

Policy on Enrolled Nurses

Re-endorsed by Annual Conference 2016

The NSW Nurses and Midwives' 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 and Midwives' 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 within the enrolled nurse scope of practice relevant to the context of practice, legislation, own educational preparation and experience¹.
- 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 and midwifery care team comprises registered nurses/midwives, enrolled nurses and assistants in nursing. Registered nurses and midwives plan and evaluate the nursing and midwifery care provided; enrolled nurses contribute to the development and review of nursing/midwifery care plans and provide information to assist in decision-making and the provision of nursing/midwifery 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 and Midwives' Association adopts the policy that:

1. Enrolled nurses practise in nursing and midwifery 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.
2. Enrolled nurses 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. Enrolled nurses provide support and supervision to assistants in nursing to ensure care is delivered as outlined within the plan of care. 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.



3. The role of the enrolled nurse is to provide skilled and timely care that is evidence based; to practice safely; maintain the rights, privacy and dignity of individuals or groups; to participate in their own development; and accept accountability for their actions.
4. The enrolled nurse monitors the impact of care in collaboration with the registered nurse/midwife and facilitates the involvement of groups and individuals in planning and evaluating care and progress towards improved health outcomes.
5. Where legislation and organisational policy permit, enrolled nurses administer medications in accordance with their educational preparation.
6. Functions appropriate to the enrolled nurse are determined in consultation with the appropriate senior nurse/midwifery manager having regard to:
 - 6.1 the degree of educational preparation and clinical competence of the enrolled nurse,
 - 6.2 the acuity of the person requiring nursing care, the amount of clinical judgement required, and
 - 6.3 the level of technical skill required, and the degree of registered nurse or midwife direction and supervision available.

Notes:

1. Nursing and Midwifery Board of Australia, 2015, *Enrolled nurse standards for practice*.
<http://www.nursingmidwiferyboard.gov.au/documents/default.aspx?record=WD15%2f18366&dbid=AP&chksum=DQoSSmxeo5w3le87%2fnYjFw%3d%3d>