



UNIVERSITY  
*of*  
**OTAGO**  
*Te Whare Wānanga o Otāgo*  
NEW ZEALAND



VICTORIA UNIVERSITY OF  
**WELLINGTON**  
TE HERENGA WAKA



MEDICAL AND  
HEALTH SCIENCES

**SCHOOL OF NURSING**

# ENROLLED NURSES MAKING A DIFFERENCE IN PRIMARY CARE. ENROLLED NURSE PRIMARY HEALTH CARE WORKFORCE DEVELOPMENT INITIATIVE UPDATE

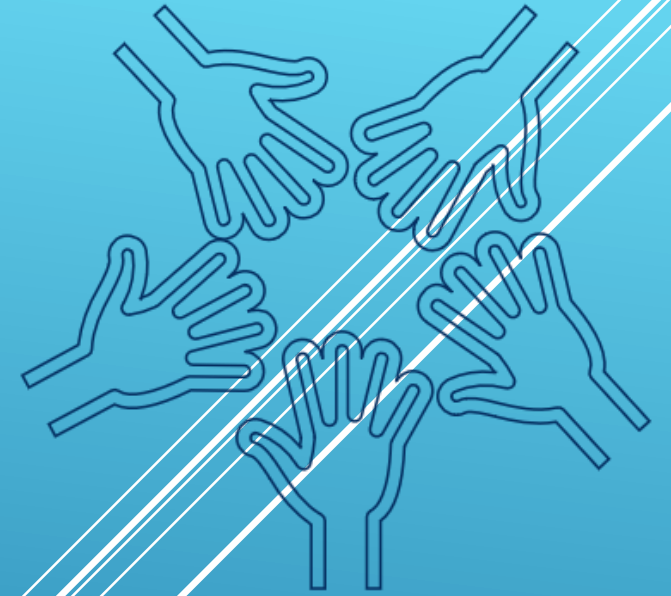
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Pikiao, Ngāti Whakaue, Tapuika)

Presented at Te Tai Tokerau Nursing Conference 2023

**Te Whatu Ora**  
Health New Zealand

- ▶ **Collaboration** between University of Auckland, Otago University, and Te Whata Ora
- ▶ **Partnership** approach with NZNO, Education Providers, NZ College of MH Nurses, Te Rau Ora and The Fono.
- ▶ **Purpose** – to embed EN/NP service delivery into primary health care practice and increase the participation of Maori and Pacific in the nursing workforce.
- ▶ Originally **funded** by the MOH – Mental Health and Maori directorate but now sits with Te Whatu Ora
- ▶ **3 Enrolled nursing streams** into primary care were identified.



## EN/NP SEP WORKFORCE DEVELOPMENT PROGRAMME

### **Stream 1**

- ▶ Enrolled nurses already working in PHC

### **Stream 2**

- ▶ Newly graduated enrolled nurses to gain employment in PHC

### **Stream 3**

- ▶ Enrolled nurses working in PHC to lead mental health and addiction services and models of care to meet the unmet needs of whanau

