

**From:** Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**Sent on:** Monday, July 8, 2024 2:10:26 AM  
**To:** Jay Andrew <Jay.Andrew@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**CC:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** RE: Meeting with all RAs on health workforce regulation - Draft invitation

Looks good to me.

**From:** Jay Andrew <Jay.Andrew@health.govt.nz>  
**Sent:** Monday, 8 July 2024 2:02 pm  
**To:** Eddy Sommers <Eddy.Sommers@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Cc:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** RE: Meeting with all RAs on health workforce regulation - Draft invitation

Happy for me to follow Maree's email with the invitation that has the following text?

Tçnâ koutou katoa,

As indicated in Maree's email just now, you are invited to an online meeting of all RA Chairs and Chief Executives to introduce the Ministry of Health's work programme on the Future of Health Workforce Regulation, and to launch our first phase of engagement and collaboration.

At this meeting, the Ministry will provide you with an overview of the objectives and proposed direction of the work programme, as well as how we would like to work with you to shape the Future of Health Workforce Regulation.

Following that overview, there will also be an opportunity for you to join a "breakout" group with your respective Ministry of Health Chief Clinical Officer, to ask any initial questions you have and discuss the consultation and engagement process.

This is an exciting opportunity to consider how health workforce regulation can enable timely access to quality healthcare, and we look forward to starting this conversation with you.

Please contact Suzanne Townsend ([suzanne.townsend@health.govt.nz](mailto:suzanne.townsend@health.govt.nz)) if you have any enquiries ahead of the meeting.

Ngâ mihi nui,

**From:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>  
**Sent:** Monday, 8 July 2024 1:25 pm  
**To:** Morag Hatcher <[Morag.Hatcher@health.govt.nz](mailto:Morag.Hatcher@health.govt.nz)>  
**Cc:** Jay Andrew <[Jay.Andrew@health.govt.nz](mailto:Jay.Andrew@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>;

Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>

**Subject:** RE: Meeting with all RAs on health workforce regulation - Draft invitation

Hi Morag

We would like the title of this email to be "Review of HPCA Act – Future of health workforce regulation"

Attached to this email is the list of external attendees and their emails (38 in total).

We would also like the following internal attendees to be CC'd in to this email:

- Martin Chadwick – [martin.chadwick@health.govt.nz](mailto:martin.chadwick@health.govt.nz)
- Anna Skinner – [anna.skinner@health.govt.nz](mailto:anna.skinner@health.govt.nz)
- Heather Muriwai – [heather.muriwai@health.govt.nz](mailto:heather.muriwai@health.govt.nz)
- Lorraine Hetaraka – [Lorraine.hetaraka@health.govt.nz](mailto:Lorraine.hetaraka@health.govt.nz)
- Suzanne Townsend – [Suzanne.townsend@health.govt.nz](mailto:Suzanne.townsend@health.govt.nz)

And these internal attendees to be BCC'd:

- Steve Osborne – [steve.osborne@health.govt.nz](mailto:steve.osborne@health.govt.nz)
- Allison Bennett – [Allison.bennett@health.govt.nz](mailto:Allison.bennett@health.govt.nz)
- Jay Andrew – [jay.andrew@health.govt.nz](mailto:jay.andrew@health.govt.nz)
- Eddy Sommers – [eddy.sommers@health.govt.nz](mailto:eddy.sommers@health.govt.nz)
- Kim Meo – [kim.meo@health.govt.nz](mailto:kim.meo@health.govt.nz)
- Diana Sarfati – [diana.sarfati@health.govt.nz](mailto:diana.sarfati@health.govt.nz)

We will prepare the teams invite to follow soon after – aim to send at 2pm.

Thank you

**From:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>

**Sent:** Monday, 8 July 2024 11:34 am

**To:** Maree Roberts <[Maree.Roberts@health.govt.nz](mailto:Maree.Roberts@health.govt.nz)>

**Cc:** Morag Hatcher <[Morag.Hatcher@health.govt.nz](mailto:Morag.Hatcher@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Jay Andrew <[Jay.Andrew@health.govt.nz](mailto:Jay.Andrew@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>

**Subject:** Meeting with all RAs on health workforce regulation - Draft invitation

Hi Maree – below is an email we would like you to send out to the RAs informing them of the meeting next week on health workforce regulation. If you are happy with this we will work with Morag to send out as soon as possible.

**From:** Morag Hatcher <Morag.Hatcher@health.govt.nz> on behalf of Maree Roberts

**Sent on:** Monday, July 8, 2024 2:19:41 AM

**To:** s 9(2) @mcnz.org.nz; chair@mcnz.org.nz; s 9(2)(a) @chinesemedicinecouncil.org.nz;  
s 9(2)(a) ; registrar@chiropracticboard.org.nz;  
s 9(2)(a) @chiropracticboard.org.nz; s 9(2)(a) @dcnz.org.nz; s 9(2)(a) ;  
s 9(2)(a) @dietitiansboard.org.nz; s 9(2)(a) ;  
s 9(2)(a) @medsci.co.nz; s 9(2)(a) @medsci.co.nz; s 9(2)(a) @medsci.co.nz;  
s 9(2)(a) @midwiferycouncil.health.nz; s 9(2)(a) @midwiferycouncil.health.nz;  
s 9(2)(a) @midwiferycouncil.health.nz; s 9(2)(a) @nursingcouncil.org.nz;  
s 9(2) @nursingcouncil.org.nz; s 9(2)(a) @otboard.org.nz; s 9(2)(a) @otboard.org.nz;  
s 9(2) @otboard.org.nz; registrar@odob.health.nz; s 9(2)(a) @auckland.ac.nz;  
s 9(2) @osteopathiccouncil.org.nz; s 9(2) @osteopathiccouncil.org.nz;  
s 9(2)(a) @paramediccouncil.org.nz; s 9(2) @paramediccouncil.org.nz;  
s 9(2)(a) @aut.ac.nz; s 9(2) @pharmacycouncil.org.nz;  
chair@pharmacycouncil.org.nz; s 9(2)(a) @physioboard.org.nz;  
s 9(2)(a) @pbnz.org.nz; s 9(2) @podiatristsboard.org.nz; s 9(2)(a) @aut.ac.nz;  
s 9(2)(a) @nzpb.org.nz; s 9(2)(a) @nzpb.org.nz; registrar@pbanz.org.nz;  
s 9(2)(a)

**CC:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>; Anna Skinner <Anna.Skinner@health.govt.nz>; Heather Muriwai <Heather.Muriwai@health.govt.nz>; Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>; Steve Osborne <Steve.Osborne@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Jay Andrew <Jay.Andrew@health.govt.nz>; Eddy Sommers <Eddy.Sommers@health.govt.nz>; Kim Meo <Kim.Meo@health.govt.nz>; Diana Sarfati <Diana.Sarfati@health.govt.nz>

**Subject:** Review of HPCA Act – Future of health workforce regulation

Tēnā koutou katoa,

As you are aware, the Ministry of Health has conducted a review of the Health Practitioners Competence Assurance Act 2003 (HPCA Act).

I am writing to invite you to an online meeting of all RA Chairs and Chief Executives to introduce the Ministry's work programme on the Future of Health Workforce Regulation, and to launch our first phase of engagement and collaboration.

The meeting details are as follows:

**Date:** 16 July 2024

**Time:** 4-5pm

**Location:** Microsoft Teams (Online)

At this meeting, the Ministry will provide you with an overview of the objectives and proposed direction of the work programme, as well as how we would like to work with you to shape the Future of Health Workforce Regulation.

Following that overview, there will also be an opportunity for you to join a “breakout” group with your respective Ministry of Health Chief Clinical Officer, to ask any initial questions you have and discuss the consultation and engagement process.

This is an exciting opportunity to consider how health workforce regulation can enable timely access to quality healthcare, and we look forward to starting this conversation with you.

Please look out for an invite to the online meeting directly following this email and contact Suzanne Townsend ([suzanne.townsend@health.govt.nz](mailto:suzanne.townsend@health.govt.nz)) if you have any enquiries ahead of the meeting.

Ngā mihi nui,  
Maree

Maree Roberts  
Deputy Director-General  
Te Pou Rautaki | Strategy, Policy and Legislation  
+64 9(2) [REDACTED]  
[maree.roberts@health.govt.nz](mailto:maree.roberts@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



**From:** Jay Andrew <Jay.Andrew@health.govt.nz>  
**Sent on:** Monday, July 8, 2024 10:47:14 PM  
**To:** Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>; Steven Johnston <Steven.Johnston@health.govt.nz>; Anna Skinner <Anna.Skinner@health.govt.nz>; Kate Scott <Kate.Scott@health.govt.nz>; Zoe Bristowe <Zoe.Bristowe@health.govt.nz>; Martin Wall <Martin.Wall@health.govt.nz>; Robert McIlroy <Robert.McIlroy@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Junior Ulu <Junior.Ulu@health.govt.nz>; Nafanua Pili <Nafanua.Pili@health.govt.nz>; Chris Mitchell <Christopher.Mitchell@health.govt.nz>; Heather Muriwai <Heather.Muriwai@health.govt.nz>; Steve Osborne <Steve.Osborne@health.govt.nz>; Pam Doole <Pam.Doole@health.govt.nz>; Amanda Rosenberg <Amanda.Rosenberg@health.govt.nz>; Diana Suggate <Diana.Suggate@health.govt.nz>; Penny Gault <Penny.Gault@health.govt.nz>; Tessa Bercic <Tessa.Bercic@health.govt.nz>; Kim Meo <Kim.Meo@health.govt.nz>; Harry Boam <Harry.Boam@health.govt.nz>; Simran Singh <Simran.Singh@health.govt.nz>; Hinali Patel <Hinali.Patel@health.govt.nz>; Kris Golding <Kristian.Golding@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Brendon Baker <Brendon.Baker@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>  
**CC:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Eddy Sommers <Eddy.Sommers@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** RE: Health workforce regulation - Engagement plan and use cases  
**Attachments:** Draft uses cases - for internal circulation.docx (31.92 KB)

Kia ora koutou,

As discussed in the workforce stand-up, I am resending the example end use cases for comment. Thanks to those who have already provided feedback.

We currently have four use cases, to cover different categories of stakeholder:

1. **Regulated practitioner:** Registered Nurse (based on persona developed with OCCO Nursing)
2. **Self-regulated practitioner:** Speech-Language Therapist (developed with OCCO Allied Health)
3. **Māori health practitioner:** Rongoā practitioner (developed with Te Pou Hauora Māori)
4. **Consumer** (developed with Health of Disabled People team)

For the time being, they are example use cases for the Minister. We will continue to refine them (and likely create more) to make them more accessible for public consultation.

