

Nurse Entry to Practice (NETP) and Enrolled Nurse Support in Practice Programme (ENSIPP)

External providers guide 2023-2024

Southern

The Nurse Entry to practice (NETP) And Enrolled Nurse support in practice programmes (ENSIPP) are for newly graduated nurses employed by Te Whatu Ora, Ministry of Health funded providers or others by agreement with the Ministry of Health. The goal of the programmes is that New Zealand nursing graduates commence their careers in New Zealand well supported, safe, skilled, and confident in their clinical practice.

Within Te Whatu Ora Southern we understand newly graduated nurse represents the future of the nursing profession; therefore, we are committed to providing the opportunity to develop professional and practice roles in a supportive environment that models excellence in nursing practice, leadership, professionalism, and best practice principles. We have a focus on wellness within the first year and provide multiple avenues to allow the nurse to debrief, share experiences, grow, and form a stable foundation as they progress into their nursing career.

Upon completion of the programme the graduate nurse will successfully achieve competent 'level 2' in Nursing Council of New Zealand (NCNZ) Professional Development and Recognition Programme (PDRP).

Programme Components

NETP and ENSIPP are national programmes with the following components:

- Clinical preceptor support throughout the duration of the programme
- Clinical caseload sharing with preceptor for six weeks in total
- The equivalent of 10 Study days- ENSIPP or 12 study days- NETP
- Integrates the principles of Te Tiriti o Waitangi into practice to promote equity of outcomes for Māori.
- Facilitates practice in a culturally safe manner with all client groups.
- Maximum of 12 months in length.

Clinical Preceptorship

Preceptorship may be provided by a team (Charge nurse, educator, team nurse) and must be available to the graduate nurse throughout the duration of the programme.

A named primary preceptor shall be identified for each graduate nurse, to ensure accountability for negotiating and evaluating learning outcomes and coordination of formal feedback to the participant.

Preceptor Training

The primary preceptor is required to complete preceptorship education (16 hours) followed by relevant continuing education. Please see National Framework for Nursing Preceptorship Programme (2010) for additional information.

Two-day Preceptorship workshops are run by Te Whatu Ora Southern throughout the year. This is bookable through the NETP/ENSIPP coordinators.

Education

The graduate nurse shall be released from clinical practice for the study days over the duration of the programme.

- ENSIPP 10 days
- NETP 12 days

Our programmes within Southern facilitates 12 study days specifically for the graduate nurse cohort.

Study day topics:

- Palliative care
- Wound care
- Deteriorating patient
- Violence intervention Programme (VIP)
- Pain management
- Cardiorespiratory
- Long term conditions
- Māori health
- Safe moving and handling
- Clinical Skills

Some study days may be interchanged with area specific education (E.g., vaccinator course). This would need to be in discussion with the NETP coordinators as we encourage attendance to all arranged study days for practice development and connection with their peers (whanaungatanga).

Programme Coordination

The programme coordinators take a leading role to ensure the following functions occur:

- Recruitment, selection, and facilitation of placements for of graduate nurses.
- Relationship management between clinical service areas, preceptors, and graduate nurse.
- Offering and facilitating cultural support for graduate nurses
- Planning and facilitating study/education days.
- Accurate and timely documentation of learning outcomes and required reporting to the Ministry of Health
- Establishing a subcontract between, Te Whatu ora and Ministry of Health funded providers or others by agreement with the Ministry.

Our NETP team is based over two sites Dunedin and Invercargill. We encourage open communication with service areas and our stakeholders to ensure the NETP is provided with appropriate guidance and support.

Nurse Eligibility

Graduate nurses' eligibility for funding from the Ministry of Health must meet all the following criteria:

- be a New Zealand citizen or hold permanent residency.
- hold a pre-registration nursing degree from a Nursing Council accredited programme.
- have been awarded the nursing degree no longer than 24 months prior to commencement on the programme.
- hold registration with the NCNZ in 'good standing'.
- Have a current practising certificate.
- Be employed at 0.8 FTE employment (32 hours/week).
- complete the NETP programme within a maximum of 12 months.

If there is a Nurse who does not meet all the above criteria, they may still be able to join the programme however they may be unfunded. In this instance, please get in touch with the coordinators.

Provider Eligibility

A subcontract between Te Whatu Ora and any other employer is required and all parties must comply with relevant Ministry of Health standards.

A 'good employer' environment offering appropriate human resources and performance management provisions is required.

Funded Components

The NETP Programme is funded jointly by HWD and Te Whatu Ora/employers. This funding is allocated to new graduates and organisations that are compliant with the HWD programme specifications, funding contract and programme approval standards. This funding is passed onto external providers.

NETP= \$7,200 (exc. GST) ENSIPP = \$8,600 (exc. GST)

Requirements for NETP and Preceptor

Description	Quantity	Comments
Graduate Nurse		
Clinical load sharing between graduate nurse and preceptor	Six weeks	May be split to meet the learning needs of the graduate
Graduate nurse release time for Education	10 days ENSIPP 12 days NETP	Study days are facilitated by coordinators.
Primary Preceptor		
Education for primary preceptors	16 hours	Equivalency can be considered if prior education meets the national framework for nursing preceptorship programmes (2010)

References:

Enrolled Nurse Support into Practice (ENSIPP) Service Specification (2020)

Enrolled Nurse Support into Practice (ENSIPP) National Learning Framework (2020) [EN framework](#)

Preceptoring for Excellence National Framework for Nursing Preceptorship Programmes (2010)

[Preceptorship](#)

Nursing Entry to Practice Service Specification 2018 (health.govt.nz) [NETP service spec](#)