



**Position statement**      **Support for the first year of practice**

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**The purpose of this position statement is to outline key considerations in support of the first year of practice**

**Preparation for Practice**

Health provider organisations provide a wide range of clinical experience opportunities to support the comprehensive preparation of nurses for practice to effectively meet the current and future health needs of the community of New Zealand.

NENZ supports the retention of clinical experience which covers the main clinical specialities in hospital setting and community settings, strengthening of clinical experience in the undergraduate programmes to develop the work ready graduate.

NENZ works with Nurse Educators in the Tertiary Sector (NETS) and local education providers to ensure that nursing education curricula reflect the needs of the health service expectations and Nursing Council of New Zealand standards

**Entry to Practice**

- Health provider organisations commit to employing new graduate nurses in order to maintain the on-going supply of nurses to meet the needs of each community. This includes new graduate opportunities in primary health and aged residential care.
- Health provider organisations provide structured programmes for nurses entering practice which facilitates transition to a competent and confident nurse, this programme being the Nurse Entry to Practice Programme (NETP).
- Health provider organisations provide work environments and models of care that support nurses to provide effective and outcome orientated care.
- The NETP programme meets the expectations outlined by:
  - Nursing Council approved Professional Development and Recognition Programmes.
  - Nursing Council competencies for registered and enrolled nurses.
  - Health Workforce (formally Health Workforce New Zealand).
- The NETP programme assists nurses to develop and maintain knowledge, experience and competence that contributes to safe practice and encourages continuation to post-registration education

**NB: In situations where the employing organisation does not attract Ministry of Health funding e.g. Corrections, the employer is still expected to provide the support mechanisms for new graduates as outlined in this document**

**Nurse Leader Considerations**

Each organisation needs to have support processes in place to ensure that their NETP programme successfully supports nurses' transition to practice



### Key Documents

- Health Workforce New Zealand. (2014). Service specification nursing entry to practice 2/B46. Wellington: Author.
- Ministry of Health. (2019). Recruitment of new graduate registered nurses. Retrieved from <https://www.health.govt.nz/our-work/nursing/developments-nursing/recruitment-new-graduate-registered-nurses>
- Nursing Council of New Zealand. (2007). *Competencies for Registered Nurses*. Retrieved from Wellington: <http://www.nursingcouncil.org.nz/index.php/Nurses/Scopes-of-practice/Registered-nurse>
- Nursing Council of New Zealand. (2012). *Competencies for enrolled nurses*. Retrieved from Wellington: <http://www.nursingcouncil.org.nz/Nurses/Scopes-of-practice/Enrolled-nurse>
- Nursing Council of New Zealand. (2013). *Framework for the approval of professional development and recognition programmes to meet the continuing competence requirements for nurses* Wellington Author.
- Nursing Council of New Zealand. (2015). Nurse Entry to Practice (NETP) Programme Standards. Wellington Author.