

To	Health New Zealand Te Whatu Ora Capital Coast and Hutt Valley Nursing and Midwifery Leadership (NAML) and Senior Nurses
From	Anjana Naidu Nurse Director Workforce Development, Sarah Steele Enrolled Nurse Support into Practice Programme (ENSIPP) Coordinator
Date	14 February 2025
Subject	Health New Zealand Te Whatu Ora Capital Coast and Hutt Valley Enrolled Nurse Professional Development Pathway

Purpose

Following the reinstatement of the Enrolled Nurse (EN) Scope of Practice in 2011 and development of the Enrolled Nurse Support into Practice Programme (ENSIPP), a consistent approach is needed to support EN's professional and career development across the District. This pathway details the professional development expectations for ENs that will remove inconsistency and ambiguity regarding the role of the EN in clinical areas across the District. This pathway enables ENs to work to the top of their scope, and values ENs through investment in their professional development, therefore, supporting retention within the workforce.

Background

Over the past four years the number of ENs entering the nursing workforce has steadily increased due to the employment of graduate ENs through the Enrolled Nurse Support into Practice Programme (ENSIPP). However, there is a lack of visibility of a career and professional development pathway following their graduate year. The Nursing Council of New Zealand (NCNZ) has gazetted a new EN Scope of Practice which has now come into effect (from 20 January 2025) therefore a professional development pathway is needed in order to support ENs to work to the new scope of practice.

The EN professional development pathway aims to:

- Promote the professional development and career progression of ENs within all services across Capital, Coast and Hutt Valley District
- Align the progression with PDRP requirements, and identify pathways that will support consistent practice in all practice areas across the District
- Align the professional development of ENs with the new scope of practice and NCNZ standards of competence
- Clarify expectations and access to professional development by providing a consistent pathway of professional development
- Support policy development within Capital, Coast and Hutt Valley to include ENs

Process and Outcomes

The pathway will reflect policy updates to ensure that these outcomes are consistently reflected in clinical practice.

Professional development framework can start immediately and align with current PDRP levels. Education will be required to ensure that line managers and Nurse Educators can support process change and communicate this with clinical teams. Regular review of the framework will be required to ensure that the EN workforce is supported to work at the top of their scope and considers funding requirements and availability of external professional development opportunities.

NAML Agreement: 22 January 2025

EN Education Guidelines	EN Graduate- ENSIPP	EN Competent	EN Proficient	EN Accomplished
	<ul style="list-style-type: none"> Working towards competent EN on PDRP Completes core requirements 	<ul style="list-style-type: none"> Competent EN PDRP Completes core requirements Working towards proficient 	<ul style="list-style-type: none"> Proficient EN on the PDRP Completes service essentials Working towards Accomplished 	<ul style="list-style-type: none"> Accomplished EN on the PDRP PDCP includes Professional development
	<ul style="list-style-type: none"> Is in the Enrolled Nurse Support into Practice Programme (ENSIPP) Demonstrates progression towards safe and competent nursing practice 	<ul style="list-style-type: none"> Provides safe and competent nursing care consistent with their education, assessed competence, relevant legislative requirements Initiate and monitor care through nursing assessments, care planning, implementation and evaluation of care Seeks when appropriate, guidance from a registered nurse or other registered health practitioner 	<ul style="list-style-type: none"> Has an in-depth understanding of the EN practice and uses evidenced based knowledge to inform nursing care. Contributes to quality initiatives in the clinical area and is a champion representative. Contributes to the education of nursing students and graduate nurses through preceptorship. Peer assessor for PDRP portfolios <p>MHAIDS</p>	<ul style="list-style-type: none"> Demonstrates advancing knowledge and skills in a clinical area within the enrolled nurse scope Contributes to the management of changing workloads Undertakes an additional responsibility within a clinical/quality team Actively promotes understanding of legal and ethical issues Contributes to quality improvements and change in practice initiatives

			<ul style="list-style-type: none"> Act as a Clinical Supervisor Act as an associate key worker 	<ul style="list-style-type: none"> Acts as a role model and contributes to leadership activities CLN in DEU for EN students
Tier One: Mandatory Organisational Learning	<p>Face-To-Face</p> <ul style="list-style-type: none"> Te Rā Whakatau – Poneke Welcome Moving and Handling (MHAIDS excluded except Te Whare Ra Uta) <p>Elearning</p> <ul style="list-style-type: none"> Privacy of Personal & Health Information Pacific Cultural Awareness Disability Equity Fire Safety/Emergency Management Code of Conduct 	<p>Elearning</p> <ul style="list-style-type: none"> Fire Safety/Emergency Management – 2 yearly 	<p>Elearning</p> <ul style="list-style-type: none"> Fire Safety/Emergency Management – 2 yearly 	<p>Elearning</p> <ul style="list-style-type: none"> Fire Safety/Emergency Management – 2 yearly

