

# Advanced Skills Enrolled Nurse (ASEN) Frequently Asked Questions

The Advanced Skills Enrolled Nurse (ASEN) role was initially introduced as part of the Nursing and Midwifery Career Structure in 2010. The role provides an opportunity for Enrolled Nurses to work more autonomously within their full scope of practice in a spectrum of roles, functions, responsibilities, activities and decision-making capacities within which the Enrolled Nurse is educated, competent and authorised to perform.

## The Advanced Skills Enrolled Nurse

### **What is an Advanced Skills Enrolled Nurse?**

An Advanced Skills Enrolled Nurse is an Enrolled Nurse who is registered with the Nursing and Midwifery Board of Australia (NMBA). The ASEN supports the Registered Nurse/Midwife in the provision of person-centred care and retains responsibility for their actions whilst remaining accountable to the Registered Nurse/Midwife for all delegated functions. An ASEN has more indirect supervision from a Registered Nurse/Midwife, is a specialist in their area of practice. Employees working at this level are proficient to expert Enrolled Nurses within their specialist field.

### **What is advanced nursing practice?**

Advanced nursing practice is a continuum along which nurses develop their professional knowledge, clinical reasoning and judgement, skills and behaviours to higher levels of capability (that is recognisable). Nurses practising at an advanced level incorporate professional leadership and, education and research into their clinically based practice which is effective and safe. Advanced nursing practice is a level of practice and not a role. It is acknowledged that advanced nursing practice is specific to the individual within their context of practice (enrolled nurse, registered nurse or nurse practitioner).

### **What is the ASEN scope of practice?**

The ASEN is able to undertake a variety of roles, functions, responsibilities, activities and decision making capacities within which they have been educated, are competent and authorised to perform. The ASEN scope of professional practice is affected by legislation, professional standards such as competency standards, codes of ethics, conduct and practice and public need, demand and expectation of all Enrolled Nurses. The scope of practice is described in the role description for the role and agreed by the employing Local Health Network (LHN)/health service.

### **Are ASEN roles the same as those of an Enrolled Nurse generally?**

The ASEN is able to demonstrate the capacity to use critical thinking, demonstrate advanced skills and knowledge in client assessment, care delivery and assume leadership responsibilities.

In addition to fulfilling all of the duties of an Enrolled Nurse (EN), an ASEN is characterised by a:

- > High level of specialisation in an area or field of practice.
- > Higher level of clinical knowledge and skills informed by further education and on the job experience.
- > Greater level of delegated responsibility in the management of client care which may include:
  - Clinical and non-clinical roles, and
  - More indirect levels of supervision

The Advanced Skills Enrolled Nurse will either:

- > Hold an Advanced Diploma of Enrolled Nursing and have three years full time equivalent experience in the relevant clinical area; or
- > Have five year full time equivalent experience in the relevant clinical area and have demonstrated advanced skills and knowledge in patient/client assessment, care management and leadership responsibilities equivalent to those set out in the Advanced Diploma of Nursing competencies.

### **How does an Enrolled Nurse become an ASEN?**

The Advanced Skills Enrolled Nurse role is an appointment based position within specified settings as determined and required by the LHN, health service and/or unit. The ASEN role is not available via reclassification, nor is it available to all Enrolled Nurses who hold an Advanced Diploma.

However, where an Enrolled Nurse considers they possess the qualifications and skills for appointment to the ASEN classification they may make a request to the relevant Executive Director of Nursing/Midwifery to consider appointment to that level.

In addition to meeting the qualification requirements the request should specifically address the five dot points set out in the classification descriptor as listed in the Nursing and Midwifery (SA Public Sector) Enterprise Agreement (Appendix – Career Structure, Advanced Skills Enrolled Nurse).

### **What happens if the application is unsuccessful?**

Should a request be declined a grievance request in accordance with the SA Health Human Resources Manual may be invoked. The normal dispute settlement procedures will also be available.

### **Are ASENs a substitute for Registered Nurses/Midwife?**

ASENs are not substitutes for the Registered Nurse/Midwife (RN/RM). The ASEN supports the RN/RM in the provision of person-centred care. Employees at this level work under the direction and supervision of the RN/RM. However at all times, the ASEN retains responsibility for their actions while remaining accountable to the RN/RM for all delegated functions.

### **Is the ASEN role transferable?**

The appointment to the role of an ASEN is site determined and specific to the practice setting. Upon successful application and appointment, the position is created specifically for the LHN, health service and/or unit. ASEN is not a personal classification and cannot be automatically transferred to another practice setting. The ASEN is able to apply for another appointment based position in another practice setting if they consider that they possess the qualification and skills for appointment to the ASEN classification.