Grateful views by **COP tomorrow**.

Thanks in advance,  
Jay.

PROACTIVELY RELEASED

**From:** Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**Sent on:** Wednesday, July 10, 2024 4:38:58 AM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** FW: Health workforce regulation - Engagement plan and use cases

Hey am just forwarding this to you, feedback from Kim on the use cases. Let me know if her comments vibe with what you have been trying to get across to us, can discuss tomorrow.

**From:** Kim Meo <Kim.Meo@health.govt.nz>  
**Sent:** Wednesday, 10 July 2024 4:12 pm  
**To:** Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**Cc:** Jay Andrew <Jay.Andrew@health.govt.nz>  
**Subject:** RE: Health workforce regulation - Engagement plan and use cases

Team,

This is a very quick brain dump as I am conscious we're both on tight timelines.

So I think you have what you need but it could be laid out in a clearer way – atm it is hard to see how current WF reg is contributing to pressures and how changes would improve. Personas are generally just focused on the story and you analyse to problem solve, rather than merge them together. They are also focused on the person and if their needs are met by the system – they will “relieve some of the burden from medical staff and provide more patients with quality and timely care.” (vs it being about how they serve the system). See my suggested example re Maria following.

I've also included a link at the bottom which show examples of more product focused personas but might help see how you can more clearly layout/order the info. 'Struggles your product or service could address' is probably the most useful section. And you can tell the story as you have done, not suggesting a change to demographics.

Also have C&Pasted an excerpt from a patient persona as an example (at the bottom).

Actually the others (after Maria) are clearer but still think you could more explicitly establish value. Anyways take what you like. May be too late.

I would suggest something like:

Marias story

Maria is a 55-year-old Registered Nurse with 30 years' experience. Ten years ago, Maria migrated to New Zealand from the Philippines, where she received her training and qualifications. She is a mother of three so feeling supported and settled in her quest for a better life/opportunities for her and her family is important.

What issues did she face?

- protracted and expensive registration process that delayed her entry into New Zealand and ability to contribute to New Zealand's health system.
- No support to build her build cultural and disability competence
- Lack of ability to fully utilise competencies gained through her qualifications and experiences

How could changes in workforce regulation help?

Regulatory settings can:

- identify and improve systemic issues, such as registration processing times
- provide accountability mechanisms that could incentivise regulators to address areas of tension like processing
- establish and uphold consistent standards on matters such as cultural and disability competence

Result:

- Maria is more quickly able to transition into the NZ HS...
- Maria shares with other migrants her positive experience to come to NZ
- Maria settles quickly and is likely to stay and make NZ her home building a career in NZ health system
- Maria builds knowledge of the cultural landscape that helps her assimilate and better support patients
- Maira is encouraged to use her bounds of competence – she is empowered, happy and keen to stay in the NZ health system.

<https://www.hubspot.com/make-my-persona/persona-examples>

Overview of patient and caregiver personas.

Patient personas

“John”

An 87-year-old frail elderly man dealing with arthritis, hypertension, and mild cognitive impairment. He needs a tool to reach out to loved ones when he needs help, communicate his goals and current level of function, and give prompts for key health behaviors.

“Elizabeth”

A 70-year-old elderly patient with multiple chronic conditions.

She needs help managing her medications, tracking her health status, and learning about activities to improve her health.

“Karen”

A 65-year-old patient with multiple chronic conditions.

She needs help coordinating her care with her providers, managing her conditions, and accessing relevant health and social services.

“Jasmine”

A 44-year-old patient with a major chronic condition.

She needs help communicating with her family about her health, managing ongoing symptoms, and learning about new treatments.

Caregiver personas

“Beth”

A 79-year-old caregiving spouse.

She needs help managing her spouse’s medications and appointments and connecting with medical and community resources.

“Lisa”

A 45-year-old caregiver for her elderly mother.

She needs help coordinating her mother’s care, remotely monitoring her health status, and communicating with family members regarding her mother’s health.

Textbox 1. Overview of patient and caregiver personas.

Hope it helps!

Kim

**From:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>

**Sent:** Wednesday, 26 June 2024 2:15 pm

**To:** Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Steven Johnston <[Steven.Johnston@health.govt.nz](mailto:Steven.Johnston@health.govt.nz)>; Anna Skinner <[Anna.Skinner@health.govt.nz](mailto:Anna.Skinner@health.govt.nz)>; Kate Scott <[Kate.Scott@health.govt.nz](mailto:Kate.Scott@health.govt.nz)>; Zoe Bristowe <[Zoe.Bristowe@health.govt.nz](mailto:Zoe.Bristowe@health.govt.nz)>; Martin Wall <[Martin.Wall@health.govt.nz](mailto:Martin.Wall@health.govt.nz)>; Robert McIlroy <[Robert.McIlroy@health.govt.nz](mailto:Robert.McIlroy@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Junior Ulu <[Junior.Ulu@health.govt.nz](mailto:Junior.Ulu@health.govt.nz)>; Nafanua Pili <[Nafanua.Pili@health.govt.nz](mailto:Nafanua.Pili@health.govt.nz)>; Chris Mitchell <[Christopher.Mitchell@health.govt.nz](mailto:Christopher.Mitchell@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Steve Osborne <[Steve.Osborne@health.govt.nz](mailto:Steve.Osborne@health.govt.nz)>; Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Amanda Rosenberg <[Amanda.Rosenberg@health.govt.nz](mailto:Amanda.Rosenberg@health.govt.nz)>; Diana Suggate <[Diana.Suggate@health.govt.nz](mailto:Diana.Suggate@health.govt.nz)>; Penny Gault <[Penny.Gault@health.govt.nz](mailto:Penny.Gault@health.govt.nz)>; Tessa Bercic <[Tessa.Bercic@health.govt.nz](mailto:Tessa.Bercic@health.govt.nz)>; Kim Meo <[Kim.Meo@health.govt.nz](mailto:Kim.Meo@health.govt.nz)>; Harry Boam <[Harry.Boam@health.govt.nz](mailto:Harry.Boam@health.govt.nz)>; Simran Singh <[Simran.Singh@health.govt.nz](mailto:Simran.Singh@health.govt.nz)>; Hinali Patel <[Hinali.Patel@health.govt.nz](mailto:Hinali.Patel@health.govt.nz)>; Kris Golding <[Kristian.Golding@health.govt.nz](mailto:Kristian.Golding@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Brendon Baker <[Brendon.Baker@health.govt.nz](mailto:Brendon.Baker@health.govt.nz)>; Alice Sowry <[Alice.Sowry@health.govt.nz](mailto:Alice.Sowry@health.govt.nz)>; Emily Moxon <[Emily.Moxon@health.govt.nz](mailto:Emily.Moxon@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>

**Subject:** Health workforce regulation - Engagement plan and use cases

Kia ora koutou

As mentioned at last week's stand-up, please find attached the current draft engagement plan for the health workforce regulation work programme. Many of you have seen this plan already, thank you for the discussions over the last couple of weeks on our approach for engagement.

We intend to update the Minister next week on this approach, highlighting the confirmed dates for initial meetings with RAs. We would appreciate any final comments on the plan by **COP Monday 1 July**, particularly interested in any thoughts on which groups should be prioritised for engagement during Phase 1 (before public consultation).

We are also working on the comms package (slides, Q+As, updated key messages) which will be circulated to you all before any engagement takes place, in the meantime if you have any questions regarding comms on this please reach out.

We also have a slide pack (attached) that was used in yesterday's meeting with the Council of Medical Colleges, which can be used to support any meetings on this topic that you have before the all of RA meeting. It will be updated once formal engagement begins.

### **Initial meeting with RAs**

As you will see in the plan, our intention is for engagement to formally begin with an online meeting between the Ministry and all the RAs. This meeting will allow us to introduce the work programme to the RAs, outline our objectives and the process over the next few months, and address immediate concerns/feedback.

We have taken on the recommendation from our clinical chiefs that the Director-General will provide the introduction, and then then the RAs will join “break out” groups with the respective clinical chiefs to ask any initial questions and discuss the engagement process. We are intending for this meeting to take place on **Tuesday 9 July**. If any issues with this date please let us know ASAP.

### Use Cases

As many of you know, the Minister requested a series of ‘use cases’ that could simply and clearly describe the potential benefits of the changes we are proposing to regulation. Thank you to all those who have been helping Jay craft these.

We will be providing these to the Minister along with the briefing on the engagement approach. We have attached a few of these for any comments.

As usual any questions/comments please reach out.

Ngā mihi

### Eddy Sommers (he/him)

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

[eddy.sommers@health.govt.nz](mailto:eddy.sommers@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



**From:** Morag Hatcher <Morag.Hatcher@health.govt.nz> on behalf of Maree Roberts

**Sent on:** Friday, July 12, 2024 3:16:10 AM

**To:** s 9(2) @mcnz.org.nz; s 9(2)(a) @chinesemedicinecouncil.org.nz;  
s 9(2)(a) @gmail.com; registrar@chiropracticboard.org.nz;  
s 9(2)(a) @chiropracticboard.org.nz; s 9(2)(a) @dcnz.org.nz; s 9(2)(a) @dietitiansboard.org.nz; s 9(2)(a) @medsci.co.nz; s 9(2)(a) @medsci.co.nz; s 9(2)(a) @medsci.co.nz;  
s 9(2)(a) @midwiferycouncil.health.nz; s 9(2)(a) @midwiferycouncil.health.nz;  
s 9(2)(a) @midwiferycouncil.health.nz; s 9(2)(a) @nursingcouncil.org.nz;  
s 9(2) @nursingcouncil.org.nz; s 9(2)(a) @otboard.org.nz; s 9(2)(a) @otboard.org.nz;  
s 9(2) @otboard.org.nz; registrar@odob.health.nz; s 9(2)(a) @auckland.ac.nz;  
s 9(2) @osteopathiccouncil.org.nz; s 9(2)(a) @paramediccouncil.org.nz;  
s 9(2)(a) @aut.ac.nz; s 9(2) @pharmacycouncil.org.nz;  
chair@pharmacycouncil.org.nz; s 9(2)(a) @physioboard.org.nz;  
s 9(2)(a) @pbnz.org.nz; s 9(2) @podiatristsboard.org.nz; s 9(2)(a) @aut.ac.nz;  
s 9(2)(a) @nzpb.org.nz; s 9(2)(a) @nzpb.org.nz; registrar@pbanz.org.nz;  
s 9(2)(a) @odob.health.nz;  
s 9(2)(a) @nursingcouncil.org.nz; s 9(2) @mcnz.org.nz; s 9(2) @midwiferycouncil.health.nz; s 9(2) Scott@health.govt.nz; s 9(2) @dietitiansboard.org.nz; s 9(2) @tomshanddietitian.co.nz; s 9(2)(a) @otago.ac.nz; s 9(2) @nursingcouncil.org.nz; s 9(2) @osteopathiccouncil.org.nz

**CC:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>; Anna Skinner <Anna.Skinner@health.govt.nz>; Heather Muriwai <Heather.Muriwai@health.govt.nz>; Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>; Steve Osborne <Steve.Osborne@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Eddy Sommers <Eddy.Sommers@health.govt.nz>; Kim Meo <Kim.Meo@health.govt.nz>; Diana Sarfati <Diana.Sarfati@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>

**Subject:** Further information on - Review of HPCA Act – Future of health workforce regulation meeting

Tēnā koutou katoa,

In advance of our meeting on Tuesday 16 July, I wanted to share some more information about the purpose of the meeting and what we intend to discuss.