<p>Tier Two: Mandatory Professional/Vocational Learning</p>	<p>Face-To-Face</p> <ul style="list-style-type: none"> • Orientation for Nurses, Midwives and Unregulated Healthcare Workers • CPR Core Skills (4 hours) • Donning & Doffing <p>Elearning (ConnectMe or Ko Awatea)</p> <ul style="list-style-type: none"> • CPR Core Skill Assessment 2024-2025 • Safe Medication Administration • Introduction to Medical Applications Portal (MAP) • ISBAR • Infection Prevention & Control and Transmission based precautions • Aseptic Technique (NZAT) • Hand hygiene • Principals of Delegation • CPI Prevention First 	<p>Face-To-Face</p> <ul style="list-style-type: none"> • Centralised Learning Requirements Nursing & Midwifery (CLR)- 2 yearly including; <ul style="list-style-type: none"> - Moving and Handling Update 2.5 hours - CPR update 2.5 hours • Donning & Doffing – 2 yearly <p>Elearning (ConnectMe or Ko Awatea)</p> <ul style="list-style-type: none"> • CPR Core Skills Assessment- 2 yearly • Blood Ketone Monitoring- Point of Care Testing 	<p>Face-To-Face</p> <ul style="list-style-type: none"> • Centralised Learning Requirements Nursing & Midwifery (CLR)- 2 yearly including; <ul style="list-style-type: none"> - Moving and Handling Update 2.5 hours - CPR update 2.5 hours • Donning & Doffing – 2 yearly <p>Elearning (ConnectMe or Ko Awatea)</p> <ul style="list-style-type: none"> • CPR Core Skills Assessment- 2 yearly • Blood Ketone Monitoring- Point of Care Testing 	<p>Face-To-Face</p> <ul style="list-style-type: none"> • Centralised Learning Requirements Nursing & Midwifery (CLR)- 2 yearly including; <ul style="list-style-type: none"> - Moving and Handling Update 2.5 hours - CPR update 2.5 hours • Donning & Doffing – 2 yearly <p>Elearning (ConnectMe or Ko Awatea)</p> <ul style="list-style-type: none"> • CPR Core Skills Assessment- 2 yearly • Blood Ketone Monitoring- Point of Care Testing
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<p>Tier 3: Service Essential Learning</p>	<p>Face-To-Face- ENSIPP only</p> <ul style="list-style-type: none"> • Orientation- including NZAT • Assessment of the Deteriorating Patient • Self-Care in Healthcare, Communication and Time Management • Diabetes, Wounds and Open Communication • Stroke, Palliative Care and Clinical Judgement • MHAIDS and PDRP Workshop • My Safety <p>Face-To-Face Clinical area specific – check with your line manager for additional service essential learning</p> <p>Elearning (ConnectMe or Ko Awatea) (excluding MHAIDS)</p> <ul style="list-style-type: none"> • Blood Glucose Monitoring – Point of Care Testing • Malnutrition Screening • Patient Admission to Discharge Planning (PADP) 	<p>Face-To-Face Clinical area specific – check with your line manager</p>	<p>Face-To-Face Clinical area specific – check with your line manager</p>	<p>Face-To-Face Clinical area specific – check with your line manager</p>
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	<ul style="list-style-type: none"> • Falls Prevention <p>MHAIDS Face-To-Face only</p> <ul style="list-style-type: none"> • Desktop Systems Orientation and Training • Ethics and Boundaries • Te Rā Whakamāramatanga: Cultural Orientation • Lived Experience and Engagement in Practice • Engaging Family/Whānau in Practice • Mental State Examination (MSE) • Mental Health Act • Te Roopu Whakatau SPEC initial – 4 days • Sensory Module Workshop • Violence Intervention Programme (VIP) Workshop • Risk Formulation • Cultural Safety Rainbow Awareness • Ethics and Boundaries • Psychopharmacology for Nurses – Level 1 <p>MHAIDS e Learning only (Connect Me)</p>	<p>MHAIDS Face-to-Face only</p> <ul style="list-style-type: none"> • Te Roopu Whakatau SPEC Update – Yearly 	<p>MHAIDS Face-to-Face only</p> <ul style="list-style-type: none"> • Te Roopu Whakatau SPEC Update – Yearly 	<p>MHAIDS Face-to-Face only</p> <ul style="list-style-type: none"> • Te Roopu Whakatau SPEC Update – Yearly
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	<ul style="list-style-type: none"> • Conducting Searches eAssessment • Sensory Modulation • Enabling good lives • Mental State Examination (MSE) • Duress Alarm Systems • Mental Health Act eAssessment • Sexual Safety on Inpatients Units • Digital Notes • Te Ara Oranga – Client Pathway • Enduring Power of Attorney (EPA/EPOA) • SQuARE Reporting • Trend care for all users • Smoke free MHAIDS Supplemental Consumer Record (SCR) • Clinical area specific – check with your line manager for additional service essential learning 			
<p>Tier 4: Professional Development <u>Recommended Face-To-Face Courses</u></p>		<p>Face-To-Face</p> <ul style="list-style-type: none"> • Preceptorship study day • PDRP: Enrolled Nurses • Fundamental Wound Care Study Day 	<p>Face-To-Face</p> <ul style="list-style-type: none"> • Preceptorship study day • PDRP: Enrolled Nurses 	<p>Face-To-Face</p> <ul style="list-style-type: none"> • Preceptorship study day • PDRP: Enrolled Nurses • PDRP Assessor Update (2 yearly)