# NZ HEALTH CONTEXT

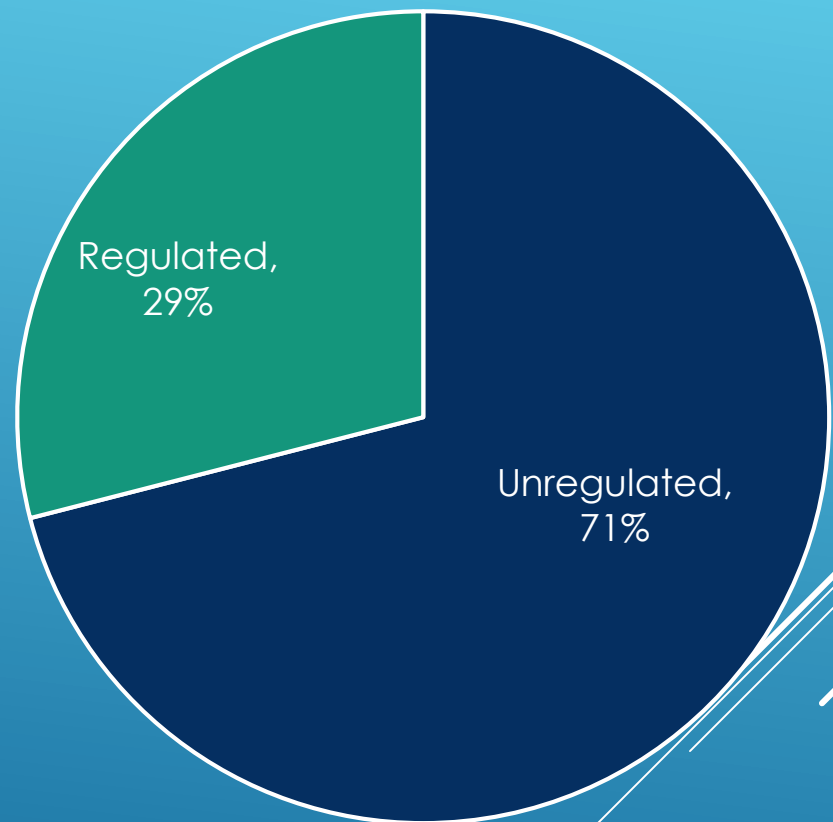
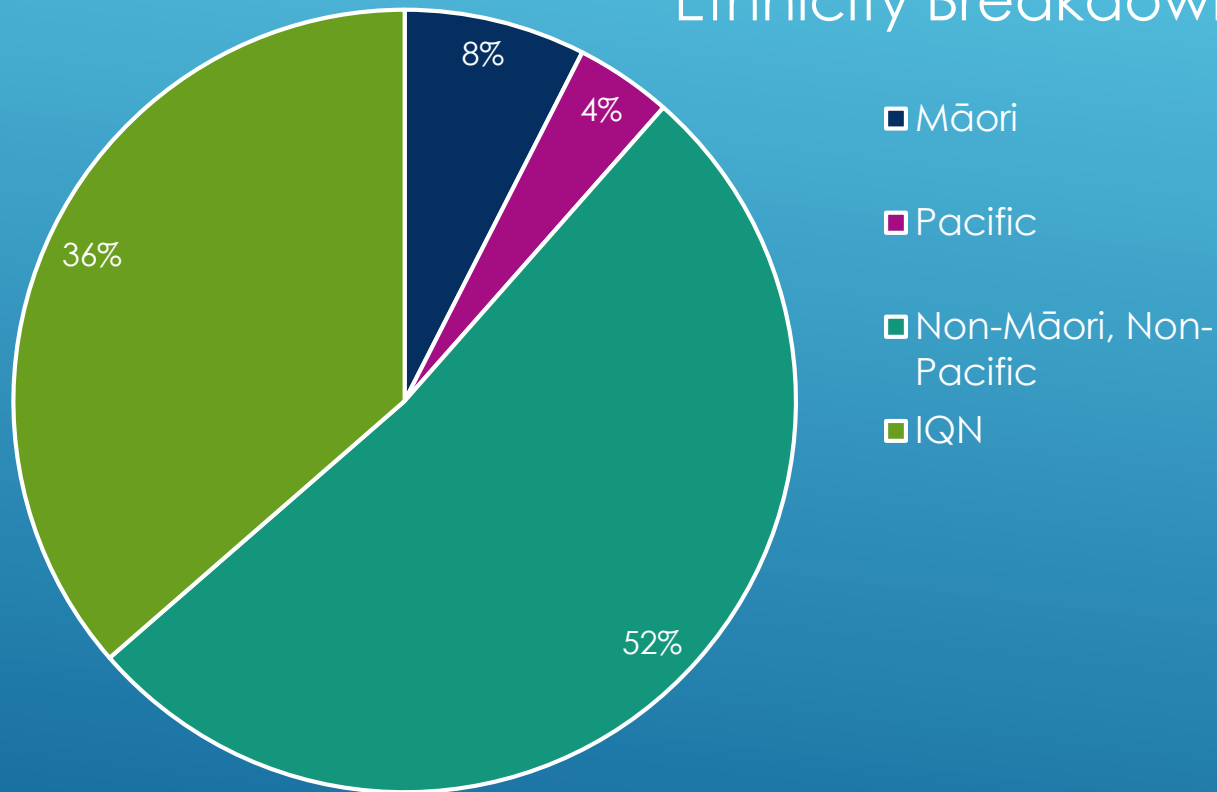


- ▶ Māori make up 17.4% of the total population of Aotearoa
- ▶ Māori on average live 7.0 years less than non-Māori
- ▶ 53% of deaths for Māori are avoidable
- ▶ Cardiovascular disease mortality rates are double that for Māori,
- ▶ Suicide, infant mortality, cancer, disability, psychological distress, and obesity rates are all significantly higher for Māori

