

**ENROLLED NURSE SUPPORT INTO  
PRACTICE PROGRAMME (ENSIPP)**

**National Learning Framework**

**The DHB Lead Nurses (DoN) Group**

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## 1. Introduction

The Enrolled Nurse Support into Practice Programme (ENSIPP) national learning framework is designed to support new graduate programme coordinators and educators, under the leadership of the 20 District Health Boards' (DHBs) Lead Nurses (DoN) Group, to develop and sustain ENSIPP programmes. The framework aligns with the Ministry of Health's Health Workforce Directorate's (HWD) ENSIPP service specifications and the New Zealand Nursing Council's (NZNC) policies and standards for Enrolled Nurses (EN). The framework describes the background and objectives of the programme, the purpose of the framework and outlines how new graduate programme coordinators and educators should utilise the framework.

The DHB DoNs are responsible for and provide oversight of the ENSIPP programme and adherence to the established framework within the 20 DHBs

## 2. Background

In New Zealand, the EN scope of practice was reinstated in 2010. Subsequently, the employment of ENs has been variable between DHBs. In the absence of a national framework for support into practice for new graduate ENs, DHBs have developed similar but different orientation packages.

New graduate ENs are prepared to work in a range of settings when they complete the 18-month New Zealand Diploma in Enrolled Nursing programme. Well-planned supported entry to practice 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; and has a positive impact on the wider nursing workforce.

In 2014, the EN section of New Zealand Nurses Organisation (NZNO) proposed a supported into practice programme (ENSIPP) for new graduate ENs. While there has not been national agreement to adopt the ENSIPP; in 2015 a review of six DHB orientation packages for ENs showed there are common components across programmes aligned with the ENSIPP.

In August 2016, the Ministry of Health coordinated a meeting and follow-up discussions between the Directors of Nursing and Associate Directors of Nursing; to explore the success factors for employing ENs and the agreed components for a supported orientation framework. The *Supported orientation framework for new graduate enrolled nurses: Guidance for employers* was subsequently endorsed by Nurse Executives of New Zealand (NENZ) and used as national guidance for employers of ENs.

## 3. Purpose of the Framework

This document has been developed to provide a national learning framework for the ENSIPP programme.

The framework:

- Is built on a set of nationally consistent principles for transition to practice and assists organisations by outlining the support required for new graduate enrolled nurses; and
- Presents the agreed essential components for supported entry to practice for new graduate ENs in New Zealand.

## 4. Key Components of ENSIPP Programmes

All ENSIPP programmes will:

- Be able to provide a supportive environment for graduate EN nurses as they enter the nursing profession, including access to cultural support if appropriate;
- Have a new graduate programme coordinator, who must be an experienced RN employed by the DHB; and who is responsible for leading the programme in each DHB area. The programme coordinator must have experience in clinical teaching and facilitation of clinical learning; and hold a relevant postgraduate qualification;
- Meet the HWD service specification for ENSIPP programmes;
- Incorporate the NCNZ competencies for ENs;
- Have formal access to a Professional Development and Recognition Programme (PDRP) that is aligned with the national PDRP framework;
- Incorporate the principles of adult learning;
- Have clear, robust and consistent processes for managing non-performing ENs in the programme;
- Have clear robust, transparent and consistent processes for recruitment into the ENSIPP programme, utilising the Advanced Choice of Employment (ACE) process;
- Facilitate the integration of Te Tiriti o Waitangi/ The Treaty of Waitangi principles and culturally safe practice for graduates;
- Be designed to develop the specific knowledge and skills required to progress from a new graduate EN to a competent EN;
- Be evaluated at least every five years;
- Maintain an internal annual evaluation cycle using a recognised quality improvement process;
- Maintain appropriate records;
- Have processes in place to demonstrate and report on monitoring, assessment, goal setting, evaluation and quality management of the programme;
- Monitor the retention of graduate EN nurses;
- In conjunction with the clinical service areas, monitor the performance of preceptors in their support of graduate nurses and provide feedback to them;
- Ensure that clinical preceptorship is delivered by appropriately prepared preceptors or a preceptorship team which has completed a preceptor training programme as per ENSIPP specifications; and
- Have a clearly defined assessment process that is robust and consistent.

## 5. How should the Framework be utilised?

This Framework should support the development and maintenance of the ENSIPP programme by DHB new graduate programme coordinators and nurse educators; who will:

- Develop materials for the programme; and

- Review and update their current programme in line with the HWD service specification, Nursing Council of New Zealand (NCNZ), Professional Development and Recognition programmes (PDRP) Standards, and the Nursing for Preceptorship Programmes.

## 6. Key Supporting Documents

The following documents have been included in the framework, to ensure nationally consistent, robust and effective ENSIPP programmes.

### a) ENSIPP Programme Principles

### b) The MoH Health Workforce Directorate's (HWD) Specifications for ENSIPP Programmes

This specification outlines the requirements for those DHBs and other HWD approved organisations offering ENSIPP programmes, to receive part funding for their programme from the Ministry of Health. It assumes that this programme will be delivered in a "good employer" environment that offers appropriate human resources and performance management provisions. It should be utilised to inform the resource allocation, processes and outcomes of the ENSIPP programme.

