


Left to Right: Kate Weston (NZNO Acting Associate Professional Services Manager, Debbie Handisides, Michelle Prattley, Tina Giles (Treasurer), Robyn Hewlett (Chairperson), Catherine Byrne & Pam Doole Nursing Council of New Zealand



Enrolled Nurse Section committee, August 2020 meeting with Nursing Council of New Zealand

Enrolled Nurse Section

Pānui



Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION

Issue 16, September 2020

Highlights from the editor

Robyn Hewlett

Welcome to our spring edition of the Pānui.

The 42nd Annual Enrolled Nurse Section NZNO conference due to be held in Dunedin in May 2020 was cancelled due to Covid-19.

The Enrolled Nurse Section National Committee confirmed at their August 2020, national committee meeting that the theme for the 2021 conference will be **“The year of the Enrolled Nurse”**.

This conference will be a celebration of the achievements for enrolled nurses, since late 2019.

These being the commencement of the:

- ✓ “Enrolled Nurse Supported into Practice Programme, ENSIPP”,
- ✓ Advanced Choice of Employment (ACE)
- ✓ Enrolled Nurse Scope of Practice Survey 2019 results and publication

As per the chairpersons news below, the Enrolled Nurse Section have sent, via an email from NZNO, a notice to all enrolled nurses who are financial members of NZNO, encouraging them to join the Enrolled Nurse Section NZNO. If enrolled nurses join, they will also be members of our Regional Enrolled Nurse Sections.

This edition also has profiles of an enrolled nurse, who is the only nurse in an Older Adult Clinic and an enrolled nurse whose personal experience helped make a difference to a patient.

Have you read the June edition of Kai Tiaki? This was dedicated to enrolled nurses and extending enrolled nurse practice.

We hope you enjoy reading this edition

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

Chairpersons News



Robyn Hewlett, Chair

Welcome to the Chairperson's report and update for enrolled nurses.

Well what a year 2020 has been so far. Not what we had all expected, in the year of the nurse and midwife. A huge Thank You to all Enrolled Nurses working in our DHB's, Aged Care residential facilities and community settings during the lockdown and I know that aged care facilities are still in lockdown protecting the most vulnerable of the population in New Zealand.

It has been very stressful for all and I hope everyone is practising self-care, having plenty of rest, and spending time with family, when our restrictions allow. The committee and I continue to think of you all during this time.

The June edition of Kai Tiaki was dedicated to Enrolled Nurses "**Extending EN Practice**". The editorial "**The Value of enrolled nurses**" was by Mary Gordon, the executive director of nursing at Canterbury District Health Board. Mary was a great supporter of enrolled nurses, especially at Canterbury District Health Board and I am sad to report that Mary has resigned as the executive director of nursing in the past couple of weeks. Mary will be a great loss to the nursing staff at Canterbury District Health Board.

Please read the June edition of Kai Tiaki as it has some interesting articles on Enrolled Nurses. Pages 18, 19, 20, 21, 22, 23, 34 & 37 are all about Enrolled Nursing.

Enrolled Nurse Supported into Practice Programme (ENSIPP)

The Enrolled Nurse Section NZNO had been lobbying for this since 2013 when we first began developing our own document and gave it the title of "Enrolled Nurse Supported into Practice Programme" ENSIPP. This title was chosen, because we did not want it to be confused with the Registered Nurse supported new graduate programme NetP.

In 2019, The Minister of Health at the time, David Clark, approved the funding as part of the Accord, which was set up in 2018, along with funding for the enrolled nurse Advanced Employment Choice (ACE), which all new graduating enrolled nurses can register with.

Enrolled Nurse Section NZNO survey "**Enrolled Nurse Scope of Practice**". The analysis of this has been completed and the Enrolled Nurse Section NZNO National Committee met with Catherine Byrne, Chief Executive of the Nursing Council of New Zealand (NCNZ) and Pam Doole, Director Strategic Programmes, (NCNZ), in August. They congratulated us on the survey and said it was a great document. We opened up discussions with the Nursing Council re the survey results and what we would like to have in place of "under direction and delegation of the registered nurse or nurse practitioner". We are meeting with them again in November 2020 to progress this further.

The Enrolled Nurse Section NZNO is publishing the results of the survey and this will be sent widely throughout New Zealand to DHB's, Polytechnics, employers in the private sector etc.