The Ministry of Health has been exploring ways to support the workforce and address the challenges they face, a key part of this has been our work to explore the role of health workforce regulation, namely the Health Practitioners Competence Assurance Act 2003 (the HPCA Act). The recently

published [Government Policy Statement on Health 2024-27](#) (GPS) showcases Workforce as an essential enabler to achieve our health system outcomes and sets the expectation that regulatory settings related to the workforce are reviewed, in order to retain, value and recognise the workforce.

The purpose of this upcoming meeting is to continue our team's discussion with you on how regulatory settings can help address workforce challenges and support timely access to quality care. We intend to outline and test:

- the direction and opportunities we have identified
- our approach for further refining those opportunities, and
- our plan to engage and consult with your organisations and other key stakeholders on this agenda.

The success of this work will depend on collaborative and constructive engagement across government, sector and the community, and the meeting next week will be the first step in that engagement.

I look forward to our meeting next week where we can discuss this in detail.

Ngā mihi nui,  
Maree

Maree Roberts  
Deputy Director-General  
Te Pou Rautaki | Strategy, Policy and Legislation  
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[maree.roberts@health.govt.nz](mailto:maree.roberts@health.govt.nz)  
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Thorndon, Wellington 6011



**From:** Maree Roberts <Morag.Hatcher@health.govt.nz>  
**Sent on:** Thursday, July 25, 2024 5:09:26 AM  
**To:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** RE: Talking points for the Minister's Office on Workforce Regulatory Settings Review

Looks fine – thanks Suzanne

**From:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Sent:** Thursday, 25 July 2024 3:57 pm  
**To:** Maree Roberts <Maree.Roberts@health.govt.nz>  
**Subject:** Talking points for the Minister's Office on Workforce Regulatory Settings Review

Hi Maree

As discussed the Minister's Office has asked for some talking points should they be asked about the review. We have prepared the following:

- The Government Policy Statement on Health (GPS) showcases workforce as an essential enabler to achieve health system outcomes.
  - And way our health workforce operates has changed in the 20 years since the HPCA Act was enacted.
- The GPS has set an expectation that the Ministry, in its role as steward of the health system, review regulatory settings to retain, value and recognise our health workforce.
  - As part of this, I have instructed the Ministry to consult with you and other stakeholders on health workforce regulatory settings.
- I encourage you to engage directly and constructively with the Ministry.
- The Ministry will keep me updated on the progress of these consultations.

Your comments would be appreciated.

Suzanne

Suzanne Townsend  
Manager, Regulatory Policy  
Strategy, Policy and Legislation | Te Pou Rautaki  
M s 9(2)(a)  
E [suzanne.townsend@health.govt.nz](mailto:suzanne.townsend@health.govt.nz)

Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



**From:** s 9(2)(a) @psa.org.nz

**Sent on:** Monday, September 30, 2024 9:55:47 PM

**To:** APEX - Secretary <secretary@apex.org.nz>; Jay Andrew <Jay.Andrew@health.govt.nz>;  
s 9(2)(a) @asms.org.nz; s 9(2)(a) @asms.org.nz;  
s 9(2)(a) @meras.co.nz; s 9(2)(a) @cns.org.nz; s  
@psa.org.nz; s 9(2)(a) @psa.org.nz

**CC:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Eddy  
Sommers <Eddy.Sommers@health.govt.nz>; Joe Bourne <Joe.Bourne@health.govt.nz>;  
Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>; Martin  
Chadwick <Martin.Chadwick@health.govt.nz>; Heather  
Muriwai <Heather.Muriwai@health.govt.nz>; Allison  
Bennett <Allison.Bennett@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-  
Palmer@health.govt.nz>

**Subject:** RE: Future of Health Workforce Regulation

Hi

Unfortunately I not available on Tuesday

s  
9(2)

s 9(2)(a)

PSA National Sector Leader – Health

Te Pukenga Here Tikanga Mahi -Public Service Association

**E:** s 9(2)(a) @psa.org.nz

**M:** s 9(2)(a)

**Member Advice and Support Centre:** 04 555 0952 or 0508 367 772

**From:** APEX - Secretary <secretary@apex.org.nz>

**Sent:** Monday, September 30, 2024 3:36 PM

**To:** Jay Andrew <Jay.Andrew@health.govt.nz>; s 9(2)(a) @asms.org.nz; s  
@asms.org.nz; s 9(2)(a) @meras.co.nz; s  
@cns.org.nz; s 9(2)(a) @psa.org.nz; s 9(2)(a)  
@psa.org.nz; s 9(2)(a) @psa.org.nz

**Cc:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Eddy Sommers  
<Eddy.Sommers@health.govt.nz>; Joe Bourne <Joe.Bourne@health.govt.nz>; Lorraine Hetaraka  
<Lorraine.Hetaraka@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>; Heather  
Muriwai <Heather.Muriwai@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>;  
Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>

**Subject:** RE: Future of Health Workforce Regulation

No I am in APEX Delegates conference that day.

**From:** Jay Andrew <Jay.Andrew@health.govt.nz>

**Sent:** Monday, 30 September 2024 3:29 PM

**To:** s 9(2)(a) @asms.org.nz; s 9(2)(a) @asms.org.nz;  
s 9(2)(a) @meras.co.nz; s 9(2)(a) @cns.org.nz; s  
9(2)

s 9(2)(a) @cns.org.nz; s 9(2)(a) @psa.org.nz; s 9(2)(a) @psa.org.nz; s 9(2)(a) @psa.org.nz

**Cc:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Subject:** RE: Future of Health Workforce Regulation

Kia ora koutou,

Thank you for your patience in the rescheduling of this meeting.

We would be grateful if you could join us on **Tuesday 8 October (2:30pm-3:30pm) via Teams.**

I will send out the calendar invite soon, so that it is in diaries. If you are unable to attend, we can arrange a separate chat at a time more convenient for you.

We look forward to seeing you then.

Ngâ mihi nui,  
Jay.

**Jay Andrew (he/him)**

Principal Policy Analyst

Regulatory Policy

Strategy Policy and Legislation | Te Pou Rautaki

[jay.andrew@health.govt.nz](mailto:jay.andrew@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



**From:** Jay Andrew

**Sent:** Wednesday, September 11, 2024 10:26 AM

**To:** [nurses@nzno.org.nz](mailto:nurses@nzno.org.nz); [ask@nzrda.org.nz](mailto:ask@nzrda.org.nz); [ask@apex.org.nz](mailto:ask@apex.org.nz); s 9(2)(a) @stonz.co.nz; [asms@asms.org.nz](mailto:asms@asms.org.nz); s 9(2)(a) meras.co.nz; s 9(2)(a) @psa.org.nz

**Cc:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Lorraine Hetaraka

<[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>

**Subject:** Future of Health Workforce Regulation

Kia ora koutou,

The Ministry of Health | Manatū Hauora is looking at options to improve health workforce regulatory settings, in support of the Government's emphasis on workforce as a priority area in the [Government Policy Statement 2024-2027](#).

Our health workforce is at the centre of the health system. Engagement with the sector to date has reaffirmed the workforce is under pressure, which affects New Zealanders' access to timely and quality health care. We are looking at the role regulation can play in addressing health workforce challenges and enabling our workforce to work to their full potential.

We want regulatory settings that enable the development of a flexible, sustainable, and diverse workforce that can meet the needs of all people in New Zealand. We also need to ensure that regulation reflects the ways in which health care is delivered today, including through multidisciplinary, teams-based models of care.

This work is primarily focused on the regulatory settings established under the Health Practitioners Competence Assurance Act 2003 (the HPCA Act). We are looking to engage with you to develop proposals for the future of health workforce regulation. These proposals could lead to changes to the HPCA Act or potentially new legislation, depending on the scope of the ideas.

We would like to arrange a 60-minute conversation to discuss this work with you, this will be held online using Microsoft Teams. We have proposed a time below, please let us know if there is a better time during that week.

**Proposed time: Wednesday 18 September (2:30pm-3:30pm)**

I would be grateful if you could reply to this email to confirm whether you are able to attend at this time. If there is someone more suitable from your organisation to attend, I would also be grateful if you could forward this email to them. Once the list of attendees is confirmed, we will send out calendar invites.

We look forward to having an engaging and productive conversation with you all.

Ngā mihi nui,  
Jay.

**Jay Andrew (he/him)**

Principal Policy Analyst

Regulatory Policy

Strategy Policy and Legislation | Te Pou Rautaki

[jay.andrew@health.govt.nz](mailto:jay.andrew@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



\*\*\*\*\*

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From: Maree Roberts <Morag.Hatcher@health.govt.nz>

Sent on: Friday, September 13, 2024 4:49:31 AM

To: Allison Bennett <Allison.Bennett@health.govt.nz>; Tara Thurlow-Rae <Tara.Thurlow-Rae@health.govt.nz>

Subject: Rapid workforce work

Kia ora, following Di's meeting with the PM last week we have been commissioned on the following points. Di is having a meeting at 5:00pm on Monday with HNZ including Andrew Slater on the overall requests [redacted] However, there are some things we need to do asap as well as indicated in [green] below.

