

**Health New Zealand Te Whatu Ora Capital, Coast and Hutt Valley  
Enrolled Nurse Professional Development Pathway**

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

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

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| <p><b>Tier Two: Mandatory Professional/Vocational Learning</b></p> | <p><b>Face-To-Face</b></p> <ul style="list-style-type: none"> <li>• Orientation for Nurses, Midwives and Unregulated Healthcare Workers</li> <li>• CPR Core Skills (4 hours)</li> <li>• Donning &amp; Doffing</li> </ul> <p><b>ELearning (ConnectMe or Ko Awatea)</b></p> <ul style="list-style-type: none"> <li>• CPR Core Skill Assessment 2024-2025</li> <li>• Safe Medication Administration</li> <li>• Introduction to Medical Applications Portal (MAP)</li> <li>• ISBAR</li> <li>• Infection Prevention &amp; Control and Transmission based precautions</li> </ul> | <p><b>Face-To-Face</b></p> <ul style="list-style-type: none"> <li>• Centralised Learning Requirements Nursing &amp; Midwifery (CLR)- 2 yearly including; <ul style="list-style-type: none"> <li>- Moving and Handling Update 2.5 hours</li> <li>- CPR update 2.5 hours</li> </ul> </li> <li>• Donning &amp; Doffing – 2 yearly</li> </ul> <p><b>ELearning (ConnectMe or Ko Awatea)</b></p> <ul style="list-style-type: none"> <li>• CPR Core Skills Assessment- 2 yearly</li> <li>• Blood Ketone Monitoring- Point of Care Testing</li> </ul> | <p><b>Face-To-Face</b></p> <ul style="list-style-type: none"> <li>• Centralised Learning Requirements Nursing &amp; Midwifery (CLR)- 2 yearly including; <ul style="list-style-type: none"> <li>- Moving and Handling Update 2.5 hours</li> <li>- CPR update 2.5 hours</li> </ul> </li> <li>• Donning &amp; Doffing – 2 yearly</li> </ul> <p><b>ELearning (ConnectMe or Ko Awatea)</b></p> <ul style="list-style-type: none"> <li>• CPR Core Skills Assessment- 2 yearly</li> <li>• Blood Ketone Monitoring- Point of Care Testing</li> </ul> | <p><b>Face-To-Face</b></p> <ul style="list-style-type: none"> <li>• Centralised Learning Requirements Nursing &amp; Midwifery (CLR)- 2 yearly including; <ul style="list-style-type: none"> <li>- Moving and Handling Update 2.5 hours</li> <li>- CPR update 2.5 hours</li> </ul> </li> <li>• Donning &amp; Doffing – 2 yearly</li> </ul> <p><b>ELearning (ConnectMe or Ko Awatea)</b></p> <ul style="list-style-type: none"> <li>• CPR Core Skills Assessment- 2 yearly</li> <li>• Blood Ketone Monitoring- Point of Care Testing</li> </ul> |
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|  | <ul style="list-style-type: none"> <li>• Aseptic Technique (NZAT)</li> <li>• Hand hygiene</li> <li>• Principals of Delegation<br/>CPI Prevention First</li> </ul>   |  |  |  |
| <p><b>Tier 3: Service Essential Learning</b></p> | <p><b>Face-To-Face- ENSIPP only</b></p> <ul style="list-style-type: none"> <li>• Orientation- including NZAT</li> <li>• Assessment of the Deteriorating Patient</li> <li>• Self-Care in Healthcare, Communication and Time Management</li> <li>• Diabetes, Wounds and Open Communication</li> <li>• Stroke, Palliative Care and Clinical Judgement</li> <li>• MHAIDS and PDRP Workshop</li> <li>• My Safety</li> </ul> <p><b>Face-To-Face</b><br/>Clinical area specific – check with your line manager for additional service essential learning</p> | <p><b>Face-To-Face</b><br/>Clinical area specific – check with your line manager</p> | <p><b>Face-To-Face</b><br/>Clinical area specific – check with your line manager</p> | <p><b>Face-To-Face</b><br/>Clinical area specific – check with your line manager</p> |