We also opened up discussions with the Nursing Council re an enrolled nurse to registered nurse bridging programme for those enrolled nurses wishing to further their studies to become registered nurses.

Voluntary bonding of enrolled nurses in aged care facilities and mental health and addictions settings. The Ministry of Health have included Enrolled Nurses in the voluntary bonding scheme, from 2020. We were overwhelmed to see that 14 enrolled nurses have taken this up for 2020. We will advertise when the 2021 voluntary bonding is opened for 2021 on our website and in the Pānui.

Membership drive. The Enrolled Nurse Section NZNO Committee have embarked on a membership drive for enrolled nurses who are financial members of NZNO. We currently have 9 functioning regional enrolled nurse sections in New Zealand. Most of our regional enrolled nurse section organise and host yearly study days, but due to the uncertainty around Covid- 19, they will not be held in 2020.

The Auckland and Midlands Regional Enrolled Nurse Sections, however are hosting study days for enrolled nurses in October and November 2020. See events below and check out our website.

The Enrolled Nurse Section NZNO also has an Education Fund and the application form and criteria are on our website. NZNO also have a variety of scholarships and grants available for all nurses. The Florence Nightingale Memorial Fund is available and applications close yearly on the 31st March 2020.

Enrolled Nurse Section National Committee are currently working with a NZNO communications / media advisor on an **enrolled nurse marketing**

strategy. Work was delayed due to Covid-19 and other unforeseen circumstances, but we are back on track and will be meeting again in November 2020.

Enrolled Nurses as Vaccinators.

Provisional Vaccinator Training Course (PVTTC):

An Influenza, MMR and Pandemic Vaccinator Training Course has been developed for the administration of influenza, MMR and any potential COVID-19 vaccine.

The course is designed for Health Professionals who hold an annual practising certificate, or appropriate health science students registered with a professional body. In the first instance preference on this programme will be given to Well Child Tamariki Ora (WCTO) nurses, Māori and Pacific health providers, school registered nurses, **enrolled nurses** and pharmacists not already vaccinating.

The committee have heard that quite a few enrolled nurses have undertaken the vaccinator's programme.

The IMAC website address is listed at the end of this newsletter.

The Enrolled Nurse Section continues to advertise enrolled nurse positions throughout New Zealand on our face book page.

The nominations and subsequent elections of Chairperson of the Enrolled Nurse Section NZNO and Committee members for 2020, resulted in the following:

Chairperson – Robyn Hewlett

Vice- chairperson - Tina Giles

Secretary – Charmaine Parker

Committee Te Runanga

Representative - Dalreen Larkin, Central Region

Committee: Debbie Handisides, Michelle Prattley, both from Canterbury; Tam Gibbison, Top of the South – Tam was the only nomination

from the second round of call for nominations.

My self and the committee thank Treve Swan, Robyn Schakelaar and Sue Goodwin for their service, commitment and valuable input during their time on the National committee.

The Enrolled Nurse Section NZNO Committee held a virtual AGM for our Regional Enrolled Nurse Section Chairpersons and members on the 20th May 2020. We had to change this to a report meeting due to a low attendance. The 2019 AGM minutes and financial statements for 2019/2020 will be passed at the 2021 conference.

We are continually looking for articles from Enrolled Nurses for our newsletter and encourage enrolled nurses to submit to us over the following year. Enrolled Nurses like to hear where other Enrolled Nurses are working and their contribution to the health care of New Zealanders.

Professional Development for Enrolled Nurses

We have updated our website with free on line professional development which is available for enrolled nurses at

https://www.nzno.org.nz/groups/colleges/sections/sections/enrolled_nurses/resources#Professional

If any enrolled nurse is aware of any other online professional development available for enrolled nurses please let us know.

“Whatever it is you want to do, do it. You only have so many tomorrows”.

Take care, stay safe, and stay strong

Robyn Hewlett
Chairperson
Enrolled Nurse Section NZNO

Member Profiles



Bev Brown

Working in an Older Adult Clinic

I been nursing for over 45 years now. (I was originally called a Registered Community Nurse, before they changed the name to Enrolled Nurse) For the past 12 years I have worked as the only Nurse in an Older Adults Outpatient clinic. It is a job I really love. I feel we can really make a difference for our patients as we assess their needs and work out supports for them. I run clinics with 3 Consultants, 2 Nurse Practitioners and 2 Registrars. I am very lucky to work with such a great team. Having gone through the reviewed E/N scope of practice, and feeling quite devalued, it is lovely to be respected by the consultants and Nurse practitioners I work with .It is also wonderful to take on the responsibility for the Clinic & have the feeling of autonomy .