*In the workforce space:*

1. Out of scope [redacted]

Out of scope [redacted]

3. Out of scope [redacted]

[green] PCA Act etc – We need a short paper (for the Minister) on expedited path for the HPCA review to me by cop Monday please. [redacted]

Out of scope [redacted]

Out of scope [redacted]

Ngâ mihi  
Maree

Maree Roberts  
Deputy Director-General  
Te Pou Rautaki | Strategy, Policy and Legislation  
s 9(2)(a)  
[maree.roberts@health.govt.nz](mailto:maree.roberts@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



PROACTIVELY RELEASED

**From:** Sanjana George <Sanjana.George@health.govt.nz>  
**Sent on:** Wednesday, September 18, 2024 12:13:49 AM  
**To:** Seamus.brady[Parliament] <seamus.brady@parliament.govt.nz>; Media MOH <media@health.govt.nz>  
**CC:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** RE: NZNO conference speech - HPCA Act Review

Hi Seamus,

I'll check and get back to you asap.

**Sanjana George (she/her)**

Media Advisor, § 9(2)(a)

[media@health.govt.nz](mailto:media@health.govt.nz)

info for media: <https://www.health.govt.nz/news-media/media-centre>

Manatū Hauora, 133 Molesworth Street Wellington 6011



**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent:** Wednesday, September 18, 2024 12:07 PM  
**To:** Media MOH <media@health.govt.nz>  
**Cc:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** FW: NZNO conference speech - HPCA Act Review

Hi team

Can you please check the proposed answer to the media query below on HPCA Act review and provide anything else you think is ?

By 1.30 if possible !

Ngā mihi

Seamus

**Seamus Brady**  
**Private Secretary (Health) | Office of Hon Dr Shane Reti**  
Minister of Health



Minister for Pacific Peoples

M: s 9(2)(a)

Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

**From:** Gabrielle Henderson <[Gabrielle.Henderson@parliament.govt.nz](mailto:Gabrielle.Henderson@parliament.govt.nz)>

**Sent:** Wednesday, September 18, 2024 12:04 PM

**To:** Seamus Brady <[Seamus.Brady@parliament.govt.nz](mailto:Seamus.Brady@parliament.govt.nz)>

**Subject:** FW: NZNO conference speech

Hey Seamus

Just on below, would a reasonable response be:

“It's known in the sector that the HPCAA is under review, as the Ministry started a targeted engagement process on the HPCAA around July – this will be an ongoing process.”

Thank you

**Gabrielle Henderson** | Press Secretary: Minister of Health, Minister for Pacific Peoples

s 9(2)(a)

**From:** s 9(2)(a) <[redacted]@nzno.org.nz>

**Sent:** Wednesday, September 18, 2024 10:54 AM

**To:** Gabrielle Henderson <[Gabrielle.Henderson@parliament.govt.nz](mailto:Gabrielle.Henderson@parliament.govt.nz)>

**Cc:** Charlotte Gendall <[Charlotte.Gendall@parliament.govt.nz](mailto:Charlotte.Gendall@parliament.govt.nz)>

**Subject:** RE: NZNO conference speech

Appreciate that, many thanks Gabrielle.

After hearing it, I wanted to please ask also:

- The minister appeared to be signalling a change imminent regarding internationally-qualified nurse pipeline – is that correct and, if so, what is changing?
- Is that the first time he's announced plans to review the Health practitioners quality assurance act?

Would be great to confirm those by end of day if possible

Ngā mihi nui

s 9(2)(a)

s 9(2)(a)

s 9(2)(a)



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**From:** Gabrielle Henderson <[Gabrielle.Henderson@parliament.govt.nz](mailto:Gabrielle.Henderson@parliament.govt.nz)>  
**Sent:** Wednesday, September 18, 2024 10:38 AM  
**To:** s 9(2)(a) <[REDACTED]> @[nzno.org.nz](mailto:[REDACTED]@nzno.org.nz)>  
**Cc:** Charlotte Gendall <[Charlotte.Gendall@parliament.govt.nz](mailto:Charlotte.Gendall@parliament.govt.nz)>  
**Subject:** NZNO conference speech

Hi s  
9(2)

Hope you're well!

Charlotte passed on that you were keen to get a copy of the Minister's speech from this morning – here you go: <https://www.beehive.govt.nz/speech/speech-new-zealand-nurses-organisation-agm-and-conference-2024>

I am sorry we couldn't stop for a chat! Hope the rest of the conference goes well.

Ngā manaakitanga



**Gabrielle Henderson**

**Press Secretary** | Office of Hon Dr Shane Reti

Minister of Health – Minister for Pacific Peoples

Phone: +s 9(2)(a)

Email: [gabrielle.henderson@parliament.govt.nz](mailto:gabrielle.henderson@parliament.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)

Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

**From:** Maree Roberts <Morag.Hatcher@health.govt.nz>  
**Sent on:** Tuesday, October 22, 2024 6:58:10 AM  
**To:** Andrew Old <Andrew.Old@health.govt.nz>  
**CC:** Kevin Lampen-Smith <Kevin.Lampen-Smith@health.govt.nz>; Simon Medcalf <Simon.Medcalf@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** RE: Occupational licensing

It is Allison and Suzanne 😊

**From:** Andrew Old <Andrew.Old@health.govt.nz>  
**Sent:** Tuesday, October 22, 2024 7:52 PM  
**To:** Maree Roberts <Maree.Roberts@health.govt.nz>  
**Cc:** Kevin Lampen-Smith <Kevin.Lampen-Smith@health.govt.nz>; Simon Medcalf <Simon.Medcalf@health.govt.nz>  
**Subject:** FW: Occupational licensing

Kia ora Maree,

As per the below, who is best to put Min of Reg in touch with re our HPCAA review work? As noted, they are planning a piece of work on occupational licensing, so good to have a connection with what we have planned.

Ngā mihi, Andrew

**Dr. Andrew Old** (he/him)  
Deputy Director-General  
Public Health Agency | Te Pou Hauora Tūmatanui  
s 9(2)(a) | [andrew.old@health.govt.nz](mailto:andrew.old@health.govt.nz)

**From:** Andrew Royle <[andrew.royle@regulation.govt.nz](mailto:andrew.royle@regulation.govt.nz)>  
**Sent:** Tuesday, October 22, 2024 11:50 AM  
**To:** Andrew Old <[Andrew.Old@health.govt.nz](mailto:Andrew.Old@health.govt.nz)>  
**Cc:** Isabelle Sin <[Isabelle.Sin@regulation.govt.nz](mailto:Isabelle.Sin@regulation.govt.nz)>; John Roy <[John.Roy@regulation.govt.nz](mailto:John.Roy@regulation.govt.nz)>; Nathan Chappell <[Nathan.Chappell@regulation.govt.nz](mailto:Nathan.Chappell@regulation.govt.nz)>  
**Subject:** Occupational licensing

Kia ora Andrew

Thanks for our meeting last week.

At the meeting you mentioned some work that is underway in relation to occupational licensing in your sector. Do you have any more info you could share with me about that or could you put the relevant person in touch with us – the team (cc'd) could meet up with them if that's the most efficient way forward?

Ngā mihi

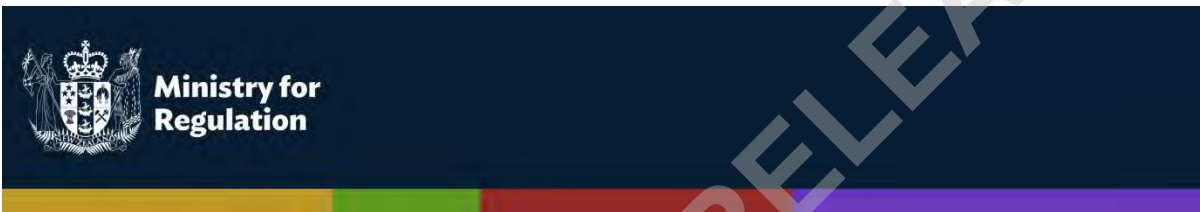
**Andrew Royle** (he/him)

Deputy Chief Executive Policy

**Ministry for Regulation**

waea pūkoro: s 9(2)(a) | Īmēra: [andrew.royle@regulation.govt.nz](mailto:andrew.royle@regulation.govt.nz)

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.....  
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**From:** Jay Andrew <Jay.Andrew@health.govt.nz>  
**Sent on:** Thursday, October 24, 2024 10:55:39 PM  
**To:** Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>; Steve Osborne <Steve.Osborne@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>; Pam Doole <Pam.Doole@health.govt.nz>; Steven Johnston <Steven.Johnston@health.govt.nz>; Joe Bourne <Joe.Bourne@health.govt.nz>; Zoe Bristowe <Zoe.Bristowe@health.govt.nz>; Amanda Rosenberg <Amanda.Rosenberg@health.govt.nz>; Martin Wall <Martin.Wall@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Diana Suggate <Diana.Suggate@health.govt.nz>; Junior Ulu <Junior.Ulu@health.govt.nz>; Tessa Bercic <Tessa.Bercic@health.govt.nz>; Nafanua Pili <Nafanua.Pili@health.govt.nz>; Chris Mitchell <Chris.Mitchell@health.govt.nz>; Heather Muriwai <Heather.Muriwai@health.govt.nz>; Cheree Shortland-Nuku <Cheree.Shortland-Nuku@health.govt.nz>; Penny Gault <Penny.Gault@health.govt.nz>; Merivi Tiai <Merivi.Tiai@health.govt.nz>; Carole Michie <Carole.Michie@health.govt.nz>; Tessa Bercic <Tessa.Bercic@health.govt.nz>; Kevin Lampen-Smith <Kevin.Lampen-Smith@health.govt.nz>; Dawn Wilson <Dawn.Wilson@Teaho.govt.nz>  
**CC:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Eddy Sommers <Eddy.Sommers@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** FOR COMMENT 9AM WED 30 OCT: Health Workforce Regulation (HPCA Act) - High-level settings

Jay Andrew has shared a OneDrive for Business file with you. To view it, click the link below.

 [31-10-2024 - Briefing for decision - High-level settings for future health workforce regulation - H2024054398.docx](#)

---

Kia ora koutou,

Please find attached the following draft briefing for comment: High-level settings for future health workforce regulation

We would be grateful for any views by 9am on Wednesday 30 October. Sorry for the tight turnaround.

For context, we intend to follow this briefing with another paper in November with system design options for consultation, based on the direction the Minister provides on this paper. We will circulate a draft to you once we can.

I appreciate everyone is under the pump at the moment, so I thank you in advance for any time you can put towards this.

