

Information for Enrolled Nurse Support into Practice Programme (ENSIPP) Capital, Coast and Hutt Valley

Enrolled Nurse Support into Practice Programme

The Enrolled Nurse Support into Practice Programme (ENSIPP) is designed to support graduate enrolled nurses and provide professional development to facilitate transition during their first year of practice. The ENSIPP programme offered across the Capital, Coast and Hutt Valley district is aligned with the national learning framework for ENSIPP. The ENSIPP accommodates graduates within the hospital, primary care, aged and residential care, community nursing and mental health, addictions and intellectual disability (MHAIDS) settings.

Positive outcomes for the EN graduate

- The enrolled nurse (EN) graduate is supported in their first year of practice enabling them to practice safely, competently and confidently.
- Develops skills and knowledge at a graduate level through the ENSIPP educational days and clinical coaching in their practice area.
- The EN graduate develop culturally competent practice
- Achieves competent EN on the Professional Development Recognition Programme (PDRP).

Benefits of employing an ENSIPP graduate

- ENs are essential to the healthcare team and an effective healthcare system
- Graduate EN's are supported to deliver quality care to our patients and can contribute to improvements and new ideas in practice area
- A supportive graduate year will promote retention within the workplace

Recruitment

The recruitment for the next ENSIPP intake September 1st 2025 has started and we welcome the opportunity for your practice area to employ a new graduate EN. Graduates apply via Advanced Choice Employment (ACE) and will be interviewed in June, 2025. Facilitation of the interviews will be done by the graduate programme coordinator. We encourage the managers of the practice area to be a participant in interviewing the graduate.

The ENSIPP programme starts in September but graduates can be employed before the start date, and join the next programme as long as they have not been practicing for longer than 6 months.

Employment

- Employment of the graduates is permanent and at least 32 hours (0.8 FTE).
- All graduates must apply through EN Advance Choice of Employment (ACE).

Prerequisites for ENSIPP programme

The graduate will;

- Be assigned a primary preceptor (either RN or EN) for the duration of the programme
- Receive 4-6 weeks of clinical orientation to the practice area supernumerary including clinical load sharing with their preceptor
- Be supported by the ENSIPP clinical coach within the clinical area
- Attend 10 study days total
- Submit a competent EN portfolio and be competent on the Professional Development Recognition Programme
- Complete all requirements of the ENSIPP

The preceptor will;

- Be either an experienced EN or RN
- Attended the preceptor training course within the last 4 years
- Commit to being the graduates primary preceptor for the duration of the programme

The employer will;

- Release the graduate for ENSIPP related education days
- Ensure that the graduate is assigned a preceptor who has completed training
- Agree to meet with the graduate programme coordinator monthly
- Promote a supportive and learning environment

Support from ENSIPP clinical coach & coordinator

The ENSIPP clinical coach will visit the EN in their clinical area at least 8 times throughout the duration of the programme. These visits provide both clinical and pastoral support where required. In addition, the ENSIPP programme coordinator will meet/make contact with the manager/educator to provide support, keep them up to date with upcoming ENSIPP requirements

Additional information

The applications for ENSIPP September 2025 via ACE closes on the 29 April 2024.

Interviews are held across Kenepuru, Hutt Valley hospital and Wellington hospital are held 23027th June, 2025

Please contact Sarah Steele for further information about ENSIPP and your interest in employing a new graduate EN

Sarah Steele

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