### **How is the ASEN role supported by the LHN, health service and unit?**

LHNs, health services and units will facilitate employees in ASEN roles to practice to their full scope of practice as determined within the context of the practice/health setting. Guidelines and procedures should support and reflect the ASEN role in the practice setting. The role description will reflect the scope and level at which the ASEN is working. Performance review and development plans along with access to professional development should support the ASEN to building capacity and capability so that they may fulfil the role. Workforce planning and forecasting should consider the role within the context of the overall workforce and service planning needs including succession planning to maintain the established clinical service provision.

### **Where else can I get information about the ASEN role?**

For more information regarding the ASEN role please talk with your line manager. A reference list has been provided for additional information and reading.

## **Advanced Skills Enrolled Nurse Examples**

**Note the following are examples only. These examples should not form the basis for ASEN applications nor the development of ASEN roles across practice settings.**

### **Clinical Assessment**

In addition to fulfilling all of the duties of an Enrolled Nurse, the ASEN will have a greater level of delegated responsibility in client care which may include clinical and non-clinical roles in the unit under the indirect supervision of the registered nurse. The ASEN is able to make reliable assessments for consideration by the registered nurse, knows when to refer if a client assessment deviates from the expected outcomes. The ASEN is able to demonstrate competency in client assessment at an advanced level for enrolled nurse practice.

For example, the ASEN in a Renal Unit is able to assess clients in their own home for renal replacement therapy under the indirect supervision of the registered nurse.

### Contribute to delivery of care and care management

In addition to fulfilling duties expected of any Enrolled Nurse in a clinical area, the ASEN is able to use their advanced clinical knowledge and skills to contribute to the care management of a defined group of clients within their scope of practice. The registered nurse considers the clinical context including patient complexity and stability before delegating aspects of care management to the ASEN.

For example, if a client is stable and their outcomes are predicted to be normal, the ASEN, in a Cardiac Intensive Care Unit may be able to undertake the pre and post care of patients who have undergone percutaneous cardiac interventions eg angiography, angioplasty, electrophysiological studies and ablation for stable clients (that is clients who have stable health conditions and are recovering consistent with the expected pathway for their procedure/ condition). The ASEN will know when to refer client to the appropriate health professional if changes and deviations from normal occur.

Policies and procedures will be in place to support the ASEN in care management in collaboration with the registered nurse.

### Leadership responsibilities

In addition to fulfilling the duties of an Enrolled Nurse, the ASEN has a greater depth of knowledge and advanced skills and experience relevant to the specialty area; enabling the ASEN to undertake additional leadership responsibilities contributing to and supporting team leadership roles within the health service/unit. The ASEN is able to mentor others and participate in performance review and development of Enrolled Nurses developing the capacity of the enrolled nursing team. The ASEN is able to network with other health professionals.

For example the ASEN who undertakes discharge planning is able to attend vulnerable client meetings with health professionals from other teams and service providers eg Aboriginal Health, community health, and recommend Rapid Brokerage Packages, Transitional Care Packages with the health care team in collaboration with the registered nurse and with the objective of improving the patients journey

## Associated Documents

[Governance Framework for Advanced Scope of Practice and Extended Scope of Practice Roles in SA Health Policy Directive](#)

[Performance Review and Development Policy Directive](#)

[Registration of Health Practitioners Recording and Monitoring Policy Directive](#)

For further information on the following documents SA Health staff will need to contact their Local Health Networks, Human Resources (HR) Unit:

- > SA Health, Advanced Skills Enrolled Nurse Generic Role Description
- > SA Health, (Health Care Act) Human Resources Manual (July 2017)

## References

[Australian Government, HLT64115 – Advanced Diploma of Nursing \(December 2015\)](#)

[Australian Nursing and Midwifery Accreditation Council, Approved Diploma of Nursing Programs](#)

[Nursing and Midwifery Board of Australia, Enrolled nurse standards for practice \(January 2016\)](#)

[Nursing and Midwifery Board of Australia, Fact sheet: Enrolled nurse standards for practice \(January 2016\)](#)

[Nursing and Midwifery Board of Australia, National framework for the development of decision-making tools for nursing and midwifery practice ANMC \(September 2007\) - rebranded \(July 2013\)](#)

[Nursing and Midwifery Board of Australia, Decision Making Framework A4 nursing summary guide – 2010 – rebranded \(December 2013\)](#)

[Nursing and Midwifery Board of Australia, Decision Making Framework A3 nursing flowchart – 2013 – rebranded \(June 2013\)](#)

[Nursing and Midwifery Board of Australia, Code of conduct for nurses \(March 2018\)](#)

[Nursing and Midwifery Board of Australia, Fact sheet: code of conduct for nurses and code of conduct for midwives \(March 2018\)](#)

[Nursing and Midwifery Board of Australia, Registration Standards: Continuing professional development \(June 2016\)](#)

[Nursing and Midwifery Board of Australia, Fact Sheet: Advanced nursing practice and speciality areas within nursing \(2016\)](#)

[South Australian Employment Tribunal, Nursing and Midwifery \(South Australian Public Sector\) Enterprise Agreement](#)

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## For more information

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