

# Policy on Enrolled Nurses

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Re-endorsed by Annual Conference 2009

The NSW Nurses' Association is committed to ensuring the provision of safe nursing care and safe practice by and for the workers providing that care.

## **The NSW Nurses' Association recognises that:**

- Enrolled nurses play an integral role in the nursing profession and in the delivery of nursing and mothercraft care.
- The enrolled nurse is an associate to the registered nurse and midwife who demonstrates competence in the provision of patient-centred care as specified by the registering authority's licence to practise, educational preparation and context of care<sup>1</sup>.
- Enrolled nurses work under the direction and supervision of the registered nurse or midwife; supervision may be direct or indirect depending on the activity delegated to the enrolled nurse. The registered nurse/midwife is responsible for delegating appropriately to the enrolled nurse within the framework of the enrolled nurse's knowledge, skill, education and the context of the nursing care to be provided. At all times the enrolled nurse retains responsibility for their own actions and remains accountable to the registered nurse or midwife for all delegated functions.
- The nursing care team comprises registered nurses, enrolled nurses and assistants in nursing. Registered nurses plan and evaluate the nursing care provided; enrolled nurses contribute to the development and review of nursing care plans and provide information to assist in decision-making and the provision of nursing care.
- The scope of practice of the enrolled nurse encompasses functions appropriate to his/her knowledge, skill, education and experience. Advanced practice by the enrolled nurse is context specific and may be enabled by delegation by a registered nurse/midwife and/or authorisation by and support from the regulatory authority and/or employer.

## **The NSW Nurses' Association adopts the policy that:**

- i. Enrolled nurses practise in nursing teams managed by registered nurses or midwives who delegate appropriately to the enrolled nurse within the scope of the enrolled nurse's knowledge, skill, education and experience.
- ii. Enrolled nurses and assistants in nursing work under the direction and supervision of registered nurses or midwives. Supervision may be direct or indirect. It is the responsibility of the registered nurse or midwife to assess nursing or midwifery care requirements and appropriately delegate care activities to enrolled nurses and assistants in nursing. Enrolled nurses and assistants in nursing are personally accountable for any nursing or midwifery care they provide, however the registered nurse or

midwife retains overall responsibility for delegated nursing or midwifery care.

- iii. The role of the enrolled nurse encompasses skills in providing care, comfort and support for individuals and groups in the activities of daily living, in meeting essential human needs and in observing and reporting changes in individual or group behaviours.
- iv. The enrolled nurse monitors the impact of care in consultation with the registered nurse and facilitates the involvement of groups and individuals in planning and evaluating care and progress towards health outcomes.
- v. Where legislation and organisational policy permit, enrolled nurses administer medications in accordance with their educational preparation.
- vi. Functions appropriate to the enrolled nurse are determined in consultation with the appropriate senior nurse manager having regard to:
  - the degree of educational preparation and clinical competence of the enrolled nurse,
  - the acuity of the person requiring nursing care, the amount of clinical judgement required,
  - the level of technical skill required, and the degree of registered nurse or midwife direction and supervision available

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<sup>i</sup> Australian Nursing & Midwifery Council, 2002, *National competency standards for the enrolled nurse*, Available online at: <http://www.anmc.org.au/docs/Publications/Competency%20standards%20EN.pdf>

This policy should be read in conjunction with NSWNA policies on *Nurse and Midwife Education* and *Nursing and Nursing Care*