Ngā mihi,  
Jay.

**Jay Andrew (he/him)**

Principal Policy Analyst

Regulatory Policy

Strategy Policy and Legislation | Te Pou Rautaki

[jay.andrew@health.govt.nz](mailto:jay.andrew@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011

*Please note I do not work on Tuesdays*



PROACTIVELY RELEASED

**From:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Sent on:** Sunday, November 10, 2024 9:58:19 PM  
**To:** Seamus.brady[Parliament] <seamus.brady@parliament.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>  
**CC:** Jay Andrew <Jay.Andrew@health.govt.nz>; Briefings <Briefings@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Maree Roberts <Maree.Roberts@health.govt.nz>; DG Advisory <dgadvisory@health.govt.nz>  
**Subject:** RE: Signed Briefing for decision - High-level settings for future health workforce regulation - H2024054398

Thanks for this Seamus.

This is great.

We will be providing the next briefing on 22 November. This will also have a draft Cabinet paper seeking approval for consultation and a draft discussion paper.

Suzanne

**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent:** Monday, November 11, 2024 10:18 AM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Cc:** Jay Andrew <Jay.Andrew@health.govt.nz>; Briefings <Briefings@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Maree Roberts <Maree.Roberts@health.govt.nz>; DG Advisory <dgadvisory@health.govt.nz>  
**Subject:** Signed Briefing for decision - High-level settings for future health workforce regulation - H2024054398

Hi team

Thanks for this paper – Minister Reti considered it over the weekend and agreed to the various purpose, principles, and governance provisions.

He also asked that:

- reference to Para 26 (c) be removed from the proposal
- this work be more explicit in saying that the regulatory system supports and aligns to centrally determined objectives, including the GPS.

When can the office expect the next briefing on this work?

Ngā mihi

Seamus



**Seamus Brady**

**Private Secretary (Health) | Office of Hon Dr Shane Reti**

Minister of Health

Minister for Pacific Peoples

M: s 9(2)(a)

Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

PROACTIVELY RELEASED

**From:** Suzanne Townsend  
**Sent:** Wednesday, November 20, 2024 4:00 PM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** HPCA Act Review

Hi Seamus

Thanks for the conversation this afternoon.

As agreed we have reworked the timelines for the discussion document and consultation.

We will provide a briefing that seeks agreement to the changes we propose to include in the discussion document. The response to that briefing will allow us to finalise the discussion paper.

So the proposed timeline is:

Briefing 27 November  
Draft Discussion document and Cabinet paper 10 December (for Minister's Christmas reading)  
SOU 29 January 2025  
Release of paper 3 February 2025  
4 weeks consultation 3 – 28 February 2025  
SOU for decisions 20 March  
Drafting instructions 28 March

This will allow us to produce a quality paper based on the Minister's decisions. It will give him time to consider what options he wants to include.

This will also allow the Minister to consult with his colleagues before the paper is released.

This will not impact on the proposed June introduction.

As ever happy to chat

Allison

Suzanne Townsend  
Manager, Regulatory Policy  
Strategy, Policy and Legislation | Te Pou Rautaki  
M s 9(2)(a)  
E [suzanne.townsend@health.govt.nz](mailto:suzanne.townsend@health.govt.nz)

Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



PROACTIVELY RELEASED

**From:** Maree Roberts <Morag.Hatcher@health.govt.nz>  
**Sent on:** Tuesday, November 26, 2024 6:21:31 PM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** HPCAct Discussion Document

Hi there,

I read through the paper last night – there is a lot of content there, but needs a good rewrite. I suggest that you and I spend an hour with the team going through how we can structure and shape this advice. Shall I get something set up for this afternoon?

Ngâ mihi  
Maree

Maree Roberts  
Deputy Director-General  
Te Pou Rautaki | Strategy, Policy and Legislation  
+s 9(2)(a) [REDACTED]  
[maree.roberts@health.govt.nz](mailto:maree.roberts@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



**From:** Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>  
**Sent on:** Tuesday, December 17, 2024 2:16:32 AM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** RE: HPCA Act - Response to NZNO questions

Thank you for clarifying, I will wait to be guided by Suzanne.

**Lorraine Hetaraka**

Ngāti Kahu, Tapuika, Ngāti Pikiao, Ngāti Ranginui, Ngāi Te Rangi

Chief Nursing Officer  
Te Pou Whakakaha | Clinical, Community & Mental Health

s 9(2)(a)

[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)

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Thorndon, Wellington 6011



**From:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Sent:** Friday, December 13, 2024 12:13 PM  
**To:** Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** RE: HPCA Act - Response to NZNO questions

Sorry Lorraine. I asked the team to develop the comms plan with agreed talking points et al. I think we need to say less until the discussion document has been agreed.

[@Suzanne Townsend](#) can you please link up with Lorraine.

Kind regards,

Allison

**From:** Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>  
**Sent:** Friday, December 13, 2024 12:10 PM

**To:** Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>

**Subject:** FW: HPCA Act - Response to NZNO questions

Kia ora Allison,

Is this ok to go over to NZNO? I meet with them on Wednesday and they were asking about where this was at.

Would be good to close the loop on this with them.

Thank you.

**Lorraine Hetaraka**

Ngāti Kahu, Tapuika, Ngāti Pikiao, Ngāti Ranginui, Ngāi Te Rangi

Chief Nursing Officer

Te Pou Whakakaha | Clinical, Community & Mental Health

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[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)

Manatū Hauora, 133 Molesworth Street

Thorndon, Wellington 6011



MINISTRY OF HEALTH



**From:** Jay Andrew <[Jay.Andrew@health.govt.nz](mailto:Jay.Andrew@health.govt.nz)>

**Sent:** Wednesday, December 4, 2024 2:48 PM

**To:** Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>

**Cc:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>;

Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Eddy Sommers

<[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>

**Subject:** HPCA Act - Response to NZNO questions

Hi Allison,

After our last meeting with NZNO, they emailed us a list of questions. Suzanne suggested you may want to see the draft responses before they go out, so I have provided them below. Assuming you won't have time to look at them in the next 13 minutes, I'm sure another member of the team would be delighted to provide them to Nathalie.

- **Where is the proof of concept for the proposed changes?**

- Many of the ideas discussed are drawn from international best practice and literature, adapted to address challenges we have heard through initial consultation. Some examples are:
  - [Health Practitioner Regulation Systems](#)
  - [Health practitioner regulation: Design, reform and implementation guidance](#)
- **What examples has the MoH identified of unsuitable practitioners providing services? In the meeting, spinologists working as chiropractors was given, are there any further specific examples?**
  - Our Enforcement team has identified a number of examples of people practicing without proper qualifications or continuing to work after being suspended or deregistered by their RA. There is indeed a question as to what extent legislative/regulatory change would address these issues, which is something we are exploring.
- **What examples are there of appropriately skilled, competent and qualified practitioners being restricted from providing services in terms of specific roles? Does this relate to any nursing or nursing adjacent roles?**
  - We have heard that the skills of Nurse Practitioners, for example, are often not fully utilised. While this may not necessarily be caused by the level of regulation, per se, we are exploring whether there is a link between this behaviour and the siloed nature of our regulatory system.
- **Concerning the issue of indirect impacts on employment agreements, what work has been done to identify and mitigate these impacts and what does this mean in concrete terms for existing employment agreements for roles impacted or changed by the regulatory review?**
  - We are still in the stage of option identification and development. We would be willing to work with you and other relevant parties to identify impacts and mitigations of options during the consultation period, to inform future decisions.
- **What are the specific line items of the GPS that connect to the regulatory changes? We are keen to see a line of sight between the regulatory review and the actual GPS line items.**
  - Objective 4.3 'Retain, value, and recognise the workforce' lists as an expectation "review regulatory settings related to the health workforce."
  - Page 27 also notes expectations of 'implementing models of care that optimally use all members of a health care team (including regulated and self-regulated roles)' and 'delivering care in a culturally competent manner'. We view there are connections between these expectations and the way the health workforce is regulated.
- **How will the GPS relate to regulatory oversight in terms of the changing nature of this document where 'system goals' may change (i.e. every 3 years, or revision within a 3 year period)? How is the GPS mechanism envisioned in terms of legislative changes? Can you give some further information on how the 'systems goals' approach will change the current approach to workforce planning and regulation?**
  - There are many ways in which consideration of system priorities could affect how the health workforce is regulated, and this is a question that we expect to form part of our consultation. These options fall on a continuum from regulators "considering" or "having regard to" system priorities in their decision-making through to regulators

“giving effect to” system priorities. The feedback and views we receive on these options will inform recommendations and decisions, which will determine the extent to which the current approach to workforce regulation is changed.

- **Will Health Care Assistant / Caregiver / Kaiāwhina roles (i.e. unregulated health workers) be moving into any category of semi-regulation? Are there any plans or advice being considered to have these roles taking on duties within the current Nursing Scope of Practice?**
  - No decisions have been made regarding how or whether specific unregulated workforces would be regulated. We are considering options for alternative forms of regulation that would be appropriate for different types of professions to provide quality assurance and protection to the community.
- **Have any organisations or health consumer groups that advocate for patient safety been involved in this consultation process given patient safety is the priority?**
  - We have engaged with HDC on this work. We are also looking at opportunities for wider consultation, including with the public, in 2025.
- **We continue to have concerns that some of the motivations for regulatory changes is to reduce health expenditure on workforce personnel, rather than prioritise patient safety. What safeguards are in place to ensure that health professionals and patients are protected from this potential motive from future decisions around health spending?**
  - The motivations of the work programme are as we have stated.

**Jay Andrew (he/him)**

Principal Policy Analyst

Regulatory Policy

Strategy Policy and Legislation | Te Pou Rautaki

[jay.andrew@health.govt.nz](mailto:jay.andrew@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011

*Please note I do not work on Tuesdays*



**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent on:** Monday, December 2, 2024 10:09:14 PM  
**To:** Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**CC:** Maree Roberts <Maree.Roberts@health.govt.nz>; Diana Sarfati <Diana.Sarfati@health.govt.nz>; Briefings <Briefings@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; SPL-Office of the DDG <SPLOfficeoftheDDG@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** RE: HPCA briefing - H2024056015 - Health workforce regulation: Options for discussion document

Thank you Eddy

Will keep you posted on this paper's movements.

