

# **Increasing the Scope of Enrolled Nurse Practice**

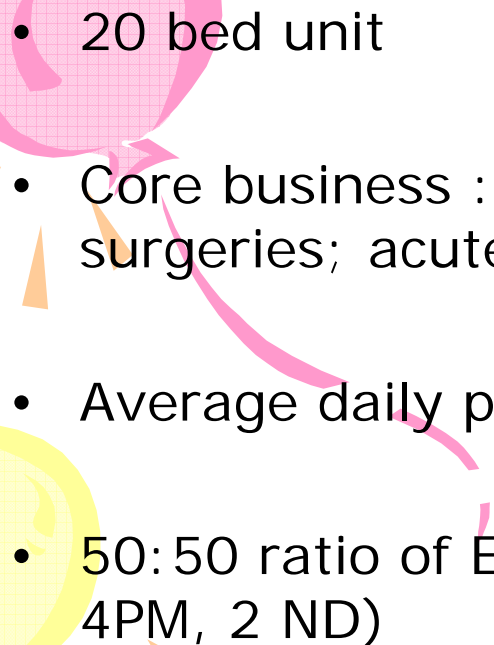
**Nicole Dixon**

**Bega District Hospital  
Greater Southern Area Health Service**



# BDH Surgical Ward



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- 20 bed unit
  - Core business : orthopaedic, general, breast and urological surgeries; acute medical overflow
  - Average daily patient turnover 40 -60%
  - 50:50 ratio of Enrolled nurses to Registered nurses (4 AM, 4PM, 2 ND)

# Background

- Existing Scope of Practice

- Changing Role of Enrolled Nurse

- Work Place Culture



# Communication

- Informal Chat
- Staff Appraisals
- Team meetings



# Des Penny 2004

*"If you are not prepared to be part of the solution then you forfeit the right to complain"*



# Competency Assessment

- Identify gaps in practice
- Competency Assessment
- Evidence Based
- Assessor Training
- Staff Appraisal



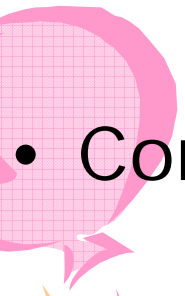
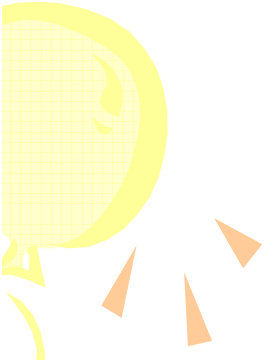
# Endorsement

- Confidence
- Enrolment
- Roster/Leave Implications
- Scholarships from NAMO
- Endorsement





# Changing Model of Care


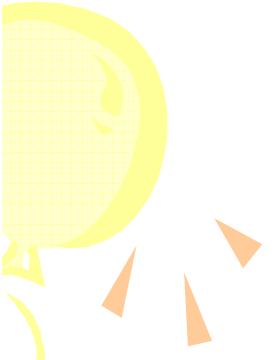
- Trial and Error
  - Communication
  - Ownership of Change
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# Measurement

