

Enrolled Nurse Support into Practice Programme

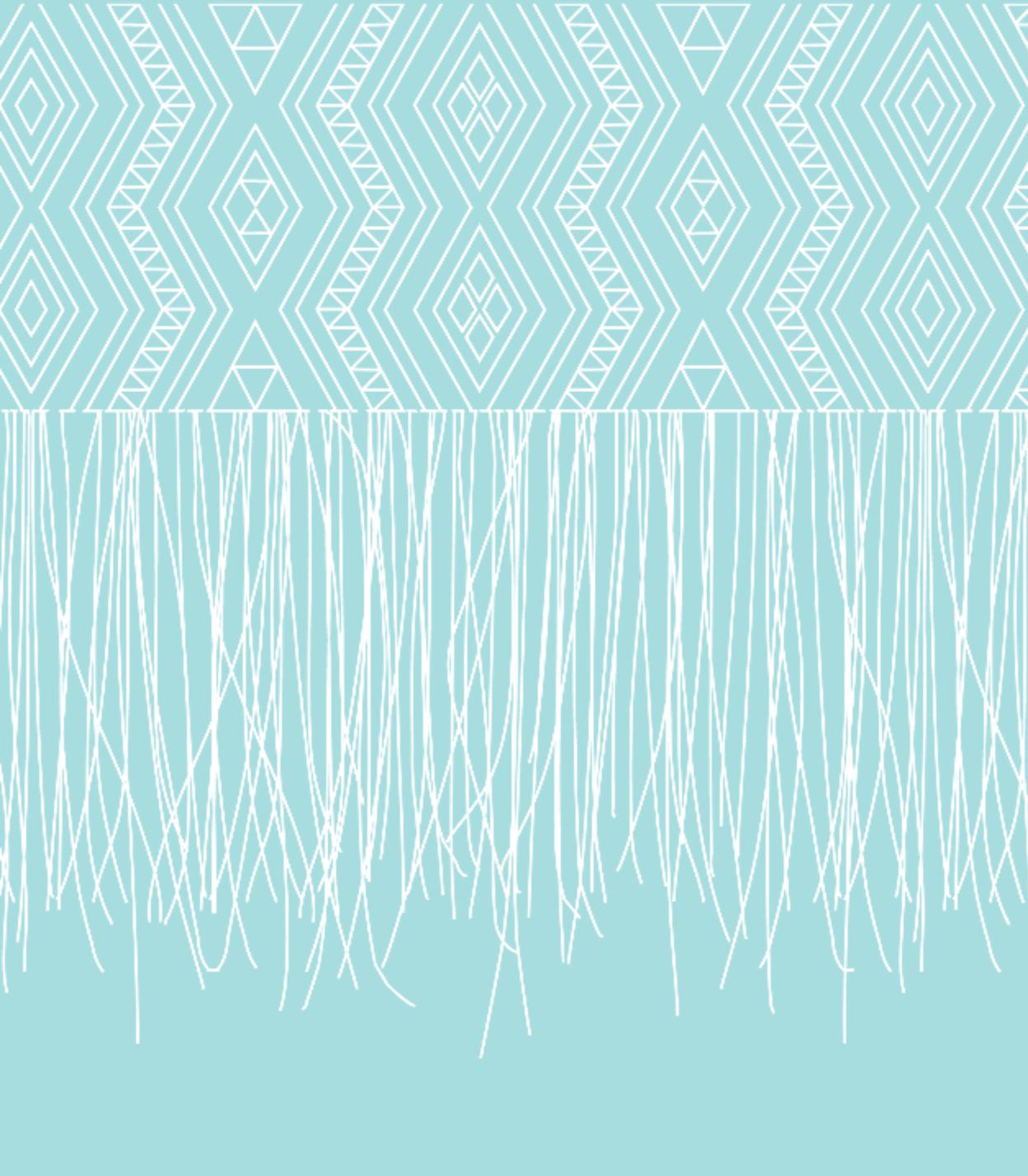
‘The Canterbury
region ENSIPP– How
far have we come’

**Presentation to the NZNO EN section
conference**

by Sarah Gibbon

Nurse Coordinator –ENSIPP

Te Whatu Ora – Waitaha Canterbury.



