

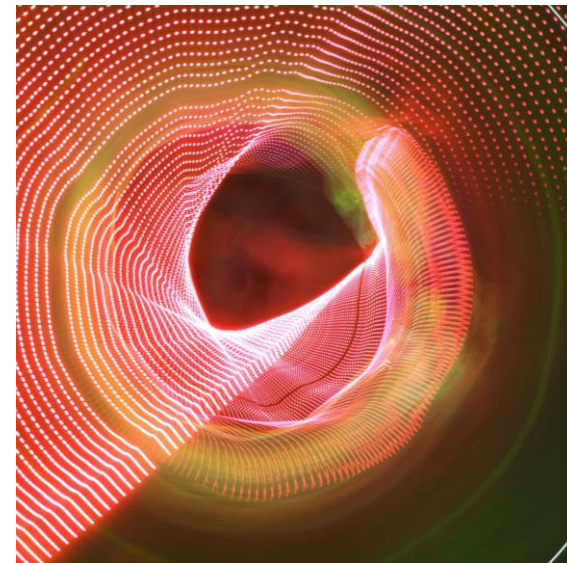
Future of Enrolled Nursing Practice

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NEW ZEALAND
NURSES
ORGANISATION

TŌPŪTANGA
TAPUHI
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Setting the scene –

Enrolled Nurse workforce (NCNZ annual report, 2014).

- 2871 ENs with annual practising certificates
- 2828 worked in direct care roles
- Median age 55
- **81%** had been working for more than **15** years
- **8%** had been working for fewer than 6 years

EN graduates destination data 2012-2014

Nurse Educators in the Tertiary Sector – this was post the last changes made to the enrolled nursing scope and education standards

Year	Graduates	Graduates employed as an EN	Not working as an EN	Unknown
2012 October*	135	75 (56%)	56	(4)**
2012 November*	39	27 (67%)	11	(1)**
2013 November	59	25 (42%)	21	(13)**
2014 November	38	14 (37%)	16	(8)**
Totals	271	141 (52%)	104***	(26)**

*2 cohorts data

**Limitations: not all graduates submit data

*** no follow-up data regarding employment

Current state 2023 – Nursing Council of NZ report:

Key data 2023



Total nurses

with annual practising certificates (APCs)

- 66,505 Registered Nurses
- 2,411 Enrolled Nurses
- 705 Nurse Practitioners*

36% of nurses are internationally qualified

*101 nurses became Nurse Practitioners in the last year



Nurses added to Register

- 7,978 Registered Nurses
 - 1,941 New Zealand graduates
 - 6,037 Internationally qualified
- 270 Enrolled Nurses
 - 228 New Zealand graduates
 - 42 Internationally qualified

Māori and Pacific Peoples nurses

4,888 Māori nurses

4,584 Registered Nurses

238 Enrolled Nurses, and

66 Nurse Practitioners

220 new Māori nurses were added to the Register.

7% of nurses with APCs are Māori.

2,722 Pacific Peoples nurses

2,528 Registered Nurses

182 Enrolled Nurses, and

12 Nurse Practitioners

243 new Pacific Peoples nurses were added to the Register.

4% of nurses with APCs are Pacific Peoples.

10 years – 2014 to 2024

- 2014 Enrolled Nurses with APC - 2871
- 2024 Enrolled Nurses with APC - 2411

Net loss of 460 Enrolled Nurses





2024

- Have we increased enrolled nursing students?
- Has there been an increase in enrolled nursing graduates?
- What is the workforce plan for enrolled nursing?
- How many enrolled nursing graduates are needed to replace the retiring enrolled nurses?



