

## Enrolled Nurse Support into Practice Programme January 2024

### Capital, Coast and Hutt Valley

#### Enrolled Nurse Support into Practice Programme

The Enrolled Nurse Support into Practice Programme (ENSIPP) is designed to support graduate enrolled nurses and provide professional development to facilitate transition during their first year of practice. The ENSIPP programme offered across the Capital, Coast and Hutt Valley district is aligned with the national learning framework for ENSIPP. The ENSIPP accommodates graduates within the hospital, primary care, age and residential and mental health, addictions and intellectual disability (MHAIDS) settings.

#### Positive Outcomes for the EN graduate

- The EN graduate is supported in their first year of practice enabling them to practice safely, competently and confidently.
- Develops skills and knowledge at a graduate level through the ENSIPP educational days and clinical support in their practice area.
- Achieves competent EN on the Professional Development Recognition Programme (PDRP).
- Encourages retention in the clinical practice environment.

#### Benefits of employing an ENSIPP graduate

- Enrolled Nurses are essential to an effective healthcare system and address the shortage within the nursing workforce.
- Graduate EN's are supported to deliver quality care to our patients and can contribute to improvements and new ideas in practice area.
- A supportive graduate year will promote retention within the workplace.

#### Recruitment

The recruitment for the next ENSIPP intake January 15<sup>th</sup> 2024 has started and we welcome the opportunity for your practice area to employ a new graduate enrolled nurse (EN). Graduates apply via Advanced Choice Employment (ACE) and will be interviewed in October, 2023. Facilitation of the interviews will be done by the graduate programme coordinator. We encourage the managers of the practice area to be a participant in interviewing the graduate. The ENSIPP programme starts in September and January but graduates can be employed before the start date, and join the next programme as long as they have not been practicing for longer than 6 months.

#### Employment

- Employment of the graduates is permanent and at least 32 hours (0.8 FTE).
- All graduates must apply through EN Advance Choice of Employment (ACE).

#### Prerequisites for ENSIPP programme

*The graduate will;*

- Be assigned a primary preceptor (either RN or EN) for the duration of the programme.
- Receive 4-6 weeks of clinical orientation to the practice area including clinical load sharing with their preceptor.
- Attend 8 ENSIPP study days and 2 orientation study days.
- Submit a competent EN portfolio and be competent on the PDRP.
- Complete all requirements of the ENSIPP.

*The preceptor will;*

- Be either an experienced EN or RN.
- Attended the preceptor training course within the last 4 years.
- Commit to being the graduates primary preceptor for the duration of the programme.

*The employer will;*

- Release the graduate for ENSIPP related education days.
- Ensure that the graduate is assigned a preceptor who has completed training.
- Agree to meet with the graduate programme coordinator monthly.
- Promote a supportive and learning environment.

#### Support from ENSIPP coordinator

The ENSIPP graduate programme coordinator will visit the EN in their clinical area at least 8 times throughout the duration of the programme. These visits provide both pastoral and clinical support where required. In addition, the ENSIPP programme coordinator will meet/make contact with the manager/educator to provide support, keep them up to date with upcoming ENSIPP requirements.

#### Additional information

The applications for ENSIPP 2024 via ACE closes on the 5<sup>th</sup> September, 2023.

Interviews are held across Porirua, Kenepuru, Hutt Valley hospital and Wellington hospital are held 16<sup>th</sup> – 19<sup>th</sup> October, 2023.

Please contact Sarah Steele for further information about ENSIPP and your interest in employing a new graduate EN in January 2024.

#### Sarah Steele

Graduate Programme Coordinator

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