

Aide-Mémoire

Meeting with the Nursing Council of New Zealand

Date due to MO:	8 February 2024	Action required by:	N/A
Security level:	IN CONFIDENCE	Health Report number:	H2024035044
To:	Hon Dr Shane Reti, Minister of Health		
Consulted:	Health New Zealand: <input type="checkbox"/> Māori Health Authority: <input type="checkbox"/>		

Contact for telephone discussion

Name	Position	Telephone
Robyn Shearer	Deputy Director-General, Clinical, Community and Mental Health – Te Pou Whakakaha	s 9(2)(a)
Lorraine Hetaraka	Chief Nursing Officer, Office of the Chief Clinical Officers – Ngā Āpiha Hauora	s 9(2)(a)

Aide-Mémoire

Meeting with the Nursing Council of New Zealand

Date due: 8 February 2024

To: Hon Dr Shane Reti, Minister of Health

Security level: IN CONFIDENCE **Health Report number:** H2024035044

Details of meeting: Monday 12 February 2024
4.00pm - 4.30pm
Your office
You will be meeting with the Nursing Council of New Zealand's (the Council's) Chair, Ngaira Harker and Chief Executive, Catherine Byrne.

Purpose of meeting/proposal: The Council has requested a meeting with you as the incoming Minister of Health as part of its regular bi-annual meetings with the Minister of Health. Discussions are likely to include:

- The Council's latest quarterly workforce report (emailed to you by the Council on 24 January 2024) including international qualified nurse (IQN) data
- Strategic work outlined in their Briefing to the Incoming Minister (BIM) including their development of an Objective Structure Clinical Exam (OSCE) process for IQNs
- Governance matters and board appointments.

Other attendees Ministry of Health
Lorraine Hetaraka, Chief Nursing Officer
Pam Doole, Clinical Chief Advisor Nursing

Comment:

- Suggested talking points are provided in Appendix One.
- The aide-mémoire discloses all relevant information.



Robyn Shearer

Deputy Director-General

**Clinical, Community and Mental Health |
Te Pou Whakakaha**

Date: 26 January 2024

Meeting with the Nursing Council of New Zealand

Purpose of the aide-mémoire

1. This aide-mémoire provides information and talking points ahead of your first meeting with the Council on Monday 12 February 2024, 4.00pm to 4.30pm.

Background / context

2. A Briefing to the Incoming Minister (BIM) and the Quarterly Workforce Report have been sent to you by the Council in advance of this meeting.
3. The Council is the responsible authority for the nursing profession in Aotearoa New Zealand. Established under Schedule 2 of the Health Practitioners Competence Assurance Act 2003 (the Act), the Council is responsible for setting qualifications and education programme standards for all nursing scopes of practice to ensure nurses are prepared, competent, and fit to practise.
4. Council members in attendance will be Ngaira Harker, Chairperson, and Catherine Byrne, Chief Executive and Registrar.
 - **Ngaira Harker** is the Council's current chairperson. First appointed to the Council board in 2021, she was elected chairperson in 2022 and was reappointed to the Council for another three-year term in 2023. Ms Harker is currently employed as the Principal Advisor Kaiāwhina Workforce Development with Te Aka Whai Ora | the Māori Health Authority. She has previously served as the Nurse Director Māori Health at the then Hawke's Bay District Health Board and held various roles in nursing education. Ms Harker is of Ngāti Kahungunu ki Wairoa descent and lives in Hawke's Bay.
 - **Catherine Byrne** is the Council's Chief Executive and Registrar, responsible for the executive leadership and regulatory functions of the organisation. Prior to gaining this role in 2019, Ms Byrne served as an elected Board member on the Council. At this time she was also employed as the Director of Nursing for the then Taranaki District Health Board. Ms Byrne has also previously held roles as a paediatric nurse specialist and charge nurse at Starship Hospital.

What the Council intends to discuss with you

5. The BIM and Quarterly Workforce Report provide you with background information on the Council, data and information on the nursing workforce and education sector, and the Council's strategic priorities and projects. The Council has indicated they would like to speak with you about the quarterly report and their strategic programme of work.
6. Ms Harker has also requested a 5-minute discussion with you in private (without advisors and the Chief Executive present) at the end of your meeting. She wishes to update you on governance matters.

Board appointments and election process

11. The Health Practitioners (Election of Members of Nursing Council of New Zealand) Regulations 2009 direct that three health practitioners appointed as members of the Council must be nurses who have been elected in the most recent election conducted by the Council. Elections are held triennially.
12. Although these members are elected, they are required to be appointed by the Minister of Health as outlined in Section 120 of the Act.
13. The Council held an election in July and August 2023. The previous Minister of Health was informed of the outcome of these elections in September 2023. Due to the proximity to the general election, it was decided these members would be appointed following the general election.
14. The successful candidates were (see Appendix Two for bios):
 - Emmanuel (Manu) Pelayo (re-elected)
 - Jijo John
 - Miriam Manga.
15. The Ministry is currently working on the Cabinet paper for you to take these appointments to the Appointments and Honours Committee (APH) at your earliest convenience (once APH meeting dates have been scheduled for the year).
16. The continuing election of Council members for the Medical and Nursing Councils is likely to be included in the current review of the Act.

