**Enrolled Nurse Support into Practice Programme**

**Information for Enrolled Nurse Support into Practice Programme (ENSIPP)**

**Capital, Coast and Hutt Valley**

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 who are offered employment within the hospital, primary care, aged and residential care, community nursing and mental health, addictions and intellectual disability (MHAIDS) settings.

**Positive outcomes for the EN graduate**

* The enrolled nurse (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 coaching in their practice area.
* The EN graduate develop culturally competent practice
* Achieves competent EN on the Professional Development Recognition Programme (PDRP).

**Recruitment**

The recruitment for the next ENSIPP intake January 20, 2026 will open in August 6, 2025.

We welcome all eligible candidates to apply for our ENSIP programme at Capital, Coast and Hutt Valley via Advanced Choice Employment (ACE). We will be holding interviews for our ENSIPP during October 21-23, 2025. Facilitation of the interviews will be done by the graduate programme coordinator.

**Employment**

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

**Prerequisites for ENSIP 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 supernumerary including clinical load sharing with their preceptor
* Be supported by the ENSIPP clinical coach within the clinical area
* Attend 10 study days total
* Submit a competent EN portfolio and be competent on the Professional Development Recognition Programme
* 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 clinical coach & coordinator**

The ENSIPP clinical coach will visit the EN in their clinical area at least 8 times throughout the duration of the programme. These visits provide both clinical and pastoral 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 January 2026 via ACE closes on the September 2, 2025 at noon.

Interviews are held across Kenepuru, Hutt Valley hospital and Wellington hospital are held 21-23 October, 2025.

Please contact Sarah Steele for further information about ENSIPP

Email: Sarah.steele@ccdhb.org.nz

Phone: 027 3047910

Please contact ACE if you have questions about the application process

Email: ACE.EN@TeWhatuOra.govt.nz