Seamus

**From:** Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**Sent:** Tuesday, 3 December 2024 10:18 AM  
**To:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Cc:** Maree Roberts <Maree.Roberts@health.govt.nz>; Diana Sarfati <Diana.Sarfati@health.govt.nz>; Briefings <Briefings@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; SPL-Office of the DDG <SPLOfficeoftheDDG@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** HPCA briefing - H2024056015 - Health workforce regulation: Options for discussion document

Kia ora Seamus

Please find attached the signed briefing: H2024056015 - Health workforce regulation: Options for discussion document.

Ngâ mihi

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

[eddy.sommers@health.govt.nz](mailto:eddy.sommers@health.govt.nz)

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**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent on:** Thursday, December 12, 2024 12:40:10 AM  
**To:** Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**CC:** Briefings <Briefings@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; SPL-Office of the DDG <SPLOfficeoftheDDG@health.govt.nz>; Maree Roberts <Maree.Roberts@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Diana Sarfati <Diana.Sarfati@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Subject:** RE: HPCA Discussion document and Cabinet paper - H2024057658 - Consultation on options for changes to health workforce regulation

Thanks Eddy

Confirming receipt and that it will go to the Minister later today – will be in touch with any feedback.

Seamus

**From:** Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**Sent:** Thursday, 12 December 2024 11:50 AM  
**To:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Cc:** Briefings <Briefings@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; SPL-Office of the DDG <SPLOfficeoftheDDG@health.govt.nz>; Maree Roberts <Maree.Roberts@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Diana Sarfati <Diana.Sarfati@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Subject:** HPCA Discussion document and Cabinet paper - H2024057658 - Consultation on options for changes to health workforce regulation

Kia ora Seamus

Please find attached the signed briefing: H2024057658 - Consultation on options for changes to health workforce regulation. Also attached are a draft discussion document and draft cabinet paper for the Ministers feedback.

Ngâ mihi

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

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**From:** Oliver Poppelwell  
**Sent:** Wednesday, 18 December 2024 11:02 am  
**To:** Ben.McBride@dpmc.govt.nz; Amy Russell [TSY]; Linda Berkett; Jonathan.Ayto; Kim Stansfield [TSY]; jo.rae004@msd.govt.nz; alice.campbell021@msd.govt.nz; diana.macdonald@acc.co.nz; Manjula.shivanandan@acc.co.nz; Amanda.Hinkley002@whaikaha.govt.nz; Jolanda.Meijer@education.govt.nz  
**Cc:** Allison Bennett; Suzanne Townsend; Kate Rickerby; Eddy Sommers  
**Subject:** Health Practitioners Competence Assurance Act discussion document draft for Cabinet  
**Attachments:** Draft Cabinet paper - Consultation on options for changes to health workforce regulation.docx; Health workforce regulation consultation document (2).docx

Hello everyone

Attached is a draft cabinet paper, covering a draft discussion document on health workforce regulation. Thank you to those who've been involved in this already.

The document sets out a broad range of options to address the government's concerns, rather than definite proposals at this stage.

Our Minister has the papers, and is now out of the office, returning 13 January. The intent is to seek Cabinet approval for release at the first opportunity in the new year. That means lodging on 20 January for SOU on the 26<sup>th</sup>, and Cabinet approval on 3 February. The intent is then immediate release of the document for one month. We aim to return to Cabinet at the end of March with definite proposals for drafting. We expect to start talking to you about those options toward the end of February, including a draft RIS.

Can we please have any feedback by 13 January if possible. We appreciate the time of year makes timing interesting, so happy to discuss if more time is needed. But the submission date of 20 January is firm at this stage.

Thank you very much, and happy to chat if useful.  
oliver

**Oliver Poppelwell (he/him)**  
Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
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[oliver.poppelwell@health.govt.nz](mailto:oliver.poppelwell@health.govt.nz)  
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**From:** Heather Muriwai <Heather.Muriwai@health.govt.nz>  
**Sent on:** Tuesday, January 14, 2025 9:41:34 AM  
**To:** Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>; Joe Bourne <Joe.Bourne@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>; Pam Doole <Pam.Doole@health.govt.nz>; Riana Clarke <Riana.Clarke@health.govt.nz>; Billy Allan <Billy.Allan@health.govt.nz>; Steve Osborne <Steve.Osborne@health.govt.nz>; Sarah Upston <Sarah.Upston@health.govt.nz>  
**CC:** Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**Subject:** RE: HPCA Act - Pre-Christmas update to Chiefs

Āe, tautoko.

**Heather Muriwai**

*Tangahoe | Ngāti Ruanui*

**Chief Clinical Officer Maternity**

*Ngā Āpiha Hauora | Manatū Hauora*

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Email: [Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)

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**From:** Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>  
**Sent:** Tuesday, January 14, 2025 2:49 PM  
**To:** Joe Bourne <Joe.Bourne@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>; Heather Muriwai <Heather.Muriwai@health.govt.nz>; Pam Doole <Pam.Doole@health.govt.nz>; Riana Clarke <Riana.Clarke@health.govt.nz>; Billy Allan <Billy.Allan@health.govt.nz>; Steve Osborne <Steve.Osborne@health.govt.nz>; Sarah Upston <Sarah.Upston@health.govt.nz>  
**Cc:** Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**Subject:** RE: HPCA Act - Pre-Christmas update to Chiefs

Great suggestion Joe 😊

**Lorraine Hetaraka**

Ngāti Kahu, Tapuika, Ngāti Pikiao, Ngāti Ranginui, Ngāi Te Rangi

Chief Nursing Officer

Te Pou Whakakaha | Clinical, Community & Mental Health

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**From:** Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>

**Sent:** Tuesday, January 14, 2025 2:48 PM

**To:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Riana Clarke <[Riana.Clarke@health.govt.nz](mailto:Riana.Clarke@health.govt.nz)>; Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>; Steve Osborne <[Steve.Osborne@health.govt.nz](mailto:Steve.Osborne@health.govt.nz)>; Sarah Upston <[Sarah.Upston@health.govt.nz](mailto:Sarah.Upston@health.govt.nz)>

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**Subject:** RE: HPCA Act - Pre-Christmas update to Chiefs

Kia Ora Kate

Can I suggest that we invite you to one of the teams regular policy catch up meetings. This means that all the team will have an opportunity to hear the update and saves creating an additional meeting time. That is the purpose of those meetings and we haven't had anyone from SPL for a while.

[@Sarah Upston](#) can let you know when the next one is and when Kate (plus any other team members) could be accommodated

Joe

**Dr Joe Bourne**

FRNZCGP | MPH | MBChB

**Chief Medical Officer**

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

**Ministry of Health | Manatū Hauora**

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**From:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>  
**Sent:** Tuesday, January 14, 2025 1:19 PM  
**To:** Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Riana Clarke <[Riana.Clarke@health.govt.nz](mailto:Riana.Clarke@health.govt.nz)>; Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>; Steve Osborne <[Steve.Osborne@health.govt.nz](mailto:Steve.Osborne@health.govt.nz)>  
**Cc:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>  
**Subject:** RE: HPCA Act - Pre-Christmas update to Chiefs

Kia ora all

I'm getting in touch with an open invitation to meet with anyone that wants an overview of the current thinking on the upcoming workforce reform engagements, with an early opportunity for feedback to us. Let me know if you'd like to meet and if so, we'll set something up. Thanks Jo and Martin for the useful discussion yesterday.

The pack mentioned in my email below of briefing plus comms and engagement pack is coming together. What we're planning timeframes wise is to send to you at midday tomorrow for your review with a midday Friday deadline for receiving your comments. Happy to chat along the way or to just receive your written comments by Friday depending on what works best for you.

Ngā manaakitanga

Kate

**Kate Rickerby (she/her)**

Principal Policy Analyst

Regulatory Policy

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**From:** Kate Rickerby

**Sent:** Monday, December 23, 2024 12:51 PM

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<[Riana.Clarke@health.govt.nz](mailto:Riana.Clarke@health.govt.nz)>; Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>; Steve Osborne <[Steve.Osborne@health.govt.nz](mailto:Steve.Osborne@health.govt.nz)>

Cc: Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>;

Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>

**Subject:** HPCA Act - Pre-Christmas update to Chiefs

Kia ora koutou

I hope you're all doing well with the summer holidays upon us. Thank you to those of you that have taken the time to meet me already over the last week or so as I get up to speed with things, I'm looking forward to meeting the rest of you in the new year.

We thought it'd be useful to get in touch to both thank you for all of your input to date on the HPCA Act work programme, but also to give you an outline of what early 2025 will likely look like on this workstream, including what we're going to need from you and when. This workstream is moving fast and we know that some of the timeframes will be tight, we'll keep you as informed as we possibly can while things progress. We also know that some of you may still be on leave during some of these milestones. This is a heads up on how we're hoping to ideally engage with you, but we might need to be a bit creative as we get into the month of January.

You may already be aware that the team got a package including a draft Cabinet paper and Discussion Document to the Minister's office recently. These are attached for your information, please note that before Cabinet makes decisions, we are not able to share the papers or their contents any further. The next big focus areas (subject to Cabinet decisions) are:

- Preparing for public release of the Discussion Document on 3 February;
- Planning out the engagement approach, which we will execute over the month of February;
- Progressing work on implementation roles and responsibilities; and
- Landing the Ministry's policy positions, i.e. our recommendations to the Minister.

At the moment, we know we will need your input:

- 8 to 16 January. If there is availability, we'll be keen to have early conversations about February engagements and the involvement of Chiefs in these;
- 16 and 17 January. We will be asking for your review of the comms and engagement pack and briefing to the Minister (with our apologies in advance for the short turnaround); and
- Final 2 weeks of January. We'll be doing the more detailed planning on engagements including confirming MOH representation, producing collateral needed, pre-meetings on approach etc.

One way that we have been keeping in touch on this work is via weekly workforce meetings that Allison our GM chairs. Please do let us know if there is anything more we can do to keep you informed, and so that you can have the influence you need to help shape this.

Just to explain a little about the team mechanics at our end, you'll get updates from me, Oliver, and Eddy interchangeably (or sometimes Suzanne as our manager). We're all progressing various bits of this work as a priority for the Policy group.

Thanks in advance for your support and patience as we work at pace to deliver this reform.

Meri Kirihimete  
Kate

**Kate Rickerby (she/her)**

Principal Policy Analyst

Regulatory Policy

Strategy, Policy and Legislation

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**From:** Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**Sent on:** Wednesday, January 15, 2025 12:15:30 AM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** RE: Health Practitioners Competence Assurance Act discussion document draft for Cabinet

Just confirming for you both that a RIS exemption for the discussion document has been granted.