Objectives of today's talk:

Why have an ENSIPP?

What does the Canterbury ENSIPP entail.

The future of ENSIPP



NZ Nursing workforce demographics ¹

31st March, 2023 – 69,592
Nurses in NZ have an APC. ¹

2,409 of these are ENs.

270 new Grad ENs joined the
register June 2022- March 2023.



NURSING

CHOOSE CANTERBURY
AND WEST COAST

21%

The Canterbury region has the largest percentage of EN workforce in the country. ^{2.}

In 2019 this was 495 ENs.

NZ Nursing Workforce measures

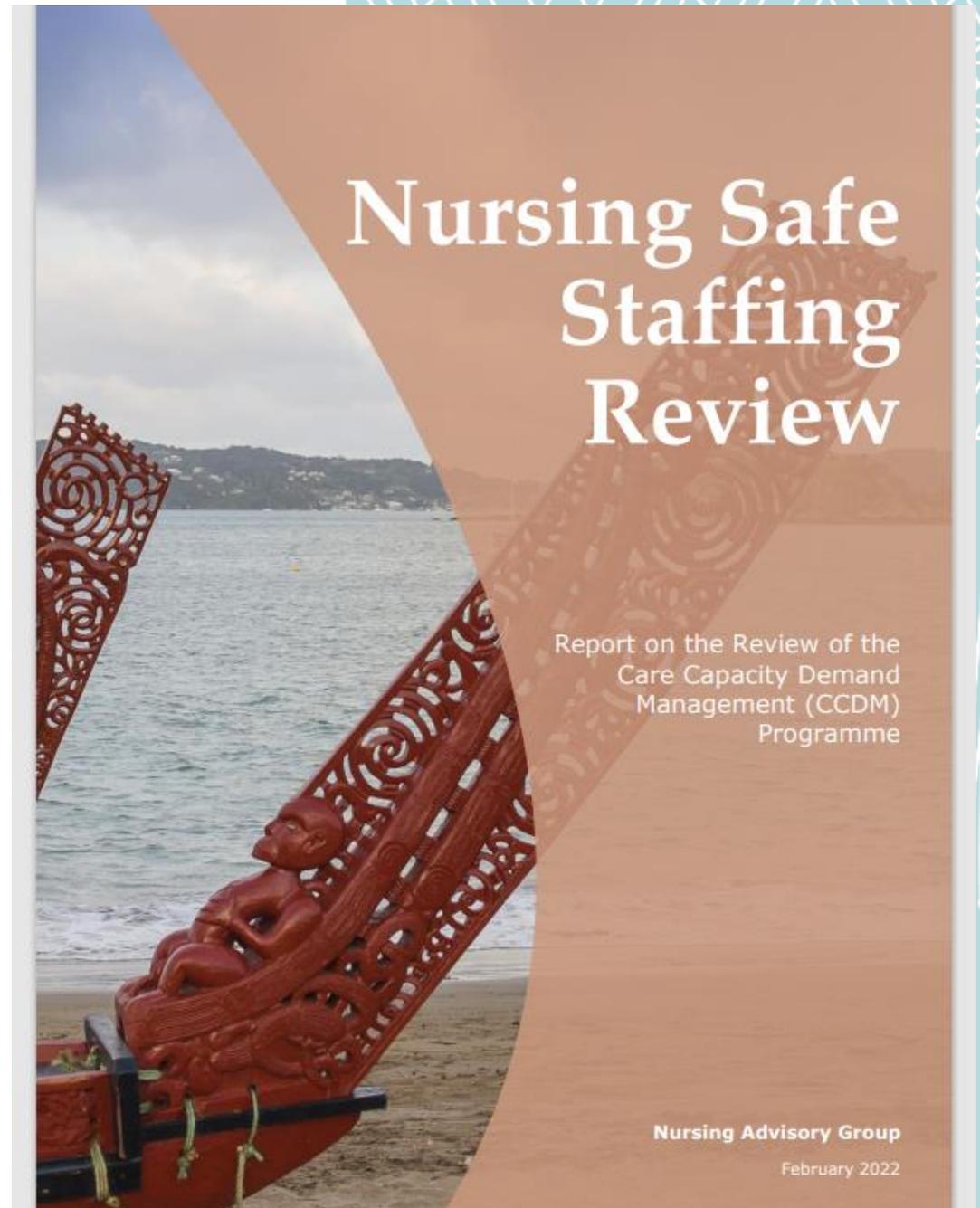
Nursing advisory Group – Safe Staffing report (Feb 2022) developed with CCDM data.³

