Tasman and Marlborough areas. Member requests for advice range from immediate practice issues, like ethical dilemmas to exploring future conversations regarding career development. PNAs work with other NZNO staff such as NZNO lawyers, competency adviser and organisers on individual member issues.

Suzanne's clinical background was in emergency nursing, critical care, and general medicine. Suzanne has completed a thesis titled "Exploring workplace violence in the Emergency Department: Are emergency nurses safe?". In 2019, NZNO is undertaking a national project addressing violence and aggression in the health system. Suzanne is currently leading the project team. Key to all of this work will be modifying and adopting the Australian Nursing and Midwifery Federation Victoria Branch's (ANMF's) 10-Point Plan to End Violence and Aggression: A Guide for Health Services. This plan is comprehensive and well-constructed and outlines key strategies with a systematic plan to change the working environment for nurses and other health care workers.

The work of the project team and NZNO includes:

- Confirming the NZNO position statement on Violence and aggression towards and we hope to publish this shortly.
- Research into NZNO members' experiences with workplace violence and aggression has also been undertaken and will be ongoing.
- Highlighting to the regulator, WorkSafe New Zealand, the need to include violence and

aggression to its priority list to intervention upon reports of such acts in particular where concerns are reported and escalated by members.

As a PNA, Suzanne provides strategic leadership in a diverse work programme, including guidance on progressing projects for nurses, making submissions to governmental departments and other agencies; as well as managing communication internally within NZNO and with external stakeholders on matters relating to enrolled nursing practice in NZ. Suzanne is the PNA for the College of Emergency Nurses of NZ and the Perioperative Nurses College.

Through her years of experience as a professional nursing adviser, she has become very familiar with the evidence-based guidelines, MOH targets, HQ&SC guidelines, and professional issues affecting the nursing workforce. Suzanne regularly represents NZNO in discussions with governmental agencies or external stakeholders and has represented NZNO in the media.

Suzanne enjoys working with the National Enrolled Nurse Section and regional committees. There is never a dull moment or lack of opportunity to advocate for enrolled nursing practice in NZ. Even with challenges in the health system, all nurses need to pause and celebrate our achievements and contribution to health outcomes for our population in NZ.



Jenny Kendall NZNO Award

Jenny Kendall, Enrolled Nurse and theatre nurse at Capital Coast District Health Board (CCDHB) was awarded the Services to NZNO award at the NZNO AGM & Conference in September 2019.

Jenny has been involved with NZNO for many years over her nursing career and has supported her colleagues at Wellington Hospital and CCDHB with union support and encouraging her colleagues in their professional development.

Jenny was one of the founding members of the Enrolled Nurse Section NZNO which was founded following a national seminar for enrolled nurses and enrolling nurses (students), which was held in October 1978 at Waiwhetu Maree, in Lower Hutt.

Jenny's vision like a lot of us, is for pay equity and a greater recognition of the work that nurses do.

The Enrolled Nurse Section NZNO congratulate Jenny on her well-deserved NZNO Award.

Robyn Hewlett
Chairperson
Enrolled Nurse Section NZNO

The 41st Enrolled Nurse Section Conference held in Hamilton 2019.

“The Challenge of Change”



The theme of the three day conference this year was the **“Challenge of Change”**

They had an amazing programme of presenters. The conference focused on the importance of promoting the value of enrolled nursing. Some of the key points covered, included; Communication, the deteriorating patient, and work place respect and bullying.

There were other presentations, but we found the ones mentioned above to be the most interesting.

Effective Team Communications

Communication is the biggest challenge in nursing. As enrolled nurses we need to understand and communicate our scope of practice to our registered nursing colleagues. The most difficult challenge enrolled nurses have faced over the years is that the registered nurse does not understand the enrolled nurse's scope of practice. From 2010 the enrolled nurse scope of practice became the property of the Nursing Council of New Zealand.



The definition of the deteriorating patient is when physiological decomposition occurs and a patient experiences a worsening in their condition or an acute onset of a serious physiological disturbance. At the conference it was discussed that failure to recognize and respond to patient deterioration and escalation in care has led to an increased risk of adverse events in hospitalised patients, this may have been avoided if patient deterioration had been recognised and responded to earlier. Observations must be recognised as a vital task, rather than a basic task. The

early warning score (EWS) is a great tool to help recognise when a patient is deteriorating. It is important to communicate your concerns with the multi-disciplinary team.