- **Staff Survey**

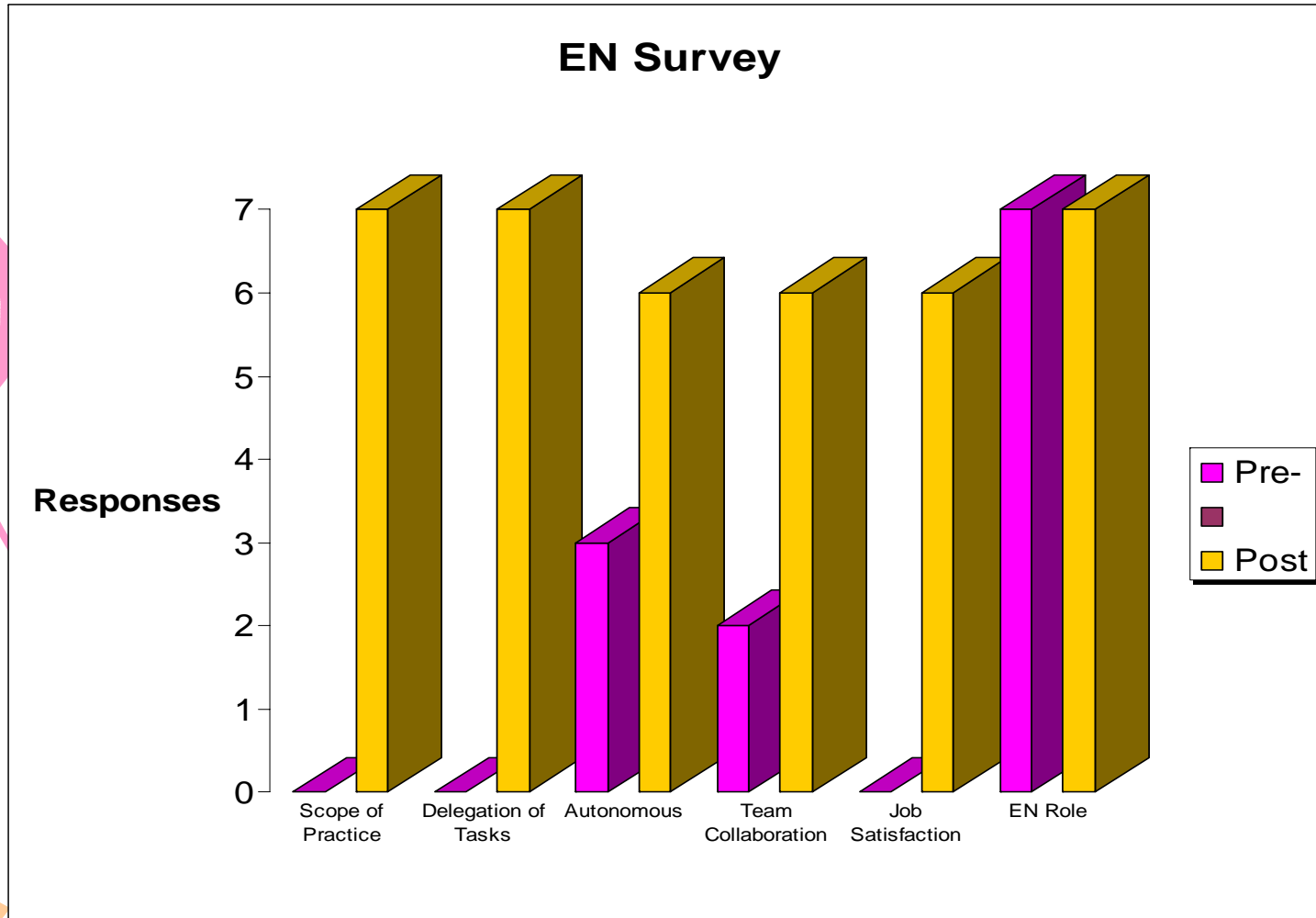
- on EN role perception
  - anonymous
  - separate surveys for EN's and RN's
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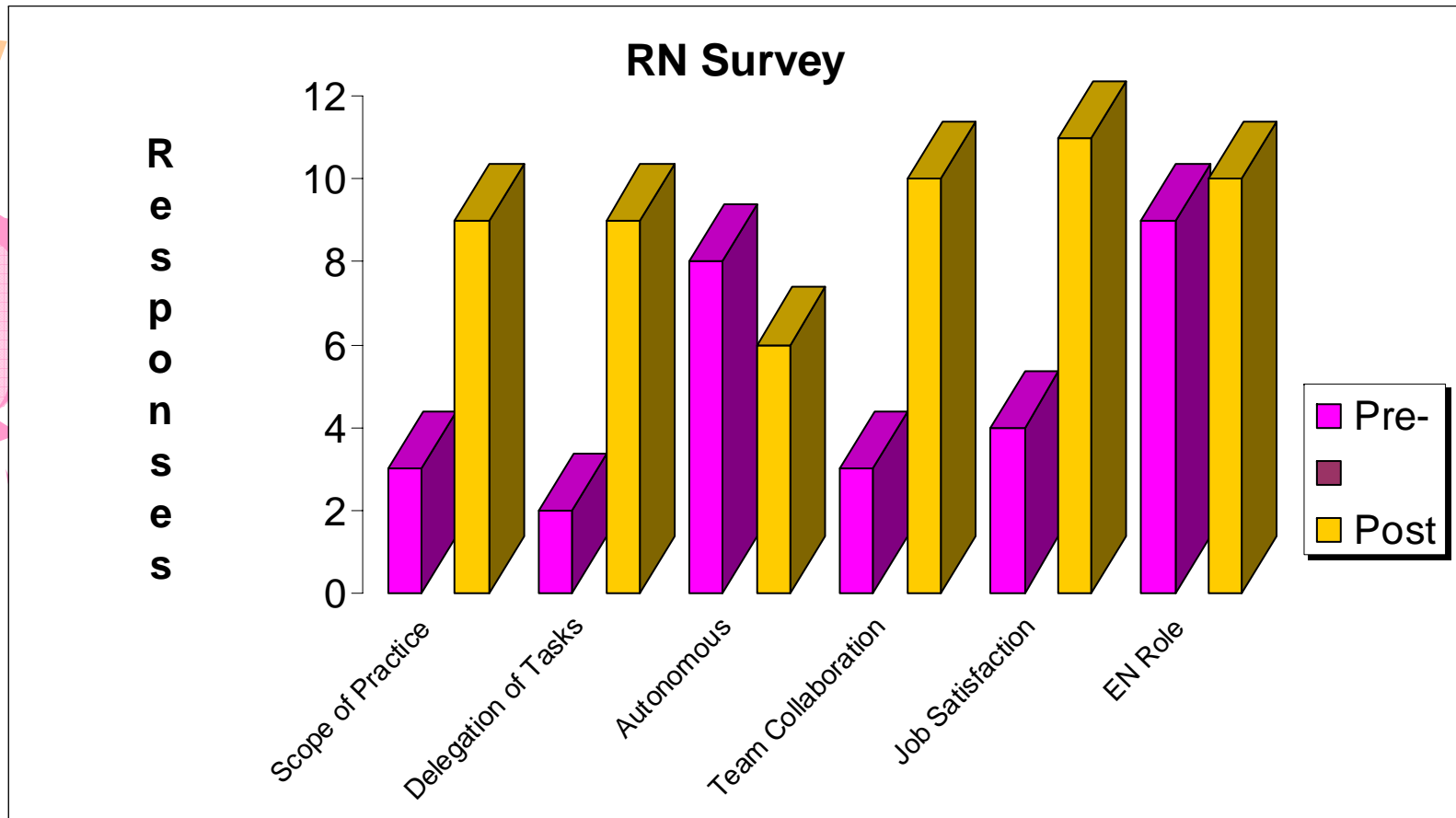
- **Areas Surveyed**

- Scope of practice
- Task delegation
- Level of autonomy
- Team collaboration
- Job satisfaction
- Defined EN role

# Pre-Post EN Survey



# Pre and Post RN Survey



# Outcomes

- Patient Satisfaction
- Improved Patient Care
- Flexible Care Delivery Model
- New Grad & TEN Competencies
- EN Transition to RN's



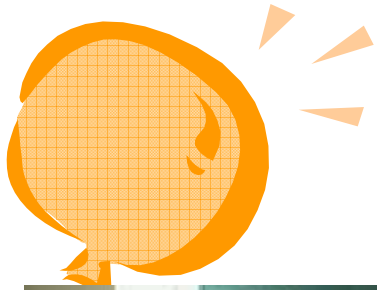
# Future Scope

- Additional EN Competencies

- Networking

- Award Submissions





# Acknowledgements



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