**From:** Harry Chapman <Harry.Chapman@regulation.govt.nz>  
**Sent:** Wednesday, January 15, 2025 9:38 AM  
**To:** Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**Cc:** Cindy Park <Cindy.Park@regulation.govt.nz>; Ben Temple <ben.temple@regulation.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Subject:** RE: Health Practitioners Competence Assurance Act discussion document draft for Cabinet

Hi Oliver and Eddy

I'm in the RIA Team at the Ministry for Regulation and hoping to pick up a couple of points relating to RIA from Ben's email below.

We see you've created a RIA Online proposal (ID 1394: "Responsive and accountable health workforce regulation") but it's still at the 'proposal created' stage. It would be great if you could confirm the RIA arrangements for this discussion document as soon as possible.

As Ben has flagged, the discussion document seems to narrow options in some parts as there is a single 'proposal'. Other parts, in contrast, seem to present a range of options. Therefore I think you've got a couple of options:

- Apply for a DD exemption through RIA Online, which means you wouldn't need to do an interim RIS but the DD would need to be QAd. For this option, you would need to use the new pathway in the revised circular which allows for Ministerial certification that the option aren't being narrowed (without this certification an interim RIS would be required – see below).
- Prepare an interim RIS to accompany the DD and apply for a process confirmation.

Happy to discuss.

Ngā mihi  
Harry

**Harry Chapman** (he/him)

Principal Advisor, Regulatory Policy Design

**Ministry for Regulation**

**Phone number:** s 9(2)(a) | **Email:** [harry.chapman@regulation.govt.nz](mailto:harry.chapman@regulation.govt.nz)

Note: I don't work Mondays

**From:** Ben Temple <[ben.temple@regulation.govt.nz](mailto:ben.temple@regulation.govt.nz)>  
**Sent:** Monday, 13 January 2025 5:46 pm  
**To:** Ben McBride [DPMC] <[Ben.McBride@dpmc.govt.nz](mailto:Ben.McBride@dpmc.govt.nz)>; Amy Russell [TSY] <[Amy.Russell@treasury.govt.nz](mailto:Amy.Russell@treasury.govt.nz)>; Oliver Poppelwell <[oliver.poppelwell@health.govt.nz](mailto:oliver.poppelwell@health.govt.nz)>; Linda Berkett <[linda.berkett@publicservice.govt.nz](mailto:linda.berkett@publicservice.govt.nz)>; Jonathan Ayto <[Jonathan.Ayto@regulation.govt.nz](mailto:Jonathan.Ayto@regulation.govt.nz)>; Kim Stansfield [TSY] <[Kim.Stansfield@treasury.govt.nz](mailto:Kim.Stansfield@treasury.govt.nz)>; [jo.rae004@msd.govt.nz](mailto:jo.rae004@msd.govt.nz); Alice.Campbell021 <[Alice.Campbell021@msd.govt.nz](mailto:Alice.Campbell021@msd.govt.nz)>; [diana.macdonald@acc.co.nz](mailto:diana.macdonald@acc.co.nz); [Manjula.shivanandan@acc.co.nz](mailto:Manjula.shivanandan@acc.co.nz); [Amanda.Hinkley002@whaikaha.govt.nz](mailto:Amanda.Hinkley002@whaikaha.govt.nz); ^Education: Jolanda Meijer <[Jolanda.Meijer@education.govt.nz](mailto:Jolanda.Meijer@education.govt.nz)>  
**Cc:** Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; John Roy <[John.Roy@regulation.govt.nz](mailto:John.Roy@regulation.govt.nz)>; Hannah Waine [TSY] <[Hannah.Waine@treasury.govt.nz](mailto:Hannah.Waine@treasury.govt.nz)>; Cindy Park <[Cindy.Park@regulation.govt.nz](mailto:Cindy.Park@regulation.govt.nz)>; John Roy <[John.Roy@regulation.govt.nz](mailto:John.Roy@regulation.govt.nz)>; Gwen Rashbrooke <[Gwen.Rashbrooke@regulation.govt.nz](mailto:Gwen.Rashbrooke@regulation.govt.nz)>  
**Subject:** RE: Health Practitioners Competence Assurance Act discussion document draft for Cabinet

Hello Oliver. Thank you for sharing the papers with the Ministry for Regulation – Jonathan has forwarded to me and we have both reviewed.

We agree the Cabinet paper and consultation material is clear and easy to follow. We have some feedback regarding the messages in the Cabinet paper, and some feedback on the proposed policy process (consultation and QA steps). Some of these points have been made more succinctly by others or in previous comments on earlier drafts, but I've set them out for completeness. Thanks all for sharing feedback.

Some substantive feedback for the paper:

- As a general comment, there is currently an unclear connection in the material between the problems and proposed regulatory changes. Para 10 (challenges with the regulatory framework) on page 2 could usefully draw out some of the material from the consultation document relating to outcomes and the underlying problems (particularly that reduced limited workforce availability leads to reduced access to healthcare) – and add some concrete examples highlighting how the current regulatory arrangements are driving these outcomes. The suggestion in paras 11 and 12 that current models of healthcare rely on collaboration imply (but do not actually confirm) that current health professional regulation is compromising those models... Is it possible to add some detail about how or to what degree the proposed changes will substantively improve the effectiveness of those models? If the proposals are necessary but not sufficient to resolve the problems identified, would it be possible for the paper to include an indication of what other changes would be required to achieve the desired outcomes? We appreciate that information will be sought through consultation and analysis of these issues will follow, so at the point where decisions are sought following consultation, we would like to have a clearer and more specific identification of the problems being addressed.
- Para 14.3 – it would also be useful for sustainable regulation to be able to respond not only to changing technologies and techniques but also respond to changing community expectations about risk and expected levels of care.
- There is no mention in the Cabinet paper of Cabinet's policy framework for occupational regulation [CO(99)6] and, in particular, whether the proposals in the discussion document

are consistent with those principles or involve taking an alternative approach. We agree with Treasury that this should be highlighted to Cabinet Ministers and that [MBIE be specifically consulted](#).

Some process related matters - given how short the Cabinet paper is, some extra detail could be warranted:

- The paper (and discussion document) could be clearer whether it is the Minister or the Ministry that is consulting. I'm guessing that it's intended to be from the Minister, given para 34 of the Cabinet paper says "I intend to undertake consultation ..." , and recommendation 6 seeks approval for the Minister to make minor changes to the document before publication. However, the discussion document itself seems to be in the name of the Ministry, and the proposals in section 4 use the words "We propose ..." which is more suggestive of the Ministry than the Minister.
- With regard to the consultation itself, the proposal is to consult for four weeks, which is very short for a substantive consultation, and there is no reason provided for the rush. The intent is that this is a public consultation, though that could be made more explicit in para 34. Public consultation seems appropriate given that a key objective and proposal in the discussion document is to increase public voice in the regulatory process, but that objective seems to be somewhat undermined both by the short timeframes and the statement in para 45 that the Ministry will "undertake targeted engagement with key stakeholders". We are interested in your response to Amy's query about whether MoH considers four weeks will be sufficient to get meaningful engagement.
- Based on the Impact Analysis Requirements circular CO(24)7 <https://www.dpms.govt.nz/publications/co-24-7-impact-analysis-requirements>, the RIA requirements clearly apply to this paper/discussion document (see paras 26-28 of the circular). At minimum, this means the document needs to be quality assured by another part of the Ministry of Health, in accordance with [guidance-note-discussion-documents-ria-requirements.pdf](#) . There is also a question about whether the discussion document implicitly narrows the options being considered, which would require a RIS. While I think the intent is not to narrow options, the fact that in some cases only one option is proposed could be interpreted otherwise. We therefore suggest that the Cabinet paper include in the Impact Analysis section (page 6) an explicit statement along the lines set out in the MfR guidance (page 10):

"There may be some rare situations where it is less clear and the options are "implicitly" narrowed (i.e. the document explores a subset of regulatory options without committing to a particular pathway and without ruling out other options). In this situation, a separate interim RIS is generally required cover the full range of feasible options unless the responsible Minister certifies in the Cabinet paper that the discussion document is not intended to narrow the options under consideration and that all feasible options are still on the table. If that is the case, a recommendation needs to be included in the Cabinet paper noting that Ministerial certification has been provided. The discussion document can be reviewed by the agency's panel (or QA expert) and approved if it meets the standard. In these cases, the agency needs to ensure the consultation questions are open ended, to encourage feedback on a broad range of options."

- Regarding the consultation section of the Cabinet paper itself, it would be useful to indicate in para 44 of what the "formal engagement with key stakeholders" already undertaken has revealed to date – even if it is simply initial feedback/reactions.

I hope these comments are useful, let us know if helpful to discuss. This is an important area of regulation, and we want to build on the work done to-date – keen to help explore improvements and support Ministers with options.

Ben

Ben Temple  
Principal Advisor  
Policy & Strategy

waea pukoro: s 9(2)(a) | imera: [ben.temple@regulation.govt.nz](mailto:ben.temple@regulation.govt.nz)



**From:** Ben McBride [DPMC] <[Ben.McBride@dpmc.govt.nz](mailto:Ben.McBride@dpmc.govt.nz)>  
**Sent:** Monday, 13 January 2025 1:03 pm  
**To:** Amy Russell [TSY] <[Amy.Russell@treasury.govt.nz](mailto:Amy.Russell@treasury.govt.nz)>; Oliver Poppelwell <[oliver.poppelwell@health.govt.nz](mailto:oliver.poppelwell@health.govt.nz)>; Linda Berkett <[linda.berkett@publicservice.govt.nz](mailto:linda.berkett@publicservice.govt.nz)>; Jonathan Ayto <[Jonathan.Ayto@regulation.govt.nz](mailto:Jonathan.Ayto@regulation.govt.nz)>; Kim Stansfield [TSY] <[Kim.Stansfield@treasury.govt.nz](mailto:Kim.Stansfield@treasury.govt.nz)>; [jo.rae004@msd.govt.nz](mailto:jo.rae004@msd.govt.nz); Alice.Campbell021 <[Alice.Campbell021@msd.govt.nz](mailto:Alice.Campbell021@msd.govt.nz)>; [diana.macdonald@acc.co.nz](mailto:diana.macdonald@acc.co.nz); [Manjula.shivanandan@acc.co.nz](mailto:Manjula.shivanandan@acc.co.nz); [Amanda.Hinkley002@whaikaha.govt.nz](mailto:Amanda.Hinkley002@whaikaha.govt.nz); ^Education: Jolanda Meijer <[Jolanda.Meijer@education.govt.nz](mailto:Jolanda.Meijer@education.govt.nz)>  
**Cc:** Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Ben Temple <[ben.temple@regulation.govt.nz](mailto:ben.temple@regulation.govt.nz)>; John Roy <[John.Roy@regulation.govt.nz](mailto:John.Roy@regulation.govt.nz)>; Hannah Waine [TSY] <[Hannah.Waine@treasury.govt.nz](mailto:Hannah.Waine@treasury.govt.nz)>  
**Subject:** RE: Health Practitioners Competence Assurance Act discussion document draft for Cabinet

Thanks Oliver

Good clear and easy to read paper, which I don't have any significant comments on.