		<ul style="list-style-type: none"> • Adult Diabetes Inpatient Management Study Day • ALERT (Acute Life Threatening Events Recognition and Treatment) • Dementia and Delirium Study Day 	<ul style="list-style-type: none"> • PDRP Assessor Workshop • PDRP Assessor Update (2 yearly)Adult Diabetes Inpatient Management Study Day • ALERT (Acute Life Threatening Events Recognition and Treatment) • Dementia and Delirium Study Day • Fundamental Wound Care Study Day (pre requisite for below) • Acute Wound, Chronic and Palliative Wound (8 hrs)Lower Limb Assessment and Management (8 hrs) • The Pressure Injury and Management • Generic IV Therapy- Enrolled Nurse • Fundamentals of Peripheral IV Insertion and Blood Sampling 	<ul style="list-style-type: none"> • Adult Diabetes Inpatient Management Study Day • ALERT (Acute Life Threatening Events Recognition and Treatment) • Dementia and Delirium Study Day • Fundamental Wound Care Study Day (pre requisite for below) • Acute Wound, Chronic and Palliative Wound (8 hrs) • Lower Limb Assessment and Management (8 hrs) • The Pressure Injury and Management • Generic IV Therapy- Enrolled Nurse • Fundamentals of Peripheral IV Insertion and Blood Sampling • Paediatric IV Certification (if applicable) • Negative Pressure Wound Therapy fundamental study day
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			<ul style="list-style-type: none"> Paediatric IV Certification (if applicable) <p>Face-To-Face MHAIDS only</p> <ul style="list-style-type: none"> Supervisor Core Programme ARC: Creating a Rainbow Inclusive Health Service Beyond Borderline Part A Dealing with Distress Formulation and Goal Setting He Puna Whakataa 	<ul style="list-style-type: none"> NZRC Core Advanced (9hours) NZRC Core Advanced Refresher – yearly <p>Face-To-Face MHAIDS only</p> <ul style="list-style-type: none"> Supervisor Core Programme SPEC train the trainer ARC: Creating a Rainbow Inclusive Health Service Beyond Borderline Part B Dealing with Distress Formulation and Goal Setting He Puna Whakataa
<p>Tier 4: Professional Development Recommended eLearning (Connect Me or Ko Awatea)</p>	<ul style="list-style-type: none"> Tikanga Maori Guidance and Assessment Trend care for all uses SQUARE Reporting Blood glucose monitoring Blood ketone monitoring Early warning score (EWS) & Vital Signs Chart (Adult) Falls Prevention 	<ul style="list-style-type: none"> Wound Care Fundamentals e learning (2 hours) Aseptic Non-Touch Technique (ANTT) Workbook/Assessment Tikanga Maori Guidance and Assessment Hand hygiene Trend care for all uses 	<ul style="list-style-type: none"> Fundamental of IV Therapy Fundamentals of Peripheral IV Insertion and Blood Sampling Syringe Driver (Adults) Diabetes Inpatient Management PEG tubes Nurse Dysphagia Screening for Stroke 	<ul style="list-style-type: none"> Fundamental of IV Therapy Fundamentals of Peripheral IV Insertion and Blood Sampling Syringe Driver (Adults)Diabetes Inpatient Management PEG tubes Nurse Dysphagia Screening for Stroke