A lot of our patients are followed up for some time, so we build up quite a rapport with them. We cover many things such as Parkinson's, falls, strokes, memory loss, medication reviews, incontinence, weight loss, family concerns about safety etc. Our referrals are generally from GP's, but can also be from other Clinics or hospital wards, as well as physiotherapists, Needs Assessors, Dieticians.

As part of my Clinic role I do the standard B/P's, weight, BSL. I also do

ECG's Bladder Scans and Spirometry. I also do memory assessments on all new patients, before they see the Doctor. This assessment can show many things, which the Consultant can follow up on.

The assessment also involves questions on how patients are managing activities of daily living, this can lead to referrals for further assessments or referrals for supports at home. Our appointments are 1 – ½ hours long, which gives us the time to do a full assessment.

I particularly enjoy the Stroke Clinics. We see such a difference over the months in a patient's mobility, speech, balance etc. It makes my day to see a previously quite dependent patient walking into Clinic.

Other side of the curtain....

When I decided to enter Nursing at the start of this year, I was excited, motivated and slightly anxious about the opportunities ahead. If someone told me my first night on the floor as an EN would be inside with the first night of a nationwide lockdown as a result of a global pandemic I would have laughed.... Then ran a mile.

Returning to practice after having my first daughter wasn't an easy decision with the heaviest part of it being my health. You see whilst I hadn't been practising, I had been spending more time in hospitals and around other health professionals than ever before. The last 2 years had been full of ED visits, scans, admissions, specialist appointments, scans, painful procedures, more medication trials than I could count, and yes more scans. We all know nurses never stop learning, we are constantly continuing our education in one form or another. This time was just a less orthodox way of doing it. Since March 2018 I have been dealing with complex health issues as a result of a chronic gastrointestinal condition called Gastroparesis. To put it in as little

words as possible, my stomach empties far slower than it should resulting in constant nausea & vomiting, bloating and chronic abdominal pain. Not quite the life expected at 23 years of age nor was it quite the plan to sometimes be sicker than the people I care for, alas, we have all been rudely awakened by the reality that life really is not as in our control as much as we thought!

Over the last few months as I have begun to develop relationships with the residents I care for there is something I have noticed that makes the world of difference in how we deliver nursing care. That 'something' is called Empathy and has meant the difference between leaving a shift feeling frustrated, overwhelmed and concerned to feeling humbled, positive that we make a difference and eager to come back again to help improve another's quality of life. Without a doubt, my personal health experiences have meant I now understand what the other side of the curtain feels like. I know how the uncertainty slowly chips away at your self-confidence. I can understand just how exhausting being in constant pain is and how sometimes the side effects of 'treatments' can be as harsh as the conditions themselves. I understand how isolating complex and chronic illness can be. However, I now also understand how just 20 minutes of someone's time can improve your entire afternoon. I now recognise the importance of really listening to your residents when they are telling you how medications are making them feel and how a big difference in quality of life can be made if we just take the time to trial different options, after all, we need to be patient centered first and foremost. I understand now just how important it is to find time to sit with our residents and listen even when it feels like our to do lists are the length of the hallway.

Recently we had a new admission whom came into our care reluctantly and with great despair about the quality of their life. I saw much of myself in them. Their conditions had created a great deal of uncertainty for their future and the physical effects of their illness were now greatly impacting on their emotional wellbeing. This particular shift we were understaffed and really busy. It would have been easier to continue on the checklist of activities for the evening but I remembered just how awful it feels to be devastated with every part of life and feel like you have no one who understands. So I stopped and offered to talk. We talked for 20 minutes and in that time we managed to unpack their concerns, ease some of their anxiety and had a breakthrough with trialing some pain medication. For the first night since their admission 3 weeks earlier, they had taken their pain relief and agreed to sleep in the bed. For the first night in 3 weeks the resident had relief from their pain and shortness of breath, and had a decent sleep that contributed to an improvement in emotional wellbeing the next day.