Recommendation 5 – Increase the nursing supply in the immediate future.

Short term recommendation within the first 12 months:

b) Factor Enrolled Nurses into staffing plans.

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May 2020



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28 May 2020

UPDATE ON ENROLLED NURSING SUPPORT INTO PRACTICE PROGRAMME (ENSIPP)

TAS has been working with the Ministry and DHBs to develop an Advanced Choice of Employment (ACE) process for Enrolled Nurses (ENs). The ACE EN Process commences in June 2020; with an initial one-off entry point for new graduate ENs to apply to participate in the process. Subsequently, a National Talent Pool of eligible applicants will be created in July 2020. The EN National Talent Pool will remain open indefinitely, and DHBs will be able to identify and contact ENs seeking employment through the database.

From June 2020, new graduates applying for a position in an ENSIPP programme across New Zealand must apply via the ACE EN process. The ACE EN Process and Business Rules will align with the ENSIPP Service Specifications and Learning Framework which have been developed by the Enrolled Nurse Support into Practice Working Group and DHB Lead Directors of Nursing.

As there are multiple intakes of ENs across the year, individual DHBs are expected to plan for the year (across multiple EN intakes) to identify how many ENs will be required. DHBs will then invoice the Ministry based on the actual number of ENs, up to the total contract amount. If the number is likely to increase during the year, DHBs need to get in touch with the Ministry to discuss. The funding available per EN is \$8,685 for the 12-month period of the programme.

The EN agreement will be a standalone agreement with each DHB, utilising the agreed Service Specifications. As this is a new contracting process, we want to ensure that it works well for all parties, therefore, it may develop and change over time as required.

ENSIPP is a national programme, it is expected that DHBs take an all of systems approach and will work with non-government organisations including Aged Residential Care, home and community providers, Māori and Pacific providers and primary health organisations to incorporate new graduate Enrolled Nurses into the ENSIPP.

TAS is working with the Ministry on communications to the nursing sector including updating websites with information about the ENSIPP.

