



Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION

Chairperson's Report Enrolled Nurse Section NZNO Annual General Meeting 1st June 2022

Welcome to the Chairperson's report and review for 2021/2022.

The past couple of years have been extremely busy and tiring for all nurses in health care settings across New Zealand. Most DHB's, aged care facilities and community settings have been short staffed, particularly in the past year as Covid-19 has impacted on nurses and our patients.

Myself and the National Committee thank you for your contribution in the fight against Covid – 19. Whether you are working in a DHB, aged care facility, iwi provider, private sector, home care, district nursing, private hospital, involved in Covid-19 vaccinations etc. Your contribution no matter how small it is, would have been well received and welcomed by the patients /clients in your care on a daily basis.

As you are all aware the National Enrolled Nurse National Committee jointly with our Regional Section Chairpersons cancelled the 43rd Annual Enrolled Nurse Section NZNO Conference in 2022. This is the second time in our annual conference history that the Enrolled Nurse Section NZNO has had to cancel/postpone a conference.

In the place of our conference this year, we are organising webinars for our Enrolled Nurse Section members and other enrolled nurses throughout New Zealand. Our first webinar is on Tuesday 14th June at 7pm. The topic is **"End of Life Choice Act"**. We hope to do more webinars this year, and may do these every year if they are well supported.

The New Zealand Nursing Council of New Zealand announced on International Nurses Day, 12th May 2022, in their Panui, the following in regards to the Enrolled Nurse Scope of Practice:

"The Council has agreed to review the Scope of Practice for Enrolled Nurses. We are pleased to be developing this Review in collaboration with the Enrolled Nurse Section of the New Zealand Nurses Organisation.

This Review is currently in the planning stages, and we anticipate beginning it within the next few months. The Review will proceed in two stages; the first will involve revisiting the Scope statement to ensure it fully represents the current nature and future potential of Enrolled Nurse practice. The second stage will involve looking at the competencies which underpin the Scope, and the education standards that support education in the area. Further information, including how we will engage with and seek input from the profession, will be available as the Review progresses."

This is fantastic news for the National Enrolled Nurse Section Committee as we have been meeting with them regularly over the previous two years to discuss and progress this review, which is going to occur later this year.

We were asked by the NCNZ to form a reference group, and we approached enrolled nurses and others from different areas of health care, i.e. maori representation, educators, Enrolled Nurses, Aged Care Nurse Managers. All of the invited are very supportive of enrolled nurses and a review of the Enrolled Nurse Scope of Practice. Our reference group nominees were then sent to the NCNZ, who will make the final decision on the reference group.

Covid- 19 has made it very difficult to meet with some of our stakeholders, that we usually meet with, in Wellington. We have had zooms with some of them over the past year.

ADVANCED CHOICE EMPLOYMENT (ACE)

Due to the Enrolled Nurse Section NZNO National Committees lobbying, Advanced Choice Employment (ACE) have now made changes to this so that our student enrolled nurses can now register for ACE prior to sitting the state final.

ENROLLED NURSE SECTION NZNO HIGHLIGHTS AND GAINS FOR ENROLLED NURSES IN NEW ZEALAND

The biggest highlight for enrolled nurses in New Zealand and the Enrolled Nurse Section NZNO National Committee was the announcement on International Nurses Day from the Nursing Council of New Zealand (NCNZ) in their May 2022 Panui, that the review of the Enrolled Nurse Scope of Practice would commence this year.

MARANGA MAI RISE UP EVERY NURSE EVERY WHERE

NZNO's safe staffing campaign was launched on International Nurses Day and will go hard. There will be no strike action, as strike action is only for MECA negotiations. There will be various campaigns run and every NZNO member in New Zealand should get involved in one way or another. We all need to **Join Together** to win the political and resourcing commitments needed to address the nursing shortage crisis permanently and across the whole health sector.

PAY EQUITY

Enrolled Nurses in the DHB's had a significant gain in the combined NZNO/ PSA Pay Equity claim, also gaining an extra step of Step 5. But as I write this NZNO is taking our claim to the Employment Relations Authority due to the government backing down on back pay to 31st December 2019 for those who are NZNO members.

ENROLLED NURSES AS PROVISIONAL AUTHORISED VACCINATORS

108 Enrolled Nurses across New Zealand are Provisional Vaccinators, which is absolutely great news. A Vaccinator Bridging Course is available from 31st May 2022.

This course is designed to upskill Provisional Authorised Vaccinators (PAVs) to achieve full scope of practice as an Authorised Vaccinator (AV) to administer vaccines on the National Immunisation Schedule (NIS), across the life span.

To complete this course, you must be a **Provisional Authorised Vaccinator** (provisional authorisation is issued by the Ministry of Health and is valid for two years since issue date). Upon completing the education course, you will need to meet all the requirements outlined in Appendix 4 of the Immunisation Handbook to either

apply for authorisation or become a pharmacist vaccinator (more details in Authorisation section below). The course involves online learning (10-12 hours), followed by a three hour in-person tutorial.