Returning to nursing this year has been challenging and at times my own health has made me want to call it quits on practice. I have cried more times that I can count and lost countless hours of sleep worrying over whether or not I will 'make it' through, but when I leave a shift I am reminded that the empathy I show others makes a difference. I hear the words "thank you for truly listening, which is all I wanted" and feel that little nudge to keep moving forward.

Kerri King, Enrolled Nurse

AWARDS

Waikato DHB Nurse of the Year 2020 Enrolled Nurse Laurel Hodgson

The annual awards for Waikato DHB Nurse and Midwife of the Year are always a celebration of diversity and quality rather than a competition. This year was no exception. In recognition of the wide-ranging areas that nurses work in, there were eight category finalists covering rural/community, surgery, medicine, paediatrics, critical care, emergency department, mental health and addictions, and professional development, plus eight midwifery finalists.

Laurel is held in high regard as a hard worker, an amazing team player and a provider of outstanding care to patients. She started her enrolled nurse career at Te Kuiti in 1972 and apart from a short stint in Thames in 1977 and breaks for parental leave, Laurel has worked in Te Kuiti Hospital and community for a career which spans close to 50 years.

Her charge nurse manager Tania Te Wano said in her nomination:

“As a nursing colleague she is genuine and inspirational, she never seems to tire! Te Kuiti Hospital is thankful and fortunate to have Laurel as part of our team and she is hugely respected by all. She is also very humble and will not be pleased with this attention, but we so much need to celebrate the Laurels and be ever grateful we have them in our nursing profession.”

Laurel is an asset to Te Kuiti Hospital, willing to take on teaching, training and general organising, holding health and safety, manual handling and infection control portfolios, as well as supporting the outpatient clinics and the district nurses in the community.

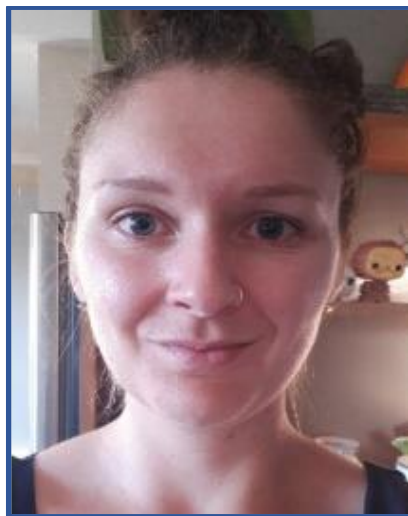
She represents all of the DHB values in all aspects of her work and is a great role model to Te Kuiti and the wider DHB staff.



CE Kevin Snee and chief nursing and midwifery officer Sue Hayward present laurel Hodgson (centre) with the Waikato DHB Nurse of the Year 2020 award

Committee

National Enrolled Nurse Section NZNO New Committee Member:



Tamara Gibbison, Chairperson of the Top of the South Regional Enrolled Nurse Section, has been nominated onto the Enrolled Nurse Section NZNO National Committee. Tam works as an assessor for Nurse Maude, based in Blenheim, covering the wide area of Marlborough.

Enrolled Nurse Section NZNO are seeking another committee member for our National Committee.

Ideally the applicant will have previous experience with a regional enrolled nurse section.

Time commitment involves the following:

Attending three two day meetings, plus a committee meeting following the annual conference

Attending online zoom meetings in between face to face meetings

Responding to emails, submissions, documents sent out.

Taking on a role within the committee

Currently we have four from the South Island on the committee, so we are seeking an Enrolled Nurse from the upper North Island. Please email the Chairperson at

enrollednurses8@gmail.com

If you would like to connect with the regional enrolled nurse section in your region, for some regional committee experience, please contact the National Chairperson at enrollednurses8@gmail.com and they will put you in touch with the Regional Chairperson from your Region.

Attention new graduate Enrolled Nurses:

The Ace Enrolled Nurse process.

The ACE EN Process commenced on 1 June 2020; with an initial one-off entry point for new graduate ENs to apply to participate in the process. Subsequently, a National Talent Pool of eligible applicants was created in July 2020. The EN National Talent Pool will remain open indefinitely; with applicants exiting and entering based on their ability to meet the eligibility criteria. The Website is

<https://nursing.acenz.net.nz/content/ACE%20Enrolled%20Nurse>

There is also an ACE face book page “ACE Enrolled Nurse”

Snippets from the Regions

Northland /Tai Tokerau

16th March 2020 the EN training started at Northtec.