If you have further questions please contact nicky.mulholland@health.govt.nz

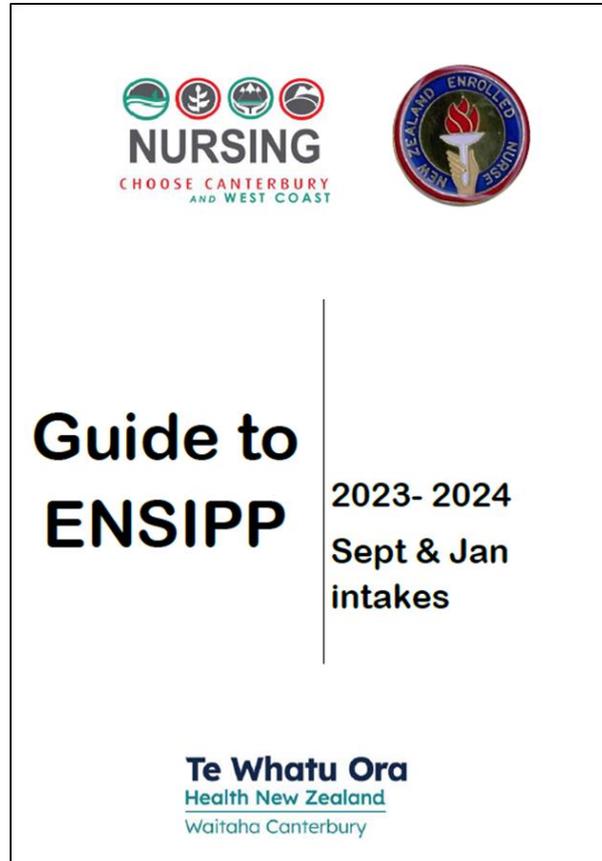
Nāku noa, nā

A handwritten signature in blue ink, appearing to read 'Broodkoorn'.

Margareth Broodkoorn
Chief Nursing Officer



The Canterbury Region ENSIPP



- Te Whatu Ora - Health New Zealand | Waitaha Canterbury (formerly CDHB) administers the Enrolled Nurse Support into Practice Programme (ENSIPP) is to ensure that Enrolled Nursing new graduates commence their careers in Canterbury within a well-supported environment, assisting them to become skilled and confident in their clinical practice.
- The 12-month ENSIPP programme closely aligns with the Nursing Entry to Practice programme (NETP) and Nursing Entry to Specialist Practice (NESP). ENSIPP has tailored completion criteria requirements including study day attendance, completion of a relevant Ara course or equivalent, and the successful completion of a competent level PDRP portfolio.

ENSIPP Completion Criteria

The new graduate enrolled nurse will be required to:

- be working full time (or no less than 0.6 FTE by prior approval) in an area of nursing
- participate in block tutorials / study days
- Submit 6 month Learning goals
- pass their Ara paper or short course (Partner Organisations)
- submit a Competent Level Portfolio (PDRP) by the end of the programme
- work closely with trained preceptors, who will provide support and education within the clinical setting and facilitate ENSIPP nurses in meeting the clinical requirements of the programme.