ENROLLED NURSE SECTION NZNO, ENROLLED NURSING MARKETING STRATEGY

This is still work in progress by the Enrolled Nurse Section NZNO National Committee and we have been working with the NZNO Communications and Media Advisor Rob Zorn to progress this. Covid – 19 has not helped with the slow progress of this, but we are hoping it will move along this year. We will have a micro website off our present website within NZNO's platform, where we will profile Enrolled Nurses and student Enrolled Nurses.

PRIMARY HEALTH CARE – MENTAL HEALTH & ADDICTIONS:

In 2019, the government allocated 9.2 million for 40 Enrolled Nurse and 14 Nurse Practitioner positions in the area of Mental Health and Addictions. In late 2020, Dr Sue Adams, from Auckland University commenced gathering groups of interested parties and contacted the Enrolled Nurse Section NZNO, of whom are a partner in this project.

This project is going well, with two enrolled nurses employed in the South Island, Geraldine and Invercargill. Northland is doing very well in this area from Kaitia to Whangarei. 8 plus qualified enrolled nurses or enrolled nurse students, via an apprenticeship model are being employed or supported via the funding provided by the government, in Northland. Some medical centres are employing 2 enrolled nurses, some have taken on student enrolled nurses, in an apprenticeship model – commencing the New Zealand Diploma in Enrolled Nursing at NorthTec and working back in the medical centre in the holidays, alongside Registered Nurses. An iwi provider has taken on 2 enrolled nurse students, in the apprenticeship model. Majority of enrolled nurses or students identify as Maori. A large South Auckland Kaupapa Māori health provider and Hokianga Health are employing an enrolled nurse and both facilities may employ more enrolled nurses.

ENROLLED NURSE SECTION NZNO SUBMISSIONS:

The Enrolled nurse Section NZNO National Committee responded to the following submissions

2022:

Nursing Council of New Zealand – Annual Practice Certificate fee increase proposal

Ministry of Health - Proposed expansion of Vaccinator working under supervision roles to support the health and disability workforce

2021:

Nursing Council of New Zealand - Supplementary Registered Nurse Education Programme Standards (2021) Consultation Document November 2021

8 POLYTECHNICS IN NEW ZEALAND OFFER THE DIPLOMA IN ENROLLED NURSING PROGRAMME

We currently have 8 Polytechnics in New Zealand offering the New Zealand Diploma in Enrolled Nursing. A couple of these offer two intakes per year, currently.

FEES FREE:

Fees Free under the Targeted Training and Apprenticeship Fund (TTAF) is available for Enrolled Nurses until December 2022. The National Committee is hoping this will be extended

THE VOLUNTARY BONDING SCHEME

The Voluntary Bonding Scheme (the Scheme) is a practical initiative run by the Ministry of Health to encourage newly qualified health professionals to work in the communities and specialties that need them most, and to retain essential health professionals in New Zealand. It also aims to increase representation of Māori and Pacific peoples within the health workforce.

The Scheme is targeted to new or recent graduates in eligible professions who are starting their career, with the aim of incentivising them to work in eligible hard-to-staff communities or specialties. Those accepted to

the Scheme can become eligible for payments in the first three-to-five years of their career, to help repay their student loan or as top-up income.

Enrolled Nurses who work in the following specialities can apply for Voluntary Bonding:

Aged Care (aged residential care and older persons' health services)

Mental Health (hospital and community, including addiction services)

2021 Intake – 20 Enrolled Nurses

ENROLLED NURSE POSITIONS WITHIN NEW ZEALAND

These continue to be advertised, with new employment opportunities opening up for enrolled nurses across New Zealand.

Some of our District Health Board's (DHB's) in New Zealand currently do not employ enrolled nurses. We currently have a shortage of regulated nurses and DHB's are filling the gaps by employing Health Care Assistants (HCA's), whereas they could look towards employing enrolled nurses who can legally do more than an HCA, who the RN is ultimately responsible for. In some DHB's, HCA's are being trained to do observations, blood sugar levels, ECGs etc. Once this is embedded, it will not change.

NZNO COLLEGE & SECTION DAY SEPTEMBER 2021:

This college and section day was cancelled in 2021 due to Covid-19.

NZNO COLLEGE AND SECTION DAY 2022:

Will be held on the 14th September 2022 at Te Papa in Wellington. Two representatives from the Enrolled Nurse Section NZNO National Committee will attend.

NZNO ANNUAL GENERAL MEETING & CONFERENCE DAY 13TH AND 15TH SEPTEMBER 2022:

Is being held at Te Papa, Wellington, and two representatives from the Enrolled Nurse Section NZNO National Committee will attend.

ENROLLED NURSE SECTION NZNO AWARD TO A GRADUATING ENROLLED NURSE FROM EACH POLYTECHNIC IN NEW ZEALAND

“Demonstrating Leadership Skills” is the Enrolled Nurse Section NZNO National Committee award given to a new enrolled nurse graduating from our 8 Polytechnics throughout New Zealand each year. Most of our regional enrolled nurse sections also give an award at each graduation and gifts to all the enrolled nurse graduates.

