

A FUTURE IN NURSING

AUT





WHAT IS A CAREER IN NURSING LIKE?

If doctors are the organs of healthcare, then nurses are the blood – they make sure the whole system runs smoothly, performing critical specialist and process roles to ensure patients and their family/whānau receive the best possible care and follow-up response to meet their needs.

Registered nurses fulfil an extensive array of duties, both independently and in collaboration with other health professionals, families, whānau, Māori and Pacific health care providers and communities. They practice in a wide range of places including hospitals, communities, primary health organisations, patients' homes and older persons' residential care.

The breadth of practice that a qualified nurse can aspire to is also very extensive. They usually start out in general roles, but can quickly progress into advanced practice, specialising in anything from emergency to palliative care, or from health promotion to health education. It is a fantastic profession to travel with, as international opportunities are wide-ranging.

Are you an empathetic problem solver with the ability to relate to a wide range of people? Do you have an interest in how the body works? Would you like to play a part in a world class health system? If so, a career in nursing might be for you.

OUTLOOK AND TRENDS

Nursing workforce increases – The nursing workforce has been growing steadily over the last five years, and half of the nurses working now are expected to retire in the next 25 years. Over 90% of graduates have jobs within a year of graduating, and 70% have jobs within 3 months, according to the Ministry of Health. To meet the increased care needs of the aging population, Business and Economics Research Limited (BERL) predict an additional 2,686 graduate nurses are required by 2035.

Source – The Future Nursing Workforce: Supply Projections 2010–2035. Nursing Council of New Zealand

Focus on primary health care – The New Zealand Nursing strategy (currently in production) and other relevant literature indicates an increased focus on primary healthcare. This means nurses will be expected to concentrate on professional healthcare functions such as disease prevention and screening, health education and promotion, and patient case management.

Voluntary bonding scheme – The Ministry of Health runs a voluntary bonding scheme for nursing graduates who agree to work in hard-to-staff communities and/or specialities, such as West Coast and South Canterbury. Graduates who are part of the scheme are eligible for incentive payments for up to five years, intended to help them repay their student loans.

Māori and Pacific people are underrepresented – In New Zealand, the nursing workforce is made up of 7% Māori and 3% Pacific nurses relative to the total wider population (15% and 7% respectively). More Māori and Pacific nurses are needed.

Decision on nurse practitioner scope of practice and further consultation 2015 – The Nursing Council has confirmed it will broaden the nurse practitioner scope of practice and education programmes that prepare nurses to meet future health needs of New Zealanders. The requirement to restrict nurses to a specific area of practice is also to be removed. Nurses as advanced clinicians will be expected to self-regulate and practise within their area of competence and experience.

Source – NZ Nursing Council

Application for prescribing rights for registered nurses practising in primary health and specialty teams – Some registered nurses are able to prescribe, such as those working in diabetes health. The Nursing Council has submitted an application to the Ministry of Health for designated prescribing rights for a broader group of registered nurses who work with patients with long term and common conditions in primary health and in specialty teams in outpatient settings. These registered nurses will have appropriate clinical experience and education including a practicum with a prescribing mentor before they are able to prescribe commonly used medicines in their specialty area.

WORK SETTINGS

There are three main areas of practice for registered nurses, with some overlap between these fields at times.

Acute care nursing – generally employed in hospitals or medical centres, where functions range from general ward duties to highly specialised responsibilities such as perioperative, intensive care or emergency nursing.

Primary healthcare nursing – Nurses that are employed in community settings, from General Practice (GP) clinics, rest homes, public health organisations such as Care Plus, Plunket and rural primary health care services.

Mental health nursing – Nurse specialists trained in mental health nursing are employed in acute hospital mental health units or in community mental health units run by community not-for-profit organisations. This can include public health organisations.

Nurses work shifts of eight to 12 hours if they are employed at hospitals, rest homes or nursing homes. Nurses in the community or medical centres usually work 40 hours a week. The opportunities to work part-time are good.

THE NURSE ENTRY TO PRACTICE (NETP) PROGRAMME

The Nurse Entry to Practice (NEtP) Programme is an important recruitment tool for most DHBs and offers employment along with postgraduate study (in most cases) for general, paediatric, primary care, residential care and mental health nursing. The 10 month programme is funded by Health Workforce New Zealand and aims to ensure that newly graduated nurses are supported in their first year of practice. International student graduates cannot apply.

CAREER ROLE EXAMPLES

Registered nurses have a wide range of career options – the following is a brief selection of these options.

Registered nurse – provides comprehensive assessments to develop, implement and evaluate an integrated plan of health care, and provides interventions that require substantial scientific and professional knowledge, skills and clinical decision making. Performs general nursing functions and delegates to, health care assistants and others.

Clinical nurse specialist – provides high levels of judgement, discretion and decision making in specified areas of clinical care. Prepared beyond the level of a registered nurse to enable monitoring and improvement in standards of care.

Clinical nurse educator (or patient nurse educator) – provides education and support of nurses (or patients) within specialty clinical settings. Will have previously acquired significant experience in the field prior to working in academic or healthcare facility settings.

Nurse practitioner – provides a wide range of assessment and treatment interventions, including differential diagnosis, assessment and management of people's health needs in acute and community settings. Practise independently and in collaboration with other health professionals using advanced knowledge and skills, and have some prescribing rights within their specific area of practice. Master's level study is required to enter this role.

Nursing management roles – provides all aspects of management in the nursing environment – specialist medical care, guiding junior nurses, writing rosters, ordering equipment, liaising with other medical specialists, planning and logistics, strategy development, professional development. Often referred to as Charge Nurse in the hospital setting.