# Nursing Workforce

# Māori Health Workforce

### Ethnicity Breakdown



# CURRENT WORKFORCE PROFILE

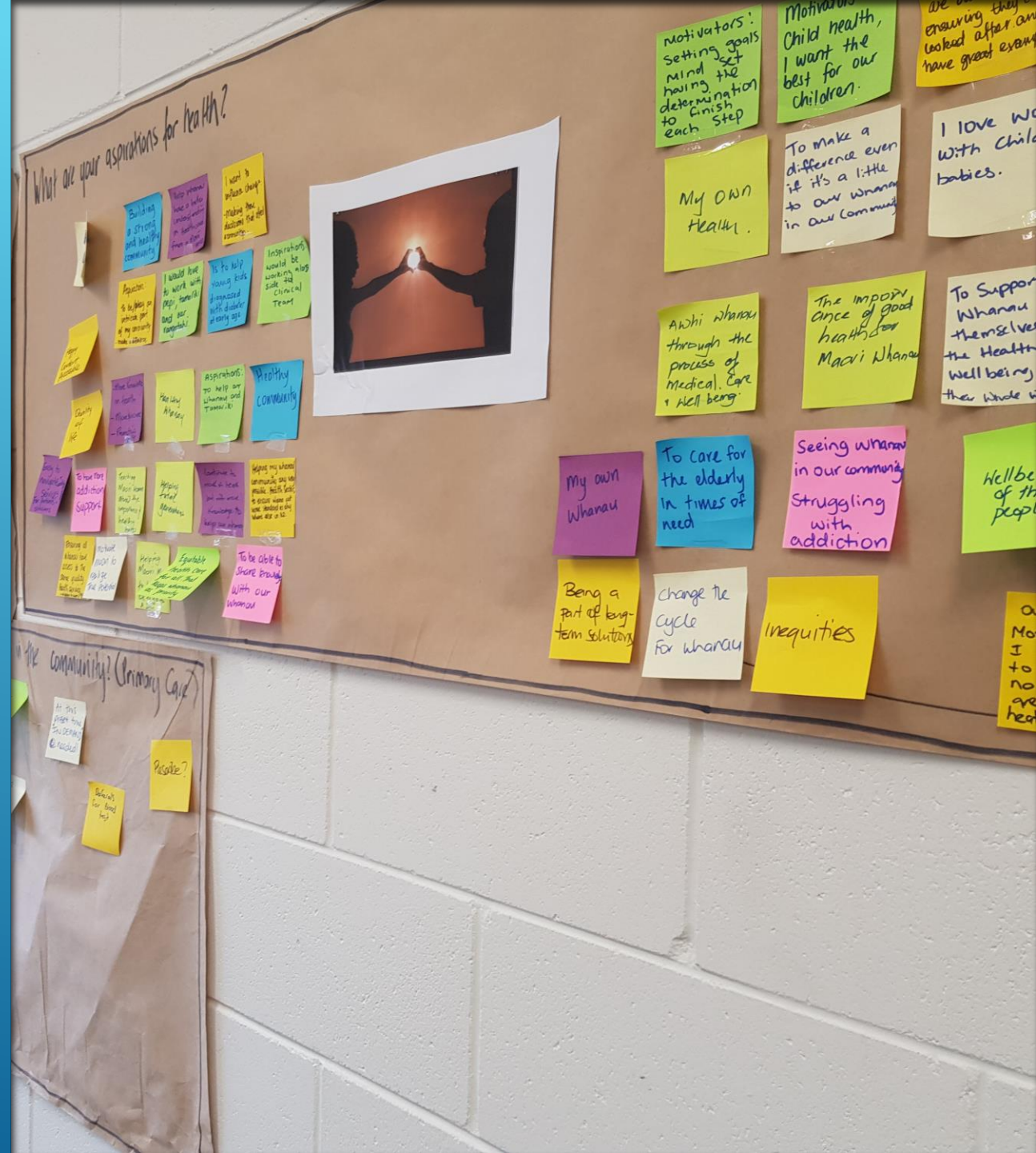
# EN SCOPE OF PRACTICE



ENs in Aotearoa, New Zealand reflect knowledge, concepts, and worldviews of both tangata whenua and tangata tiriti. ENs uphold and enact Te Tiriti o Waitangi ngā mātāpono – principles, based within the Kawa Whakaruruhau framework for cultural safety, that promote equity, inclusion, and diversity.