Overview of ENSIPP education and training

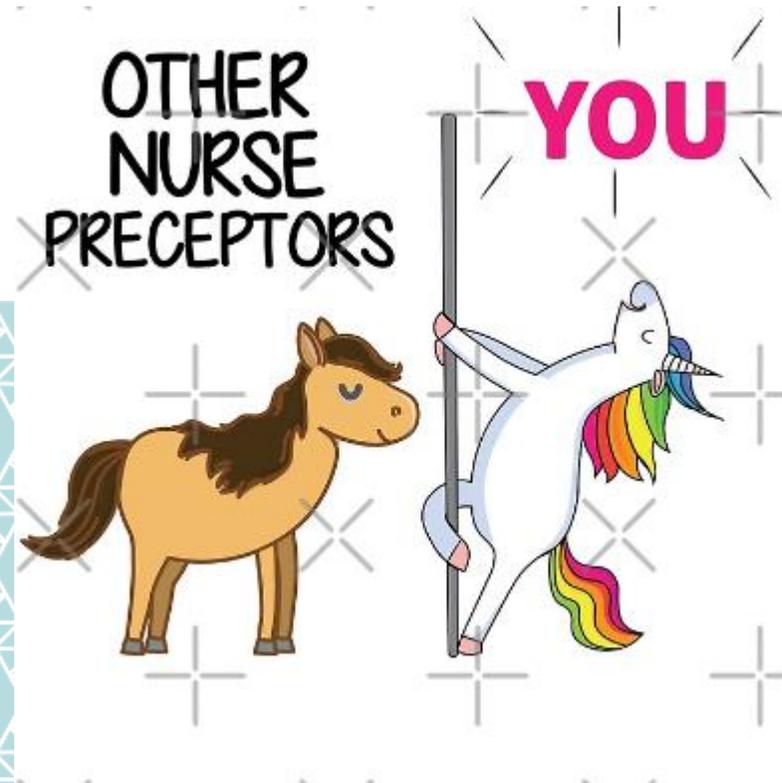
Week	Clinical & Theoretical Components	
Week 1 & 2	<ul style="list-style-type: none"> • Supernumerary Time (minimum of 10 shifts) • Introduction to the clinical practice setting • Completed clinical department orientation • Commence <u>Healthlearn</u> core competencies training • Submit Learning Agreement to Preceptor and Line Manager (provide copy on <u>Healthlearn</u> -ENSIPP) 	<p>ENSIPP study days to be attended over the 12-month ENSIPP Programme.</p> <ul style="list-style-type: none"> • Two days Orientation • 3 study days completing the Ara Level 5 Grad cert Paper • 5 x ENSIPP / NESP study days. <p>Individualised education and training plans with specific dates to be generated.</p>
Weeks 3 - 6	<ul style="list-style-type: none"> • Clinical Load Sharing Time - The ENSIPP EN works alongside the preceptor, sharing the preceptors clinical load. • Complete <u>Healthlearn</u> Fluid and medication Foundation 1,2 and 3 courses. • Reflection meetings may take place. 	
Week 7	<ul style="list-style-type: none"> • Rostered shifts with access to preceptor • Independent management of light clinical load appropriate to EN scope of practice 	
Week 12	<ul style="list-style-type: none"> • Set <u>3 month</u> goals to be completed and reviewed at 6 months. • Goals are set in discussion with Preceptor, Nurse Educator, and Line Manager/ACNM. 	
Week 24	<ul style="list-style-type: none"> • Review goals set at 3/12. • Set goals to be completed and reviewed at 10-12 months. • Goals are set in discussion with Preceptor, Nurse Educator, and Line Manager/ACNM. Submit copy of goals to <u>Healthlearn</u>. 	
Week 40	<ul style="list-style-type: none"> • Completed full performance appraisal with Line Manager against each of the Nursing Council Competencies for ENs • Completed the requirements for the EN Competent Level PDRP and submit PDRP Portfolio 	
End of the 12 months	<ul style="list-style-type: none"> • Graduation from the programme 	

NB: The above is a GUIDE ONLY. Calendars for each ENSIPP EN will be developed and guided by the ENSIPP EN and their respective clinical areas individual needs.