	<ul style="list-style-type: none"> • Pressure injury prevention & management • Smoking cessation ABC Quit Card Provider • Patient Admission to Discharge Plan (PDAP) • Subcutaneous Therapy-National • Principals of Delegation • Te Ara Whakapiri • COVID Learning Framework: Modules 1-5 • Creating a positive and safe workplace- preventing and dealing with unacceptable behaviour • Consumer Right and Complaints Procedure • Sharp Safety • Building Resilience • Rainbow/Transgender 101 • Understanding Bias in Health Care 	<ul style="list-style-type: none"> • Aseptic Non-Touch Technique • Blood glucose monitoring • Blood ketone monitoring • Administration Medicine safety • Early warning score (EWS) & Vital Signs Chart (Adult) • Falls Prevention • Pressure injury prevention & management • ISBAR • Smoking cessation ABC Quit Card Provider • Infection and Prevention Control: Standard & Transmission-based Precautions • Patient Admission to Discharge Plan (PDAP) • Subcutaneous Therapy-National • Principals of Delegation • Te Ara Whakapiri • COVID Learning Framework: Modules 1-5 • Introduction to MAP 	<ul style="list-style-type: none"> • Delirium Care Resource • Dysphagia in Stroke • Humidified High Flow Oxygen Therapy 	<ul style="list-style-type: none"> • Delirium Care Resource • Dysphagia in Stroke • Humidified High Flow Oxygen Therapy • Looking After a Team
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	<p>Paediatrics specific:</p> <ul style="list-style-type: none"> • Early Warning Score and Vital Sign Charts (Paediatrics) • Paediatric Pain Assessment and Management • Te Wao Nui orientation e-learn • Introduction to the Vocera B3000N Badge 	<ul style="list-style-type: none"> • Creating a positive and safe workplace- preventing and dealing with unacceptable behaviour • Consumer Right and Complaints Procedure • Sharp Safety • Diabetes Inpatient Management • PEG tubes • Nurse Dysphagia Screening for Stroke • Delirium Care Resource • Dysphagia in Stroke • Humidified High Flow Oxygen Therapy <p>Paediatrics specific:</p> <ul style="list-style-type: none"> • Early Warning Score and Vital Sign Charts (Paediatrics) • Paediatric Pain Assessment and Management • Te Wao Nui orientation e-learn • Introduction to the Vocera B3000N Badge 		
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	<p>MHAIDS specific</p> <ul style="list-style-type: none"> MHAIDS Serious Event Review 		<p>MHAIDS specific:</p> <ul style="list-style-type: none"> Supervisee eLearning 	<p>MHAIDS specific</p> <ul style="list-style-type: none"> Supervisee eLearning
<p>External Professional Development Opportunities</p>	<p>Area specific</p> <ul style="list-style-type: none"> 2 Day- Vaccinator Foundation 	<p>MHAIDS only</p> <p>Micro-credentials at Whitireia, Weltec, Te Pūkenga</p> <ul style="list-style-type: none"> Te Taha Hinengaro (15 credits) Te Taha Wairua (15 credits) Te Taha Tinana (15 credits) Te Taha Whānau (15 credits) 	<p>Ara Canterbury – PD for ENs G21132</p> <ul style="list-style-type: none"> Health Assessment of Adults (10 credits) Wound Care 1 (5 credits) Rural Health: Assessment of the Deteriorating Patient (5 credits) Rapid Assessment of the Acutely Unwell Patient (5 credits) Assessing the acutely unwell child (in acute setting) (10 credits) The Nursing Management of Dementia, Delirium and Depression (5 credits) Principals of Intraoperative Nursing (10 credits) Diabetes Management (10 credits) 	<p>Ara Canterbury – PD for ENs G21132</p> <ul style="list-style-type: none"> ECG Analysis (5 credits) <p>Otago Polytechnic</p> <ul style="list-style-type: none"> Certificate in Wound Debridement (Level 7) <p>Self-Identified Professional Development Opportunities</p>

			<ul style="list-style-type: none"> • Assessment and Management of Pain (5 credits) • Understanding Mental Illness (5 credits) • Maori Health Nursing (5 credits) • Infection Prevention & Control (5 credits) • Pathophysiology related to aging (5 credits) • Managing Heart Failure in Acute and Community Settings (5 credits) • Pressure Injury, Prevention, assessment and management (5 credits) • Comprehensive Child Health Assessment (10 credits) • Responding to people who Experience Substance Misuse Issues (5 credits) <p>Ara Canterbury – PD for ENs G21132</p>	
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			<ul style="list-style-type: none">• Wound Care 2 (credits)• Cancer Nursing 2- Management (5 credits)	
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