ENs are accountable and responsible for their nursing practice. ENs under their scope of practice are expected to work in partnership and collaboration with the health consumer, their whānau, communities, and the wider healthcare team to deliver equitable person/whānau/whakapapa-centred general nursing care, advocacy, and health promotion across the life span in all settings" (Nursing Council of New Zealand, 2023).

# CO-DESIGN: THE EARN WHILE YOU LEARN MODEL.



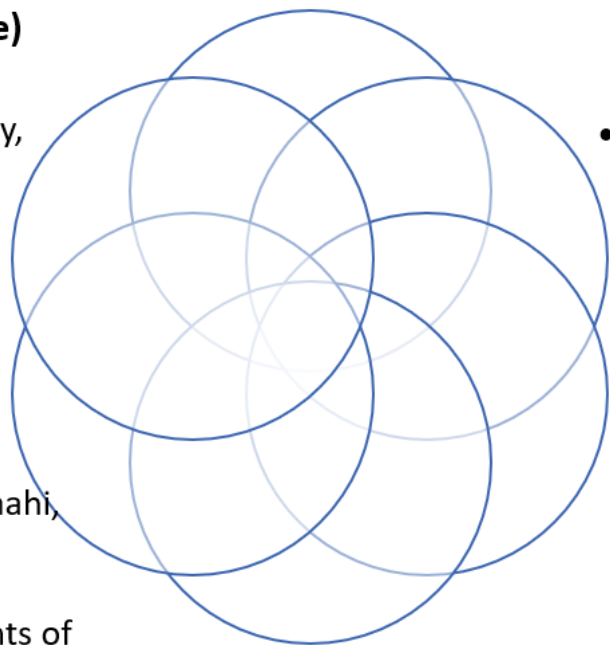


### Tino Rangatiratanga (self-governing)

- Shared governance, leadership, and delivery of model with with tangata whenua and tangata tiriti
- Mana motuhake (Māori members autonomously exercising tikanga, from a Te Ao Māori standpoint)

### Manaakitanga (ethic of care)

- Actions and attitudes grounded in respect, humility, kindness, and honesty.
- Uplifting mana



### Whakawhanaungatanga (connecting)

- Relationships between kaimahi, health providers, education institute
- High trust without constraints of surveillance and performativity

### Akoranga (teaching and learning)

- Model developed grounded in shared experience and learning
- Recognition of the reciprocal learning relationship needed for success
- Kaimahi and providers with iwi-specific tanga