Preceptors

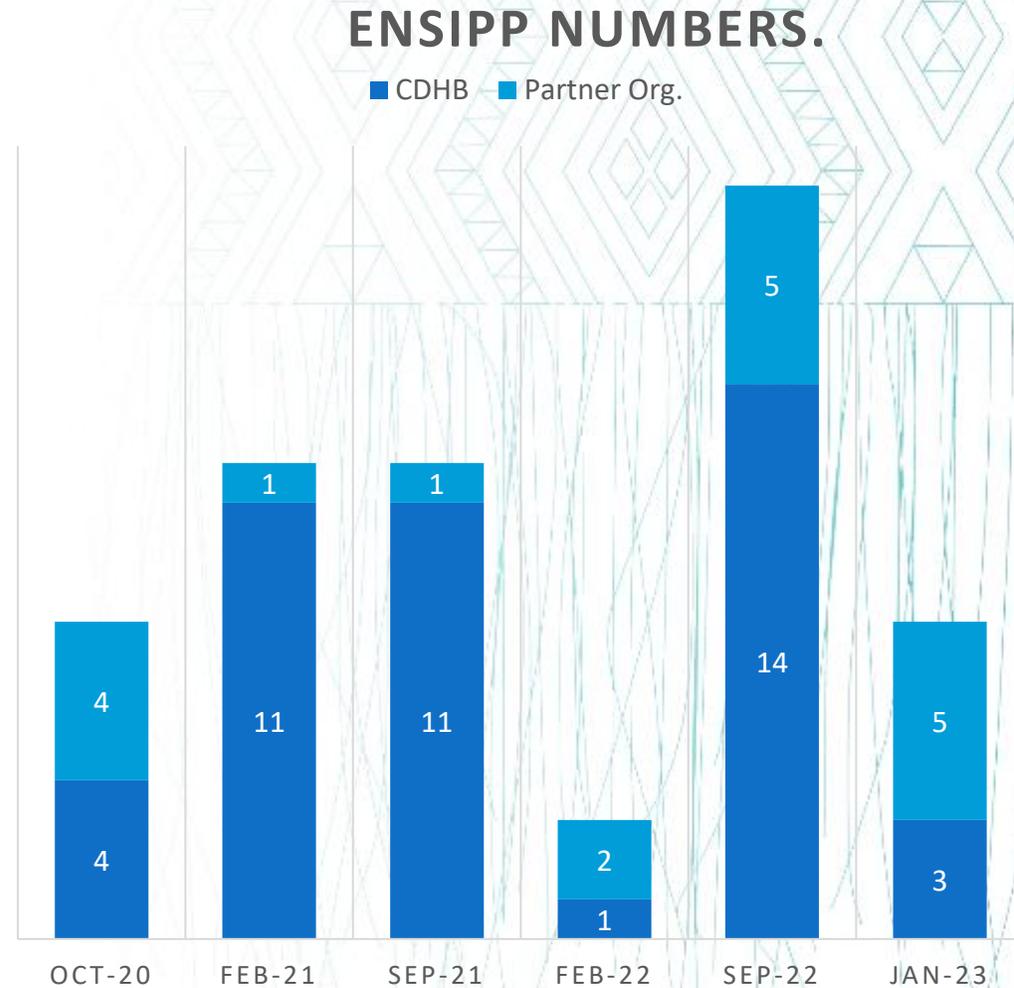
- Strengthen the application of Nursing knowledge in clinical situations.
- Facilitate clinical reasoning and skill development
- 16 Hours of Preceptor training/Education.
- EN preceptor – Socialisation to EN role
- RN preceptor – Oversight & support

- **“Having a well-planned and supportive entry to practice programme improves safety for the new graduate, the employer and the communities we serve. Successful transition to practice through a supported entry to practice programme also improves recruitment and retention of the nurse; and has a positive impact on the wider nursing workforce”.**



Progress:

The Waitaha Canterbury - Nursing workforce development team and our partnering organisations across the Canterbury region are proud of our progress with the implementation and the maintenance of our ENSIPP.



The success of
our ENSIPP :
Collaboration
with
Te Pukenga – Ara
– Institute of
Canterbury &
the DEU model.





The future.....

Questions?

Sarah Gibbon (she/her)

**Nurse Coordinator - ENSIPP | Kairuruku Nehi
Nursing Workforce Development
Waitaha Canterbury**

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Te Whatu Ora
Health New Zealand

References:

1. Nursing council of New Zealand.(2023).*Nursing council Quarterly Data Report*. Online: [www.nursingcouncil.org.nz/Public/News Media/Publications/Workforce Statistics/NCNZ/Publications-section/Workforce_Statistics.aspx](http://www.nursingcouncil.org.nz/Public/News_Media/Publications/Workforce_Statistics/NCNZ/Publications-section/Workforce_Statistics.aspx) Wellington. Te Kaunihera Tapuhi o Aotearoa | Nursing Council of New Zealand.
2. Nursing Council of New Zealand. (2019). *The New Zealand nursing workforce : A profile of Nurse Practitioners, Registered Nurses and Enrolled Nurses 2018-2019*. Wellington. Te Kaunihera Tapuhi o Aotearoa | Nursing Council of New Zealand.
3. Nursing Advisory Group.(2022). Nursing Safe Staffing Review: Report on the Review of the Care Capacity Demand Management (CCDM) Programme. Sourced from: <https://www.beehive.govt.nz/release/safe-nursing-report-shows-why-health-system-needs-fixing>. Accessed March 2023.