SKILLS AND KNOWLEDGE

- knowledge of human anatomy, diseases and illnesses
- knowledge of medicines and treatment methods
- ability to assess and monitor patients' conditions
- cultural competency to work with Māori and Pacific peoples, as well as other ethnicities
- clear understanding of nursing ethics and professional standards knowledge of psychomotor skills
- clinical skills, clinical reasoning and decision-making skills
- time management and planning
- strong communication, teamwork and inter-personal skills

PERSONAL QUALITIES

- flexible in dealing with individual healthcare situations as they unfold, as well as with a rapidly evolving health system
- mature and responsible
- able to remain calm during emergencies
- observant and perceptive
- enquiring and analytical

PROFESSIONAL REGISTRATION

The Nursing Council of New Zealand administers the process of registering as a nurse. Applicants who have successfully completed an approved programme of study in New Zealand can apply for registration as a nurse in the scope of practice for which their qualification is prescribed. This involves passing the state final examination.

SALARY GUIDE

Pay for registered nurses varies depending on experience, duties and responsibilities.

	Salary (per year)
New graduate nurses	\$52,460 (May 2019) up to \$54,034 (May 2020)
Nurses with five years' experience	\$70,820 (May 2019) up to \$72,945 (May 2020)
Senior nurses (step 6 to step 7)	\$72,944 (May 2019) up to \$77,386 (May 2020)

Source: District Health Boards/New Zealand Nurses Organisation, Multi-Employer Collective Agreement (4 June 2018 – 31 July 2020).

Salary range is indicative of the New Zealand job market at the time of publication (early 2019) and should only be seen as a guideline.

THE AUT APPROACH

The nursing qualification at AUT contains 1200 hours of clinical placement in a range of settings, including Waitemata and Auckland DHBs.

AUT is unique in New Zealand for its interdisciplinary health specialisations, which means that nursing students share knowledge and practice with practitioners in physiotherapy, occupational therapy, podiatry, oral health and more.

Akoranga Integrated Health (AIH) provides supervised clinical experience for AUT students in both undergraduate and postgraduate health care programmes. The clinic gives students opportunity to work with clients within their chosen field while collaborating with their peers from other disciplines.

FURTHER STUDY OPTIONS

For those wanting more specialised study, postgraduate level programmes include Postgraduate Certificate and Diploma in Advanced Nursing Practice, Master of Health Practice in Nursing, Master of Nursing Science, and Master of Health Science in Advanced Nursing Practice, as well as Doctor of Philosophy or Doctor of Health Science.

AUT has a particularly strong postgraduate child health pathway.

Recent research in the school includes topics on marginalised populations, men's health and wellbeing, child and family health, gerontology, and gender and diversity issues.



JING FENG

Ear Nurse Specialist, Greenlane Clinical Centre/Nurse –
Auckland ENT Group

Bachelor of Health Science (Nursing)

“I currently have two roles. I work as an ear nurse specialist at the Greenlane Clinical Centre 2 days a week. I work independently to assess, diagnose and treat patients with ear disorders, as well as working with the wider surgical and allied health team to deliver effective and efficient quality of care to my patients.

I also work 3 days for the Auckland ENT Group (ear, nose and throat specialists), where I assist the clinic with nursing tasks, triaging referrals, monitoring results and following up patient enquiries.

Nursing is very rewarding. I did a Postgraduate Diploma in Advanced Nursing that opened up the door to the field of ENT. I am lucky I get great support from both public clinic and private clinic consultants to help me grow in terms of clinical knowledge and skills.

The biggest challenge for my role is promoting health and personal care, providing the education people need to improve their health. I really enjoy sharing my knowledge with patients and providing the best nursing care I possibly can.

After having children I changed my hours from shift work to clinical work to suit family life. The clinical hours also enabled me to pursue further studies and that's when I managed to obtain the ear nurse training and interpreter qualification.

I'd advise graduates to take a couple of years to explore their options and experience different areas of nursing. Once you feel like you have found the specialty that really interests you, then look into further studies/training to help you grow. The opportunities are out there – just make sure you're ready and continuously work towards your goals.”

EMPLOYER COMMENT

“Jing is vastly experienced. She brings this experience to her patient care approach and is a leader at the practice, guiding other staff in this regard. She shows great responsibility and leadership and has taken on the Primary Audit role in the practice and the lead in infection control practices. Jing is very good at communicating issues with both doctors and other staff, identifies problems and pitfalls early and works to rectify and avoid these.”

Dr Jacqui Allen

Medical Director/ENT Consultant,
Auckland ENT Group

USEFUL WEBSITES

New Zealand Nurses Organisation (NZNO)

www.nzno.org.nz

Nursing Council of New Zealand

www.nursingcouncil.org.nz

AUT Integrated Health

<https://aih.aut.ac.nz/>

College of Nurses Aotearoa

www.nurse.org.nz

NZ College of Mental Health Nurses

www.nzcmhn.org.nz

NZ Nursing Organisations

<https://ngamanukura.nz/nursing-organisations>

Kiwi Health Jobs

www.kiwihealthjobs.com

Auckland Health Jobs


www.aucklandhealthjobs.com

FURTHER INFORMATION

For further information about Nursing studies and the Bachelor of Health Science, visit www.aut.ac.nz/nursing


FUTURE STUDENTS

Contact the Future Student Advisory team for more information: www.aut.ac.nz/enquire
futurestudents@aut.ac.nz

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For other Future Career Sheets visit:


www.aut.ac.nz/careersheets

For employability and career support, AUT students can book an appointment through <https://elab.aut.ac.nz/>


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The information contained in this career sheet is correct at time of printing, August 2019.