Enrolled nursing – present challenges and future opportunities

Education preparation

Practice environments

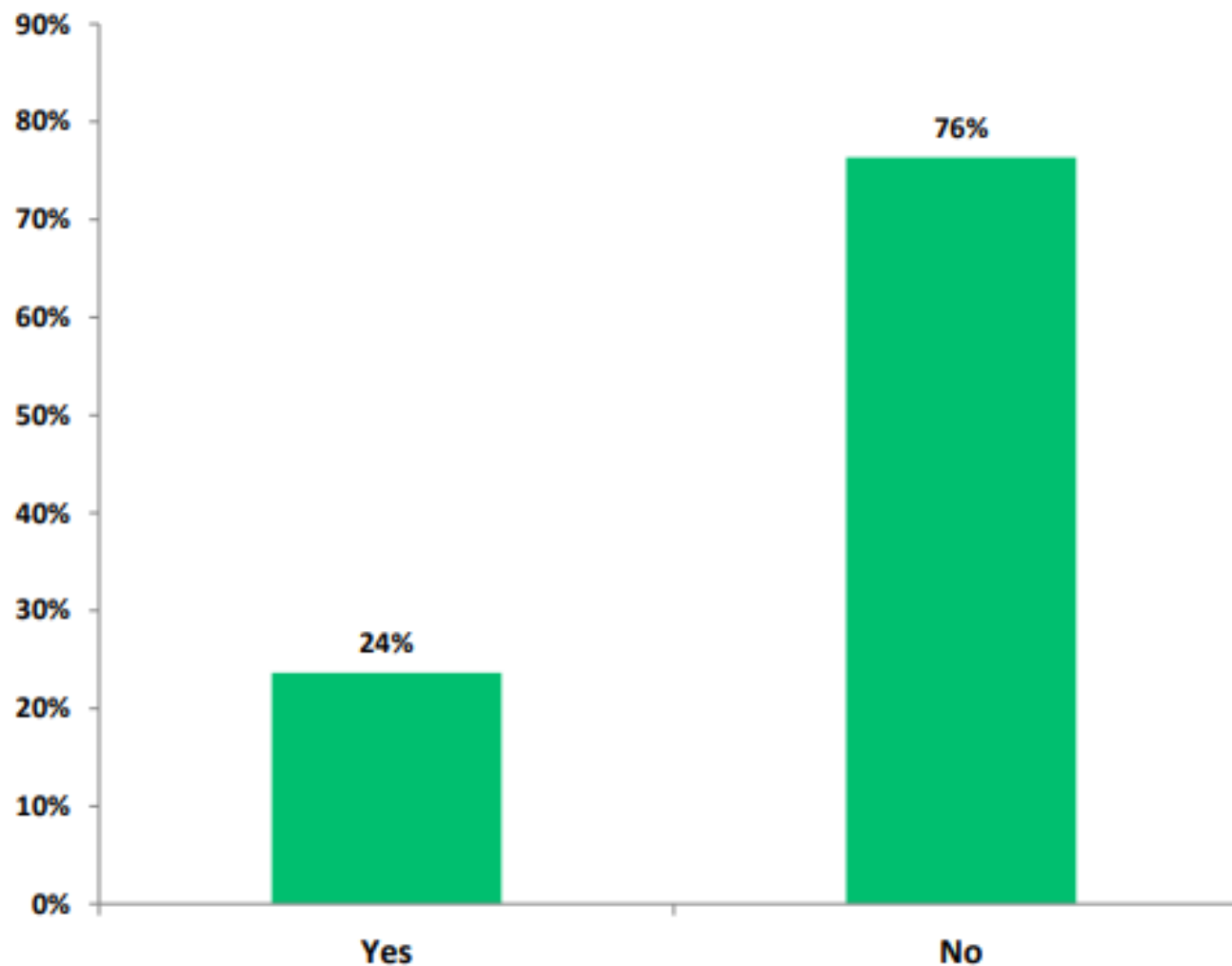
Practice – myths

Career aspirations

We need to ensure we have access to preceptor training and ongoing education

2019 Enrolled Nurse Survey

Access to Preceptor Training





2019 – what has changed in 2024?

- Enrolled nurses believed that their scope of practice was poorly understood by other regulated health professionals.
- Enrolled Nurses feel ‘under-utilised’
- Requirement to work under direction and delegation is restrictive and interpretation is highly variable
- Employment options for enrolled nurses vary considerably between regions.



Immediate actions

“Collaborate and in partnership” will be embedded in practice

Practice environments that engage and utilise the regulated nursing workforce – especially enrolled nurses

Education pathways – staircase and enabled for career progression

EN Career development – in the scope states: level of competence

Alignment of practice within Te Whatu Ora

Increased numbers entering the Diploma – move qualification to Te Pukenga



Enrolled nursing practice

- Informed consent
- Escalation of care
- Knowing your scope of practice
- Decision making
- Cultural Safety, Kawawhakaruru hau and Te Tiriti o Waitangi learning
- Assessment tools
- Documentation



Enrolled nurses

- Be the ambassadors for the profession
- Engage with the implementation of the competencies
- Become a preceptor, mentor, leader
- Challenge practice placements that are not delivering for EN students and graduates
- Know your opportunities