Another topic discussed at the conference was workplace bullying and respect and that bullying can hurt physically and mentally. Some common bullying behaviours in nursing includes, withholding information, using sarcasm, excessive monitoring of work, persistent public criticism or humiliation. Bully's hate witnesses. A respectable workplace is one that is supportive and collaborative, rather than put-downs and other bullying behaviours.



Workplace "safe zone" 5 principles:

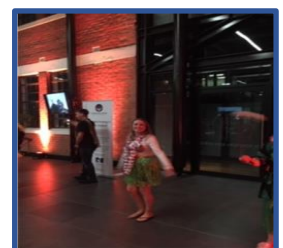
- Maintain the self-respect and motivation of others
- Give feedback on actions and ideas rather than criticising people
- Support others, rather than undermining them
- Set realistic and attainable goals
- Practice responsibly and know your limitations

Key tips we learnt from the conference:

- Knowing and understanding your scope of practice, professional, legal and equitable responsibilities.
- Follow internal policies designed to protect your patient and you. Don't cut corners to save time.
- Seek advice don't hesitate to ask more senior colleagues if unsure about correct course of action.
- Speak up, always raise concerns about patient care, informing appropriate multi-disciplinary team members...and acting as an advocate for your patient
- Accurate documentation is paramount.

Some great news announced at the conference, that there is a new grad funded programme for enrolled nurses. Our role as experienced enrolled nurses is to enhance, advance, empower our next generation of enrolled nurses. We should be proud of who we are and what we have to offer.

Conference activities of which Vicky being the youngest had to participate



STUDY DAY REPORTS

Southern Region Enrolled Nurse
Section Study Day 12th Report October
2019

This year our annual study day was held at the education centre at Southland Hospital. 43 Enrolled Nurses from across the Southern Region attended. A big thank you to all our presenters for contributing to a great day.

The first presenter of the day was Rachel Nally, RN from Southland Hospital who presented and gave a great overview of Osteoporosis, which is the most common bone disease which affects both women and men. Treatment is screening, medication, falls prevention, and bio phosphates.

Skin Tears are a traumatic injury caused by shear friction and /or blunt force. Many Pagan, Wound Care, CNS, Southland Hospital updated everyone on the management, classification, types, dressing tips, including no steri-strips, followed by a great practical session.

The National Bowel Screening programme in the Southern DHB area is changing lives, presenter Jason Hill, Clinical leader, Bowel Screening SDHB informed enrolled nurses. The uptake of residents in Otago and Southland has surpassed the national average. Take home message was to encourage our family, whanau, friends, neighbour's to take the test when offered.

Julie Symons, PDRP Co-ordinator, Southland Hospital presented on PDRP- Making it Easy. Julie gave us all very great useful tips in preparing our portfolios for assessment. As Julie informed enrolled nurses present - We

are worth it, it's a recognition of our practice, transferable, exemption from NCNZ audit, opportunity to progress through the levels, and financial allowance as per the NZNO & PSA MECA's.

Bailley Unahi an inspirational young woman presented on her personal story of a traumatic injury. But Bailley's courage and strength has not stopped her from enjoying life, studying as an Occupational Therapist, skiing and enjoying life to the max.

Two enrolled nurses presented at this year's study day.

Sue Robson, Enrolled Nurse, Adult in-patient Forensic Mental Health Unit, Wakari Hospital gave us a great overview of the forensic unit, how a patient is referred to the unit and Sue's position as an enrolled nurse. Enrolled Nurses are very involved in primary team nursing as a co-primary for the patient with an RN.

Janet Gray, Enrolled Nurse, Ward 3 Surgical, Dunedin Hospital, provided us with a great education session and update on the Anatomy of the Cornea & Conditions. Some graphic eye photos and a promotion for eye organ donation were included.

Robyn Hewlett
Chairperson
Southern Region Enrolled Nurse Section

Canterbury Regional Enrolled Nurse Section Study day 17th October 2019

5 ENs from Hillmorton's PSAID (Psychiatric Services for Adult with Intellectual Disabilities) unit attended this year's study day. Each of us enjoyed the variety of the speakers on offer and took something different away with us.