On 20th July 2020 due to high demand a midyear intake of EN Students was added.

EN Working Group, at the NDHB, has been working on having the clinical placements well supported by the various departments involved. Community participants in the programme also part of the working Group meetings in order to achieve the best possible success.

CNM's are being briefed with the clinical placement outline, first clinical placements to start in 2 months' time. A poster will be produced along the lines of the RN's poster outlining what tasks an EN Student can and cannot do, to assist current staff with the student placements.

Current EN's in the region encouraged to attend EN Preceptor training at Northtec. Next training day in Whangarei on the 2nd of October 2020, so EN's then can assist to preceptor EN Students.

Charmaine Parker, Chairperson

Auckland Regional Enrolled Nurse Section

At our AGM in May, the committee voted to continue with our annual study day on the 19th October, which will be held at the Ko Awatea Lecture Theatre, Middlemore Hospital.

Dorothy Browning, Enrolled Nurse, Counties Manukau, spoke to the new intake class of enrolled nurses at MIT in late July and will attend a meeting this month re: ACE/ENSIPP process and how to support new graduate enrolled nurses successfully into their practice at CMH

Angela Thompson, has been invited in my role as an enrolled nurse to

participate in the PDRP Advisory Group with the objective of e-portfolio's being rolled out at ADHB. The survey results have been positive for implementing the e-portfolio and will be trialled over a 3-month period to start with. The content will stay the same.

Auckland Regional Enrolled Nurse Section are looking for enrolled nurses to join their committee. Please don't hesitate to contact us should you also like to be a part of a committed team of enrolled nurses that look after the interests of enrolled nurses throughout the greater Auckland region

Charmaine Parker, Chairperson

Bay of Plenty/Tairāwhiti Regional Enrolled Nurse Section

A group of Enrolled Nurses met at the local museum café to celebrate National EN Day. We also said good bye to two longstanding Enrolled Nurses who retired from Tairāwhiti DHB. Judy Storey, who had worked at the DHB for over 25 years and Sharon Tichborne who has put in 46 years all together. They will both be missed for their hard work and commitment to patient care

Regional Section meetings are planned for Late August in Gisborne and September in Tauranga.

Val Scott, Chairperson

Midlands Regional Enrolled Nurse Section

Midlands Regional Enrolled Nurse Section is hosting their study day on November 24th 2020. Programme planning is well underway. Programme and registration information will be added to the EN Section website when finalised

Information is being disseminated within the region on the ACE process and on the Waikato DHB newly qualified enrolled nurse orientation programme. This is being promoted by a working group within the

Professional Development Unit and this will also be promoted across the wider DHB service and has included interviews with enrolled nurses and CNMs.

The recently advertised enrolled nurse vacancy at Mother Craft unit has been filled by a recently graduated EN so slowly getting there!!! The monthly peer support meeting continues for the newly qualified enrolled nurses.

After much time, discussion and policy review enrolled nurses are now able to collect their allocated patients from theatre after the PACU RN assessment. Progress finally.

It was certainly great to see Laurel, an enrolled nurse working in one of Waikato DHB rural hospitals honoured as the recipient of Waikato DHB Nurse of the Year recently. Recognition very well deserved.

Leonie Metcalfe, Chairperson

Greater Wellington Regional Enrolled Nurse Section

This last few months has seen a change of chairperson at GWENS, Angela Crespin has stepped down as the chair person for GWENS, Angela has given over 10yrs of voluntary time to the Enrolled Nurses section for which we are so grateful, Angie is a fountain of knowledge and a huge part of the GWENS and although she has stepped down from chairperson she will still remain a fully functioning member and will continue to support the GWENS. Jo gore stepped into the position of Treasurer, Angela Ritchie remains as secretary and I Tina Giles am the new Chair for GWENS. We have decided that there will be no study day this year due to Covid, but we will continue to put plans in place and will meet again in September.

Tina Giles, Chairperson

Top of the South Regional Enrolled Nurse Section

Hello to you all, we have made through lockdown. Thank you all for your hard work during that time and time to come. It has been an interesting and challenging time and I feel it has shown how strong and resilient we are as nurses and as Kiwis. I hope you are all keeping well as we head into the cold/flu season and keeping warm during the Winter Season.

It has been rather quiet here in the Top of the South and I apologise that I have not much to report at this time.