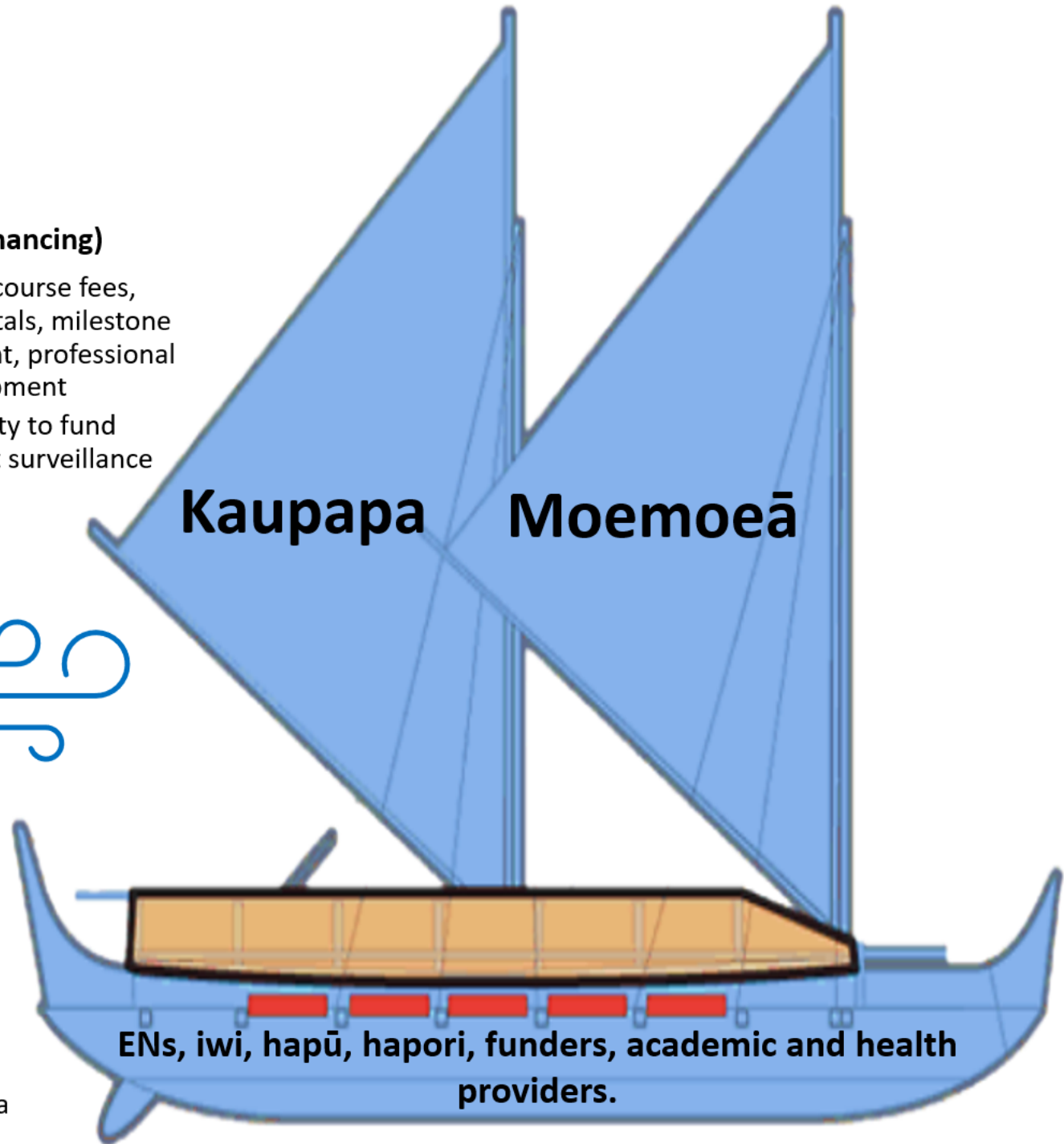
### Koha (financing)

- Salary, course fees, incidentals, milestone payment, professional development
- Flexibility to fund without surveillance



**Kaupapa**

**Moemoeā**



**ENs, iwi, hapū, hapori, funders, academic and health providers.**

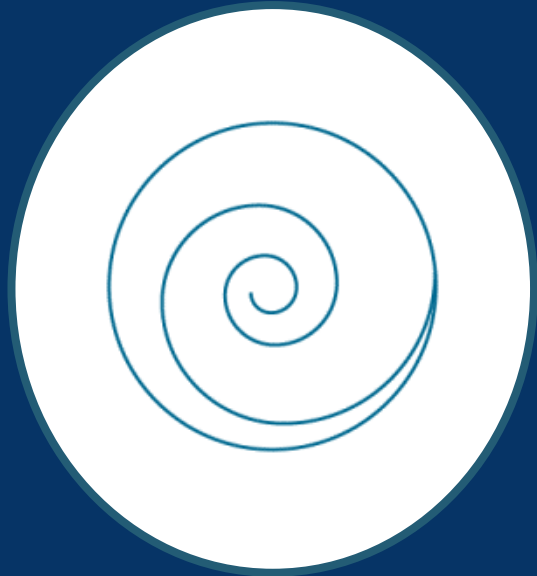




# NATIONAL WORKFORCE UPDATE

Currently, we have 26 active students and 5 graduates

## Enrolled Nurses

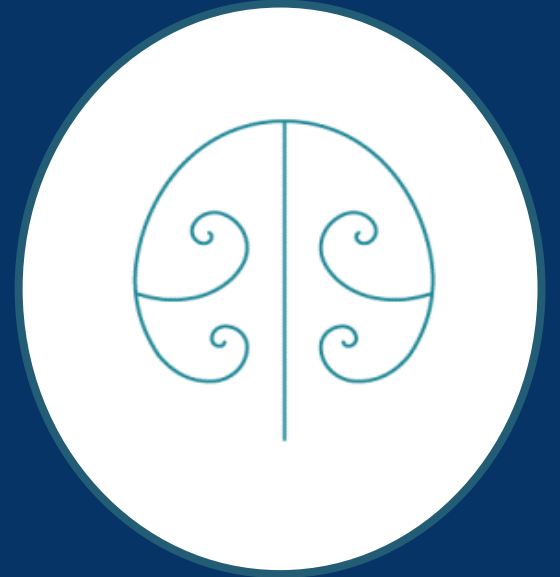


**Māori ENs**

**78.2%**  
**(n = 25)**

**Pacific ENs**

**21.8%**  
**(n = 7)**



The first EAYL graduate completed mid-2022 and is serving an enrolled population with 72% Māori, most living in Quintile 5 of the Deprivation Index.

