



Position statement **Enrolled Nurse**

The purpose of this position statement is to outline key considerations relating to employment of Enrolled Nurses

The contribution of Enrolled Nurses to health service delivery is acknowledged. This supports the opinion that Nursing must be provided by an appropriately qualified nurse.

The scope of practice for enrolled nurses and nurse assistants changed on 31 May 2010. The new scope of practice enables enrolled nurses to make a broader contribution to health services and give greater support to registered nurses. All enrolled nurses have been given the opportunity to complete a transition into the new scope of practice by being assessed against the new competencies. Enrolled nurses who did not transition by 1 July 2011 will have a condition in their scope of practice restricting them to working with health consumers who have stable and predictable health outcomes, or they may have a condition restricting their practice to a specific focused area of practice, e.g. long-term care and rehabilitation. Registered nurses and other health practitioners who direct the practice of enrolled nurses must be aware of these conditions/restrictions.

The scope of practice, defined by the Nursing Council of New Zealand, requires that the *Enrolled Nurse* practise under the direction and delegation of a registered nurse or nurse practitioner to deliver nursing care and health education across the life span to health consumers in community, residential or hospital settings. Enrolled nurses contribute to nursing assessments; care planning, implementation and evaluation of care for health consumers and/or families/whanau. The registered nurse maintains overall responsibility for the plan of care. Enrolled nurses assist health consumers with the activities of daily living, observe changes in health consumers' conditions and report these to the registered nurse, administer medicines and undertake other nursing care responsibilities appropriate to their assessed competence.

In acute settings, enrolled nurses must work in a team with a registered nurse who is responsible for directing and delegating nursing interventions. In some settings, enrolled nurses may coordinate a team of health care assistants under the direction and delegation of a registered nurse. In some settings, enrolled nurses may work under the direction and delegation of a registered health practitioner*. In these situations, the enrolled nurse must have registered nurse supervision and must not assume overall responsibility for nursing assessment or care planning. Enrolled nurses are accountable for their nursing actions and practise competently in accordance with legislation, to their level of knowledge and experience. They work in partnership with health consumers, families/whanau and multidisciplinary teams.

Registered Nurses are assisted to understand the Enrolled Nurse scope of practice and fulfil their responsibility to supervise, direct and delegate appropriately to Enrolled Nurses. Registered Nurses act to ensure that Enrolled Nurses understand their responsibility to:



- (a) Accept and recognise the legal limitations and ethical parameters of the role
- (b) Understand the enrolled nurse's scope of practice and the registered nurse's responsibility and accountability for direction and delegation of nursing care
- (c) Can name the registered nurse who is providing direction
- (d) Know how and when to obtain further direction and assistance from that registered nurse
- (e) Demonstrate knowledge and skill in carrying out delegated nursing care
- (f) Inform and seek guidance from the registered nurse when he/she encounters situations or aspects of care which are beyond his/her educational preparation and competency to perform
- (g) Document the transfer of all or part of a health consumer's care to a registered nurse when the health consumer's needs are beyond their scope of practice
- (h) Inform the registered nurse and documents information about changes in the condition of a health consumer and the outcomes of delegated care.

Nurse Leader Considerations

Employers must ensure an appropriate working environment so that nurses can work in a safe and appropriate manner to meet professional standards and community expectations for safe clinical care. It is important that newly registered enrolled nurses have a comprehensive orientation programme to support their transition into practice. A framework has been developed by NENZ and Ministry of Health in partnership with the enrolled nurse section of NZNO to guide employers. It is recommended that this document is used to form a supported orientation plan for new graduate enrolled nurses. This document can be found on the NENZ webpage and the Ministry of Health enrolled nursing webpage.

Key Documents

- Nursing Council of New Zealand. (April 2012). Competencies for enrolled nurses.
- Nursing Council of New Zealand. (May 2011). Guideline: responsibilities for direction and delegation of care to enrolled nurses.
- NENZ (August 2017). Supported orientation framework for new graduate enrolled nurses: Guidance for employers.