### c) The Supported Orientation Framework for New Graduate Enrolled Nurses (October 2016) Directors of Nursing New Zealand

<https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=2ahUKEwjJiPWGgKrmAhWc7HMBHTWiC2AQFjABegQIBRAC&url=https%3A%2F%2Fwww.nurseexecutivesnz.org.nz%2Fuser%2Ffile%2F5%2FSupported-orientation-framework-for-new-graduate-enrolled-nurses-guidance-for-employers.pdf&usq=AOvVaw2H5DOzMJq6Bpn54ScLHqru>

### d) National Framework and Evidential Requirements

[http://nzno.org.nz/support/professional\\_development/National\\_Framework\\_and\\_Evidential\\_Requirements](http://nzno.org.nz/support/professional_development/National_Framework_and_Evidential_Requirements)

### e) Professional Development and Recognition Programmes (PDRP)

<https://www.nursingcouncil.org.nz/Public/Nursing/PDRPs>

### f) Nursing Council of New Zealand domains of competence for the EN Scope of Practice

[https://www.nursingcouncil.org.nz/Public/Nursing/Scopes\\_of\\_practice/Enrolled\\_nurse](https://www.nursingcouncil.org.nz/Public/Nursing/Scopes_of_practice/Enrolled_nurse)

### g) Competencies for ENs

[https://www.nursingcouncil.org.nz/Public/Nursing/Competencies\\_for\\_Enrolled\\_Nurses](https://www.nursingcouncil.org.nz/Public/Nursing/Competencies_for_Enrolled_Nurses)

### h) Preceptorship for Excellence - National Framework for Nursing Preceptorship Programmes

<https://www.ccdhb.org.nz/working-with-us/nursing-and-midwifery-workforce-development/preceptorship-and-supervision/preceptorship-national-framework.pdf>

## 7. Principles for Supported Transition to Practice

(Adapted from the Australian and New Zealand Council of Chief Nurses and Midwives)

The following principles have been developed to underpin ENSIPP programmes nationally; and provide national guidelines to enable consistency between programmes. These have been developed as a summary

of the key principles of the various resources; and are intended to provide a guideline in the development and/or review of ENSIPP programmes. They are deliberately not prescriptive to enable organisations to develop local level programmes which are tailored to meet the needs of the wider health community they serve. All ENSIPP programmes should be developed and reviewed in alignment with these principles and the other documents included in this framework.

1. Successful transition to practice requires a safe working environment that respects the experience and scope of practice of the individual EN.
2. Preceptorship can be provided by a team. The preceptorship team includes the Charge Nurse / Team Leader/ Nurse Manager, Nurse Educator and other staff in the work environment. Their roles and responsibilities are outlined in the National Framework for Nursing Preceptorship Programme “Preceptoring for Excellence.”
3. A named primary preceptor must be identified for each new graduate EN to ensure accountability for negotiating and evaluating learning outcomes, as outlined in the National Framework for Nursing Preceptorship Programme.
4. Successful transition to practice requires clinical practice as the focus, with a positive collaborative environment, where opportunities for experiential learning are maximised.
5. Successful transition to practice requires constructive feedback as a tool to support the transition.

## 8. The programme supports new ENs to develop their practice by:

- Promoting and supporting the new graduate EN’s ongoing professional development to continue learning, maintain competence and meet the NCNZ’s continuing competence requirements;
- Ensuring the new graduate EN meets the required competencies of level 2 (the competent EN) of the national framework for nursing PDRP by the end of the programme; and
- Employing the new graduate EN in a clinical service area where there is designated nurse leadership or a senior nurse with professional accountability in that area.

## 9. ENSIPP Programme Elements

Additional organisational or practice setting tools can be added to record the progress of skill and knowledge acquisition for the new graduate EN.

### a) Preceptorship

A trained preceptor is provided, or a lead member of the preceptorship team is identified as the primary preceptor; and is the main person responsible for supporting the enrolled nurse for 6–12 months - with oversight and input from the clinical nurse manager/ team leader and clinical nurse educator. Appropriate resources will be made available to support the programme and nurses on the EN programme.

### b) Allocation of shifts and orientation

The preceptor initially works side by side with the graduate EN, who is assumed to be supernumerary for 2 weeks. The EN will have a shared caseload with the preceptor/Registered Nurse for up to six

weeks or more if required; when working in a highly specialised area or areas requiring a high degree of independence. Some flexibility should be included to shorten or extend the supervised period depending on development of skills and confidence and the practice setting.

**c) Assessment**

Includes a formative assessment between three and six months, with the expectation that a portfolio assessment for PDRP competent is undertaken by 12 months with the guidance and support of the clinical nurse manager/educator.

**d) Study days**

The ENSIPP will provide eight study days and two orientation study days. Some areas of practice may require the new graduate to undertake extra hours depending on the needs of the service.

**e) Enablers for success**

Some areas have not employed ENs for some years or currently employ low numbers of ENs. DHBs, where ENs are an established part of the health care team, have identified enablers for success when employing new graduate enrolled nurses.

Such DHBs:

- Have well-embedded and well understood policies for direction and delegation;
- Have a clearly defined programme designed to meet the requirements of the clinical services area;
- Have Registered Nurses (RNs) who have a clear understanding of the EN role and RN accountability when directing and delegating care;
- Employ new graduate ENs in areas where ENs are already established as a part of the team;
- Employ new graduate ENs into areas where the Clinical Nurse Manager understands the role and is willing to support new graduate ENs;
- Work with education providers to recruit suitable candidates into the EN diploma course, and work in partnership to ensure EN graduates are well prepared to meet the needs of the DHB;
- Consider what is the best model of care for a particular area to ensure ENs have opportunities to work to the top of their scope - which adds even further value to their workplace;
- Consider all nursing vacancies for potential to fill with an EN, advertise for RN/EN; and
- Use an expression of interest process to attract ENs and employ from a talent pool as positions arise.

## 10. Agreement

It expected that:

- This framework will be used to formulate the standards and quality processes of the ENSIPP programme regardless of clinical context;
- These standards will be monitored by the Lead Nurse (DoN) of each DHB; and
- When signing for any HWD funding support, it is understood and agreed that these standards are being utilised.