Model of Care: a holistic focus on young people's wellness, with lifestyle assessments and early intervention for drug and alcohol use, anxiety, depression, and domestic violence.

# NATIONAL EN SERVICE ESTABLISHMENT POSITIONS

Aim: To establish support placements in PHC for 12-19 ENs, prioritizing Māori and Pacific ENs.

**60%**

**Māori ENs**



**20%**

**Pacific ENs**



10 ENs are participating in the programme delivering care based on the needs of the community to support equitable health outcomes and flexible healthcare delivery for whānau and communities.

## KEY CONCEPTS FOR SUCCESS

1. GIVES EFFECT TO TE TIRITI O WAITANGI AND IS UNDERPINNED BY A KAUPAPA MĀORĀ APPROACH.

2. VALUES THE MĀTAURANGA, TE AO MĀORĀ AND LIVED EXPERIENCES OF MAORĀ NURSES.

3. PROVIDES A PRIMARY HEALTH CARE FOCUS WHICH ALIGNS WITH THE HEALTH REFORMS.

4. FOCUSES ON DEVELOPING AN AOTEAROA-CENTRIC SUSTAINABLE, EQUITABLE, AND ETHICAL NURSING WORKFORCE

*“The kaimahi who have been given this opportunity still cannot believe this is happening, as it has been a lifelong dream for them to attend university. The qualifications will not only add to their personal and professional development kete [basket], but this is a sustainable method for rural hauora organisations to retain their Māori health workforce”*



*“Patients already thought I was a nurse, and this inspired me to get my tohu.”*

*“My daughter is also doing enrolled nursing.”*



# PUBLICATIONS AND OUTLETS

Adams, S., Davis, J., Wiapo, C., Komene, E., & Sami, L. (2023). *Interim evaluation: EN/NP and NPTP workforce programme*.

Davis, J., Wiapo, C., Rehana-Tait, H., Clark, T. C., & Adams, S. (2021). Steadfast is the rock: Primary health care Māori nurse leaders discuss tensions, resistance, and their contributions to prioritise communities and whānau during COVID-19. *Nursing Praxis in Aotearoa New Zealand*, 37(3), 84-93. <https://doi.org/10.36951/27034542.2021.038>

Clark, T. C., Best, O., Bourque Bearskin, L., Wilson, D., Power, T., Phillips-Beck, T., Graham, H., Nelson, K., Wilkie, M., Lowe, J., Wiapo, C., & Brockie, T. (2021). COVID-19 among Indigenous communities: Case studies on Indigenous nursing responses in Australia, Canada, New Zealand, and the United States. *Nursing Praxis in Aotearoa New Zealand*, 37(3), 71-83. <https://doi.org/10.36951/27034542.2021.037>

Komene, E., Adams, S., & Clark, T. C. (2022). Kōrero Mai: A Kaupapa Māori study exploring the experiences of whānau Māori caring for tamariki with atopic dermatitis. *Nursing Praxis in Aotearoa New Zealand*, 38(2), 12-22. <https://doi.org/10.36951/27034542.2022.09>

Komene, E., Gerrard, D., Pene, B., Parr, J., Aspinall, C., & Wilson, D. (2023). A tohu (sign) to open our eyes to the realities of Indigenous Māori registered nurses: A qualitative study. *Journal of Advanced Nursing*. <https://doi.org/10.1111/jan.15609>

Wiapo, C., Sami, L., Komene, E., Wilkinson, S., Davis, J., Cooper, B., & Adams, S. (2023). From Kaimahi to Enrolled Nurse: A Successful Workforce Initiative to Increase Māori Nurses in Primary Health Care. *Nursing Praxis in Aotearoa New Zealand*, 39(1). <https://doi.org/10.36951/001c.74476>

Wiapo, C., & Clark, T. C. (2022). Weaving together the many strands of Indigenous nursing leadership: Towards a whakapapa model of nursing leadership. *Nursing Praxis in Aotearoa New Zealand*, 38(2), 4-11. <https://doi.org/10.36951/27034542.2022.08>

▶ PATAI? (QUESTIONS)