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|  | <p><b>ELearning (ConnectMe or Ko Awatea) (excluding MHAIDS)</b></p> <ul style="list-style-type: none"> <li>• Blood Glucose Monitoring – Point of Care Testing</li> <li>• Malnutrition Screening</li> <li>• Patient Admission to Discharge Planning (PADP)</li> <li>• Falls Prevention</li> </ul> <p><b>MHAIDS Face-To-Face only</b></p> <ul style="list-style-type: none"> <li>• Desktop Systems Orientation and Training</li> <li>• Ethics and Boundaries</li> <li>• Te Rā Whakamāramatanga: Cultural Orientation</li> <li>• Lived Experience and Engagement in Practice</li> <li>• Engaging Family/Whānau in Practice</li> <li>• Mental State Examination (MSE)</li> <li>• Mental Health Act</li> </ul> | <p><b>MHAIDS Face-to-Face only</b></p> <ul style="list-style-type: none"> <li>• Te Roopu Whakatau SPEC Update – Yearly</li> </ul> | <p><b>MHAIDS Face-to-Face only</b></p> <ul style="list-style-type: none"> <li>• Te Roopu Whakatau SPEC Update – Yearly</li> </ul> | <p><b>MHAIDS Face-to-Face only</b></p> <ul style="list-style-type: none"> <li>• Te Roopu Whakatau SPEC Update – Yearly</li> </ul> |
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|  | <ul style="list-style-type: none"> <li>• Te Roopu Whakatau SPEC initial – 4 days</li> <li>• Sensory Module Workshop</li> <li>• Violence Intervention Programme (VIP) Workshop</li> <li>• Risk Formulation</li> <li>• Cultural Safety Rainbow Awareness</li> <li>• Ethics and Boundaries</li> <li>• Psychopharmacology for Nurses – Level 1</li> </ul> <p><b>MHAIDS e Learning only (Connect Me)</b></p> <ul style="list-style-type: none"> <li>• Conducting Searches eAssessment</li> <li>• Sensory Modulation</li> <li>• Enabling good lives</li> <li>• Mental State Examination (MSE)</li> <li>• Duress Alarm Systems</li> <li>• Mental Health Act eAssessment</li> <li>• Sexual Safety on Inpatients Units</li> <li>• Digital Notes</li> </ul> |  |  |  |
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|   | <ul style="list-style-type: none"> <li>• Te Ara Oranga – Client Pathway</li> <li>• Enduring Power of Attorney (EPA/EPOA)</li> <li>• SQuARE Reporting</li> <li>• Trend care for all users</li> <li>• Smoke free MHAIDS Supplemental Consumer Record (SCR)</li> <li>• Clinical area specific – check with your line manager for additional service essential learning</li> </ul> |   |   |   |
| <p><b>Tier 4: Professional Development</b><br/><b><u>Recommended Face-To-Face Courses</u></b></p> |  | <p><b>Face-To-Face</b></p> <ul style="list-style-type: none"> <li>• Preceptorship study day</li> <li>• PDRP: Enrolled Nurses</li> <li>• Fundamental Wound Care Study Day</li> <li>• Adult Diabetes Inpatient Management Study Day</li> <li>• ALERT (Acute Life Threatening Events Recognition and Treatment)</li> </ul> | <p><b>Face-To-Face</b></p> <ul style="list-style-type: none"> <li>• Preceptorship study day</li> <li>• PDRP: Enrolled Nurses</li> <li>• PDRP Assessor Workshop</li> <li>• PDRP Assessor Update (2 yearly)Adult Diabetes Inpatient Management Study Day</li> <li>• ALERT (Acute Life Threatening Events Recognition and Treatment)</li> <li>• Dementia and Delirium Study Day</li> </ul> | <p><b>Face-To-Face</b></p> <ul style="list-style-type: none"> <li>• Preceptorship study day</li> <li>• PDRP: Enrolled Nurses</li> <li>• PDRP Assessor Update (2 yearly)</li> <li>• Adult Diabetes Inpatient Management Study Day</li> <li>• ALERT (Acute Life Threatening Events Recognition and Treatment)</li> <li>• Dementia and Delirium Study Day</li> </ul> |

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

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