Briefing to the incoming Minister (BIM) and quarterly workforce report

17. The Council will have provided you with a BIM and latest quarterly workforce report as background to the meeting.
18. According to the Council's BIM, at the end of September 2023 there were 74,497 nurses who held a current annual practising certificate. This included around 71,345 registered nurses, 2,449 enrolled nurses, and 703 nurse practitioners.

IQNs and New Zealand as a potential 'launch pad' to Australia

19. Advice about changes to OSCE, and New Zealand as a potential steppingstone to Australia was provided to your office on 19 January 2024 (H2024034754 refers) in a joint briefing from the Ministry of Health (the Ministry) and Health New Zealand.
20. Nurses, including IQNs, who hold registration with the Council can easily register and practise in Australia under the Trans-Tasman Mutual Recognition Arrangement (TTMRA). The TTMRA provides for the mutual recognition of regulatory standards of occupation and goods adopted under the Trans-Tasman Mutual Recognition Act 1997.
21. The Council received 22,593 applications and registered 13,808 IQNs in the 12 months to November 2023. This figure is substantially more than in previous years where registrations varied from 2-3000 IQNs. In the same timeframe 9,901 IQNs sought verification of good standing to seek registration in Australia.
22. The Nursing Council yearly extract of data supplied to the Ministry (H2024034754 refers) indicates that 29% are not reporting an employment type on registration and a further 25% of new nurses are not specifying an employment type. This is likely to be because they do not have an offer of employment before applying for their first practising certificate. Domestic nurses are 27% of all new registrations with IQNs making up the majority. Many IQNs will apply for a practising certificate before they have a job as they make plans to migrate to New Zealand or apply for registration in Australia.
23. We will discuss this issue with the Council to ensure suitable information is gained and usable by decision-makers and other stakeholders and update you on any issues encountered addressing or resolving this matter.

The Council's strategic programme of work

OSCE and other changes to the way the Council assesses IQNs

24. Advice was provided to your office on 20 December 2023 (H2023033981 refers) about the potential benefits, limitations, and risks associated with the Council's change from a competence assessment programmes to an OSCE.
25. Further advice about OSCEs, as well as the distribution of new nurses in New Zealand, was provided to your office on 19 January 2024 (H2024034754 refers) in a joint briefing from the Ministry and Health New Zealand.

ENDS.

Appendix One: Suggested talking points with the Nursing Council of New Zealand

s 9(2)(g)(i)

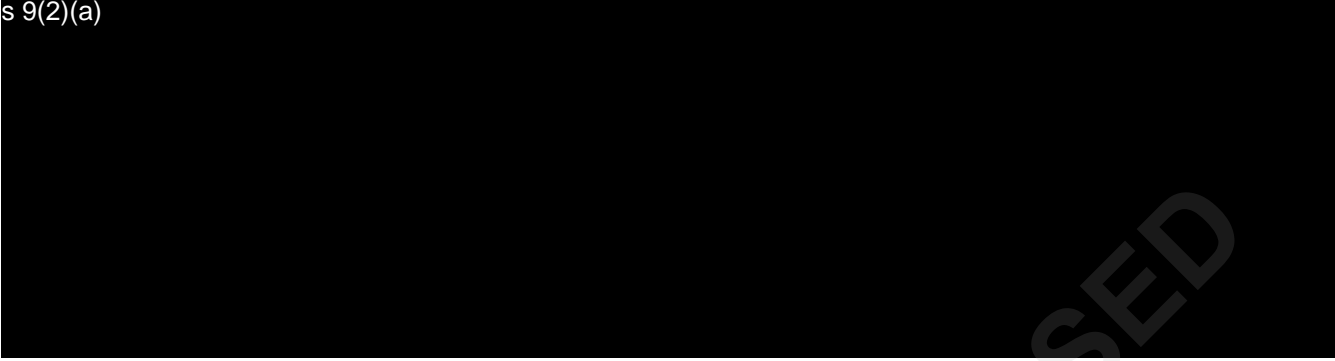
PROACTIVELY RELEASED

PROACTIVELY RELEASED

Appendix Two – Bios of three elected health practitioners to the Council Board


Emmanuel (Manu) Pelayo (re-elected)

s 9(2)(a)

A large black rectangular redaction box covering the biographical information of Emmanuel (Manu) Pelayo.


Jijo John

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A large black rectangular redaction box covering the biographical information of Jijo John.

Miriam Manga

s 9(2)(a)

A large black rectangular redaction box covering the biographical information of Miriam Manga.