

New Enrolled Nurse Scope of Practice

FAQs

When will the New Scope come into effect?

The Council is working with the sector to develop new education standards and competencies which will be consulted on later in the year. It is likely that the new scope will be gazetted and come into effect in early 2024 and will be accompanied by the new education standards. We anticipate changes to the curriculum will come into effect in 2025.

What is Whakapapa- centred care?

Whakapapa centred care describes the multi-generational and long-term impacts, and outcomes (both positive and negative) of nursing care and support. It ensures competent and safe care is preserved for future generations, whilst continuing to honour and acknowledge the past.

When will the new education standards be finished?

The Council is currently engaging actively with the education and nursing sector in developing new draft education standards and competencies that will accompany the new Enrolled Nurse Scope. These are set to be delivered to the sector for consultation later in the year. This consultation will be open for approximately six weeks. Following analysis of the consultation these will be published in early 2024.

What is the implementation plan for this new Scope?

The [New Scope Statement](#) was launched on 23 May 2023 but won't be gazetted and come into effect until early 2024, when the accompanying education standards and competencies are completed. We plan to consult with the sector later in the year on these. We are planning a series of communications and engagement to support transition to the new scope over the next year. We will keep you updated.

Do I need to do anymore training for this new Scope of Practice?

We anticipate there will be changes to the EN education curriculum over 2024. While we are not anticipating any retraining of current Enrolled Nurses, there is scope for further professional development to support EN's in their practice working with the new scope.

Is the Council looking to change the title of Enrolled Nurse?

The Council has made it clear from the beginning of this process that it is not proposing to change the title of Enrolled nurse. During the consultation process the Council sought feedback from the profession as to the appropriateness of the title. The Council has gathered this feedback, and this will be shared with the profession. The Council has made it clear that any future decisions on the title of Enrolled Nurse will be made by the Profession and that the Council will not play any role in the decision making of any potential name change.

When was the last change to the Enrolled Nurse Scope of Practice?

The last change to the Enrolled nurse Scope of Practice was in 2010. The Council believes that this new Enrolled Nurse Scope modernises and updates the role of Enrolled Nurses more effectively and accurately than the last changes in 2010 and recognises the significant role of enrolled nurses across all areas of the sector. This scope will enable a modern and efficient Enrolled nurse workforce.

Are there any plans to change the Registered Nurse Scope of Practice?

The Council is currently undertaking a review of the Registered Nurse competencies. With the changes to the Enrolled Nurse scope of practice and subsequent review of the education standards and competencies it is anticipated that there will be some changes to the Registered Nurse scope of practice, particularly as the direction and delegation terminology has been removed. The sector will be engaged and consulted if there are any proposed changes to the Registered Nurse scope of practice.

How will the Enrolled Nurse and Registered Nurse competencies review align?

Measures are being taken to ensure that the Registered Nurse competencies project aligns with the Enrolled Nurse Scope Review project to ensure coherence between both projects. This is important as we consider the progression between enrolled nurse and registered nurse scopes.

Will the new EN education standards also reflect the medication and fluid administration standards for Enrolled Nurses (eg; IV antibiotics)?

The new Enrolled Nurse (EN) scope is intended to be more enabling and reflective of an EN's knowledge, skills, competencies, and experience throughout their career. These standards will guide the design and delivery of EN education programmes, and may include areas like medication administration and fluid management.

The Council does not advise specifically on whether individual tasks/procedures are within a nurse's scope of practice. Instead, it is the responsibility of each nurse and their employer to determine whether they have the requisite skill, knowledge, and competence to undertake any task guided by an organisation's policies and guidelines.

The new EN competencies (that will be consulted on later in 2023) will support design and delivery of EN education programmes and guide curriculum content and learning outcomes. The new EN competencies will provide more clarity around the knowledge, skills and attributes (eg: medication knowledge) to prepare ENs with the appropriate education and to help guide ongoing training and professional development.

Will the new EN scope be the same in all districts as some ENs in other areas are allowed to administer IV antibiotics?

The EN scope of practice applies to all ENs in Aotearoa New Zealand. It is the professional responsibility of all practising nurses to maintain their competence to practise. However, we recognise hospitals and healthcare settings vary in their policies and practices when it comes to what tasks ENs are allowed to do.

The new scope is more enabling than the existing scope which might mean some changes in practice for ENs. There is a greater emphasis on being accountable and responsible for their nursing practice, ensuring all health services they provide are consistent with their education and assessed competence, legislative requirements, and are supported by appropriate standards. We plan to work with the sector to develop an implementation plan for the new scope, and associated standards and competencies, which will address these questions.