We have our first meeting & AGM since lockdown coming up in August and it will be great to see everyone, catch up and hear from everyone.

I for myself have applied to be part of National committee, which I have been accepted. I look forward to working with you all. Until then keep safe and well everyone

Upcoming EN study day – August 17th 2020. The education session will be focusing on IVAB's.

Tam Gibbison, Chairperson

Canterbury Regional Enrolled Nurse Section

Education sessions are now starting back up face to face and a few EN's have taken up the opportunity to do the IMAC Provisional Vaccinator Course. Most of the students that have just finished the Diploma of Enrolled Nursing are going to apply for ENSIPP.

Well what a year we have had so far. With the challenges and disruption of COVID19 the Canterbury EN Section would like to put out a heartfelt thankyou to the four EN's that worked in the COVID19 ward at Burwood Hospital. We showed our appreciation by presenting these nurses with a certificate on National Enrolled Nurse Day, 30th June. Thank you, you did us proud. With things finally settling down we have now been able to hold

our AGM for 2020. At the AGM, Michelle Prattley was voted in as Chairperson for the Canterbury Regional Enrolled Nurse Section NZNO. Michelle had been interim Chairperson following the resignation of the previous Chairperson. We have also got 4 new committee members joined us. We had a great turnout with EN's attending from all areas of the CDHB. We also had three students from ARA join us which was great to see.

There are 33 students just finished the Diploma of Enrolled Nursing and are sitting their state exam on the 21st July. Michelle, Maree and Sharyn had the privilege to be invited to attend the awards ceremony at ARA, and to talk a little about NZNO and the EN Section. We presented two awards.

Demonstrating Leadership Skills – awarded to Jess Jarden; and Excellence in Clinical Placement – awarded to Madison Jeffery. The Kim Milward Scholarship award was presented by Dr Anna Fenton, the recipient of this award was Steff Burnby.

Michelle Prattley, Chairperson

Southern Region Enrolled Nurse Section

Hi from the Southern Region, where the winter has been kinder to us, than in previous year's.

Enrolled Nurse Positions continue to be advertised across the Southern Region in the public and private sector. A couple of new positions were advertised for enrolled nurses at the private surgical hospital in Dunedin.

The renal dialysis unit at Dunedin hospital has employed two newly graduated enrolled nurses, which is really great. Paula Herbert, was profiled on page 22 of the June edition of the Kai Tiaki – Dialysis at home- an EN's role.

News from Otago polytechnic, It's been a tough few months for all of the EN students but the majority are on track to complete their programmes albeit the EN group due to sit state in

July have been delayed by the clinical access restrictions due to COVID.

There are 15 candidates on track to sit their State Finals on Tuesday 15 September with results due 9 October 3 candidates still have one clinical placement to complete and will sit in either November 2020 or January 2021.

The cohort have their final onsite 'revision' block with us on 26-28 August and SDHB/Mercy/Ross Home and SCDHB are all keen to come and present to the group re job options so that's great news for them and Otago Polytechnic

Robyn Hewlett, Chairperson

43rd Annual Enrolled Nurse Section NZNO Conference

“The Year of the
Enrolled Nurse”

18th -20th May
2021

Hosted by:
Southern Region
Enrolled Nurse
Section
Registrations will open
later in 2020

Upcoming events and awards

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

Vaccinator Education & Training: <https://www.immune.org.nz/health-professionals/education-training>

ACE Enrolled Nurse Process: <https://nursing.acenz.net.nz/content/ACE%20Enrolled%20Nurse>

- 19th October 2020 (Monday) **Auckland Enrolled Nurse Study Day** Middlemore Hospital Ko Awatea Academic Lecture theatre. Registrations are now open and the programme is on the Enrolled Nurse Section website at:
https://www.nzno.org.nz/groups/colleges_sections/sections/enrolled_nurses/regional/regional_study_days
- 24th November 2020 **Midlands Regional Enrolled Nurse Section Study Day.**
 Details yet to go on our website
- 12th May 2021 **International Nurses Day**
- 18th – 20th May 2021 **Enrolled Nurse Section NZNO Conference, Dunedin**
"The Year of the Enrolled Nurse"
 Further details to come later in 2020.
- 30th June 2021 **National Enrolled Nurse Day**

Enrolled
Nurse Section

NZNO
P O Box 2128
Wellington 6140



[NZNO Grants and Scholarships available](#)

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