The talk everyone took notice of was given by Josh Caldwell, a former

patient of the Burwood spinal unit who is now an advocate for people who are making their own journey through the health system.

The session on grief held by Raewyn Robinson was full of useful information and had many on the course re-evaluating how we think about grief and questioning what we can change in our nursing practice and personal lives to support loved ones who are grieving.

Understanding Delirium was presented in a lively manner by Susan Gee and Tracey Hawkes. It contained a lot of practical information in an easy to understand and interesting format.

There were two areas for improvement fed back to me. One was that the Incontinence Associated Dermatitis Pressure Areas and Skin Integrity Session focused more on products rather than patient centred care. Second, was that the Professional Nursing Advisor from NZNO didn't know who her target audience was and asked if there were HCA's or allied health staff present.

Overall it was a great day enjoyed by all the nurses I spoke to. The highlight for me was reconnecting with ENs I've met on previous occasions and hearing about what has changed in the areas they work in.

Scholarships and Grants

Undergraduate Study Scholarships Now Open

Closing date: 21 February 2020

Available amount: Up to \$1,500

Available to:

- Bachelor of Nursing or Midwifery student who has successfully completed year two of their programme
- Student in the first year of an enrolled nurse programme.

Criteria:

- Course approved by Nursing Council of New Zealand (NCNZ)/Midwifery Council of New Zealand (MCNZ)
- Official proof of enrolment required
- Applicants must demonstrate:
 - Academic achievement
 - Contribution to nursing (for example support offered to fellow students, going the extra mile for patients)
 - Contribution to the community (for example involvement in activities outside of nursing - may include family commitments, volunteerism, cultural commitments)
- Inclusion of up to two referees who will write a letter of support for the applicant and be available for contact via phone

https://www.nzno.org.nz/support/scholarships_and_grants#920

Graduations

The Otago Polytechnic School of Nursing Graduation 2019 was held on 13th December 2019 in Dunedin.



I attended the graduation ceremony and I had much pleasure in presenting awards on behalf the National Enrolled Nurse Section Committee and the Southern Region Enrolled Nurse Section. Other graduating Enrolled Nurses also received Otago Polytechnic awards on the day.



(Left) Sally Ann Ealson was the recipient of the National Enrolled Nurse Section NZNO Award, for "Demonstrating Leadership Skills"

(Right) Hannah Campbell, was the recipient of the Southern Region Enrolled Nurse Section Award "Best Overall Student"

42nd Annual Enrolled Nurse Conference 2020

"The Year of the Enrolled Nurse"

SAVE THE DATE

19 - 21 May 2020

The Glenroy
1 Harrop Street
Dunedin

[Registration Costs](#)

[Conference and Event information](#)

[Early draft programme](#)

(will be updated as new speakers are confirmed)

Registrations now open

[Registration link](#)

The Enrolled Nurse Section NZNO Award for Best Overall Conference Presentation by an Enrolled Nurse/s
[Criteria and Application form](#)
Closes 31 January 2020

More details to follow as it comes to hand. Keep an eye on our website
<https://www.nzno.org.nz/enrolled>

Study Days

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

http://www.nzno.org.nz/groups/colleges/sections/enrolled_nurse/regional/regional_study_days





NZNO Medico Legal Forums 2020 Scope of Practice

Dates and Locations

Christchurch 11 February 2020 *Christchurch Town Hall*

Dunedin 12 February 2020 *Otago Golf Club*

Palmerston North 18 February 2020 *The Chalet, Boatshed*

Auckland #1 26 February 2020 *Fairway Events Centre*

Auckland #2 27 February 2020 *Waipuna Hotel & Conference Centre*

Wellington 4 March 2020 *Harbourside Function Centre*

Hamilton 5 March 2020 *FMG Stadium*

We encourage you to apply for study leave for the forum being held nearest you!

Registration costs:

NZNO Members \$120

Non-members \$150

Students: Free (limited to 10 student members at each location)

To register for the NZNO Medico Legal Forums 2020
and to view the programme you can access at

www.nzno.org.nz