REGIONAL ENROLLED NURSE SECTION STUDY DAYS

Northland /Tai Tokerau managed to organise and host a study day in 2021. Auckland, Midlands and Canterbury cancelled their planned study days in 2021, due to Covid-19. We are hoping that our regional enrolled nurse section study days will be back later in 2022. These will be advertised on our website, newsletter and face book page.

MEMBERSHIP OF THE ENROLLED NURSE SECTION

Membership has decreased over the past few years, as our members retire from nursing. We are not gaining the new enrolled nurses who are entering the workforce. The national committee held two Membership Drives in 2021, with only a small number of enrolled nurses joining, via the email sent out. We need your support and assistance with growing our membership. How do we attract new Enrolled Nurses – the National Enrolled Nurse Section NZNO Committee would welcome your suggestions. Membership is currently 666.

Enrolled Nurses who are members of NZNO can now join online at https://www.nzno.org.nz/groups/colleges_sections/sections/enrolled_nurses/join_us

KOROWAI

In 2019, Lea Thompson, Te Runanga Representative on the Enrolled Nurse Section NZNO National Committee donated a beautiful Korowai to the Enrolled Nurse Section NZNO for our Te Runanga representative. To recognise the beautiful gift by Lea, the Enrolled Nurse Section has had a cabinet made and this is installed on the 5th floor of NZNO, in Wellington.

In August 2021, we had a blessing ceremony for the Korowai, with Lea attending. We are in the process of documenting the history about the Korowai gift for the NZNO library and to put on our website.

THANK YOU'S & APPRECIATIONS

A huge thank you to Debbie Handisides, from Canterbury, who has completed her four-year term, as a valuable National Enrolled Nurse Section Committee member. Debbie has been our Action Plan scribe, Vice-Chairperson, and our Regional Enrolled Nurse Section Liaison officer. We know that Debbie will continue supporting Enrolled Nurses and the Enrolled Nurse Section via her involvement with the Canterbury Regional Enrolled Nurse Section and as a NZNO Delegate.

A huge thank you to Charmaine Parker, National Secretary, Enrolled Nurse Section. Chairperson & Secretary of the Tai Tokerau/Northland Regional Enrolled Nurse Section, who has been on the National Committee for two years. Due to work commitments and further study Charmaine has decided to step down. Charmaine completed study in 2021 and is now a Counsellor in mental health and addiction services at Northland District Health Board. We wish Charmaine all the very best in her future studies.

A Huge thank you to the National Enrolled Nurse Section Committee and previous Committees for their support over many years, approximately 26. I first began my journey as a National Committee member in 1996, representing the Otago Enrolled Nurse Section. In 1998, I was nominated for the secretary position and then went on to be the Chairperson of which I have served three different terms in this position. With committee member in between.

A huge thank you to Suzanne Rolls, NZNO Professional Nursing Adviser, for the Enrolled Nurse Section NZNO National Committee. Suzanne is one of the biggest advocates that we have regarding Enrolled Nursing in New Zealand and mentions Enrolled Nurses and the employment of Enrolled Nurses at every chance she gets. I thank Suzanne for her support and advice over many years

Sharyne Gordon our administration support person, in Wellington, a big thank you for all your assistance to myself and the national committee/s spanning the many years that I have been the chairperson.

It is a sad day for me, as my term as chairperson finishes today. I can say that the profession of enrolled nursing has come a long way, but it is time that the nurse leaders in New Zealand stepped up and gave enrolled nurses the recognition that we so deserve.

A lot has been achieved for the profession of Enrolled Nursing, the recommencement of the Enrolled Nurse programme, the review and new enrolled nurse scope of practice (2010), with the commencement of the Diploma in Enrolled Nursing and title then changed to the New Zealand Diploma in Enrolled Nursing. Enrolled Nurses are provisional vaccinators and can now apply to be Authorised Vaccinators from the 31st of May 2022, Enrolled Nurses are being employed in mental health and addictions in primary health care; Enrolled Nurses who work at Burwood Hospital, can care for intubated patients, alongside a registered nurse, Enrolled Nurses are providing home haemodialysis in the community in Otago and Southland, the list is endless. Eight

polytechnics are offering the Enrolled Nurse programme, with some have two intakes per year of February and July.

The Enrolled Nurse Section was initially set up to support the Enrolled Nurse. Everything we have gained for enrolled nurses over the years has been achieved by lobbying, letter writing, face to face or zoom meetings with stakeholders and this lobbying must continue. We are no longer recognised as the second level nurse, we are enrolled nurses and our experience, skills, and knowledge that we have developed must be recognised.

New Zealand cannot keep plugging the health system with the unregulated health worker, due to the current nursing shortage and lately more recognition has been given to the unregulated health worker, than the enrolled nurse. There must be a nursing workforce plan and strategy developed and more enrolled nurses and registered nurses trained, with a pathway into nursing developed for the health care assistant, to enrolled nurse to registered nurse.

To all our Enrolled Nurse Section members in New Zealand remember you are a valuable member of the nursing team, wherever you work, your experience, knowledge, and nursing skills will take you into the future and beyond. Take every opportunity you can to increase your knowledge and experience. The nursing world is your oyster.

Robyn Hewlett
Chairperson
Enrolled Nurse Section NZNO