I think you make a pretty good case on what the problems in the current system are but agree with Amy that it might be good to put a few more examples in the cab paper (at least) and explain how the regulatory framework is at the nub (nurse practitioner, physician assistant, anaesthetic technicians etc). s 9(2)(g)(i)

Ben

**From:** Amy Russell [TSY] <[Amy.Russell@treasury.govt.nz](mailto:Amy.Russell@treasury.govt.nz)>  
**Sent:** Wednesday, January 8, 2025 10:46 AM  
**To:** Oliver Poppelwell <[oliver.poppelwell@health.govt.nz](mailto:oliver.poppelwell@health.govt.nz)>; Ben McBride [DPMC] <[Ben.McBride@dpmc.govt.nz](mailto:Ben.McBride@dpmc.govt.nz)>; Linda Berkett <[linda.berkett@publicservice.govt.nz](mailto:linda.berkett@publicservice.govt.nz)>; Jonathan Ayto

<[Jonathan.Ayto@regulation.govt.nz](mailto:Jonathan.Ayto@regulation.govt.nz)>; Kim Stansfield [TSY]  
<[Kim.Stansfield@treasury.govt.nz](mailto:Kim.Stansfield@treasury.govt.nz)>; [jo.rae004@msd.govt.nz](mailto:jo.rae004@msd.govt.nz); Alice Campbell  
<[Alice.Campbell021@msd.govt.nz](mailto:Alice.Campbell021@msd.govt.nz)>; [diana.macdonald@acc.co.nz](mailto:diana.macdonald@acc.co.nz); [Manjula.shivanandan@acc.co.nz](mailto:Manjula.shivanandan@acc.co.nz);  
[Amanda.Hinkley002@whaikaha.govt.nz](mailto:Amanda.Hinkley002@whaikaha.govt.nz); ^Education: Jolanda Meijer  
<[Jolanda.Meijer@education.govt.nz](mailto:Jolanda.Meijer@education.govt.nz)>  
**Cc:** Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend  
<[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Eddy  
Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Ben Temple <[ben.temple@regulation.govt.nz](mailto:ben.temple@regulation.govt.nz)>; John  
Roy <[John.Roy@regulation.govt.nz](mailto:John.Roy@regulation.govt.nz)>; Hannah Waine [TSY] <[Hannah.Waine@treasury.govt.nz](mailto:Hannah.Waine@treasury.govt.nz)>  
**Subject:** RE: Health Practitioners Competence Assurance Act discussion document draft for Cabinet

[IN-CONFIDENCE]

Hi Oliver,

Thanks for sharing this with us. I've focused on the Cab paper as we provided comprehensive comments on the cons doc in mid-Nov – but sing out if there's anything particular in the cons doc that you'd like us to re-look at.

I noted to you before the break that para 27 of the Cab paper seems to imply a principle (“Activities should be regulated in the least restrictive way that is compatible with public safety”) that isn't included in the proposed Principles in the cons doc. Now I've read the Cab paper properly, I have a few further comments, mostly process-focused:

- The cons doc seeks views from the general public on how they want to have a say in the proposed new system, but the Comms section of the Cabinet paper suggests the Ministry is doing minimal general publicity. How will that work? Will four weeks be enough to get a meaningful level of feedback from the general public? Is the proposed publicity approach adequate to this purpose?
- The Cab paper shifts between indicating a Minister-led vs Ministry-led consultation process . I assume it's the latter but would be good to be consistent in language.
- The cons doc mentions Cab circular CO(99)6 in a footnote as general context; I think the Cabinet paper itself should also acknowledge the circular, and probably should briefly outline how the proposals are consistent with the expectations it sets. MBIE may have a view on that too. I see they're not on your “consulted” list at the moment – I think you need to consult them, given their expertise in this field. See link and screenshot below. I passed Julie Nind's details on to Jay in August ([Julie.nind@mbie.govt.nz](mailto:Julie.nind@mbie.govt.nz)).

Finally (and at the risk of tiresomely repeating myself), while we are relieved that the “one big regulator” option is on the backburner, we are still unclear on the precise nature and seriousness of the problems manifesting in this space (the concrete issues, rather than the conceptual ones – excepting the RA sustainability problem which we do understand, but also appears to be solvable without regulatory change given the Minister already has a power to amalgamate RAs). Anything that you can add into the Cab paper by way of **concrete examples of how current settings are causing problems in the system** would make the case for change more compelling for Ministers –

s 9(2)(g)(i)

Cheers,  
Amy

From [Assessing competition impacts | Ministry of Business, Innovation & Employment](#):

## Occupational regulation

The aim of regulating occupations is to protect the public from the risks of an occupation being carried out incompetently or recklessly.

If you're developing policy or regulation in this area, we recommend that you follow the policy framework in the Cabinet circular below and consult with us.

[Department of the Prime Minister and Cabinet \(DPMC\) website – Policy framework for occupational regulation](#)

### Contact us

If you need advice in this area, email us at [competition.policy@mbie.govt.nz](mailto:competition.policy@mbie.govt.nz).

**Amy Russell** (she/her/they/them) | Waea pūkoro: +s 9(2)(a)

**From:** Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>

**Sent:** Wednesday, December 18, 2024 11:02 AM

**To:** Ben McBride [DPMC] <[Ben.McBride@dpmc.govt.nz](mailto:Ben.McBride@dpmc.govt.nz)>; Amy Russell [TSY] <[Amy.Russell@treasury.govt.nz](mailto:Amy.Russell@treasury.govt.nz)>; Linda Berkett <[linda.berkett@publicservice.govt.nz](mailto:linda.berkett@publicservice.govt.nz)>; Jonathan Ayto <[Jonathan.Ayto@regulation.govt.nz](mailto:Jonathan.Ayto@regulation.govt.nz)>; Kim Stansfield [TSY] <[Kim.Stansfield@treasury.govt.nz](mailto:Kim.Stansfield@treasury.govt.nz)>; [jo.rae004@msd.govt.nz](mailto:jo.rae004@msd.govt.nz); Alice Campbell <[Alice.Campbell021@msd.govt.nz](mailto:Alice.Campbell021@msd.govt.nz)>; [diana.macdonald@acc.co.nz](mailto:diana.macdonald@acc.co.nz); [Manjula.shivanandan@acc.co.nz](mailto:Manjula.shivanandan@acc.co.nz); [Amanda.Hinkley002@whaikaha.govt.nz](mailto:Amanda.Hinkley002@whaikaha.govt.nz); ^Education: Jolanda Meijer <[Jolanda.Meijer@education.govt.nz](mailto:Jolanda.Meijer@education.govt.nz)>

**Cc:** Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>

**Subject:** Health Practitioners Competence Assurance Act discussion document draft for Cabinet

Hello everyone

Attached is a draft cabinet paper, covering a draft discussion document on health workforce regulation. Thank you to those who've been involved in this already.

The document sets out a broad range of options to address the government's concerns, rather than definite proposals at this stage.

Our Minister has the papers, and is now out of the office, returning 13 January. The intent is to seek Cabinet approval for release at the first opportunity in the new year. That means lodging on 20 January for SOU on the 26<sup>th</sup>, and Cabinet approval on 3 February. The intent is then immediate

release of the document for one month. We aim to return to Cabinet at the end of March with definite proposals for drafting. We expect to start talking to you about those options toward the end of February, including a draft RIS.

Can we please have any feedback by **13 January** if possible. We appreciate the time of year makes timing interesting, so happy to discuss if more time is needed. But the submission date of 20 January is firm at this stage.

Thank you very much, and happy to chat if useful.  
oliver

**Oliver Poppelwell (he/him)**

Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
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[oliver.poppelwell@health.govt.nz](mailto:oliver.poppelwell@health.govt.nz)  
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\*\*\*\*\*

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.....  
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**From:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Sent on:** Monday, December 16, 2024 3:06:49 AM  
**To:** Martin Chadwick <Martin.Chadwick@health.govt.nz>; Maree Roberts <Maree.Roberts@health.govt.nz>; Tom O'Brien <Tom.O'Brien@tewhatuora.govt.nz>; Fergus Welsh <Fergus.Welsh@health.govt.nz>; Simon Medcalf <Simon.Medcalf@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; John Whaanga <John.Whaanga@health.govt.nz>; Kevin Lampen-Smith <Kevin.Lampen-Smith@health.govt.nz>  
**CC:** Morag Hatcher <Morag.Hatcher@health.govt.nz>  
**Subject:** Late paper for HPCA Act Steering Group  
**Attachments:** For Steering Group - Draft communications plan for workforce regulation 161224.docx (275.4 KB)

Kia ora

Attached is a late paper for tomorrow's meeting.

It is the attachment for agenda item 4 – The Communications Plan.

I apologise for the lateness of the paper.

Ngā mihi

Suzanne

Suzanne Townsend  
Manager, Regulatory Policy  
Strategy, Policy and Legislation | Te Pou Rautaki  
M s 9(2)(a)  
E [suzanne.townsend@health.govt.nz](mailto:suzanne.townsend@health.govt.nz)

Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



**From:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Sent on:** Tuesday, January 7, 2025 9:47:13 PM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**CC:** Anne-Margaret Campbell <Anne-Margaret.Campbell@health.govt.nz>  
**Subject:** FW: Health workforce regulation consultation document  
**Attachments:** Health workforce regulation consultation document.docx (117.9 KB)

Hi Allison

Are you happy with this quote? It seems reasonable to me.

Suzanne

**From:** Blair McLaren <Blair.McLaren@health.govt.nz>  
**Sent:** Wednesday, January 8, 2025 10:41 AM  
**To:** Kate Rickerby <Kate.Rickerby@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>  
**Cc:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Subject:** FW: Health workforce regulation consultation document

Hi all and HNY.

See below a quote for editing the discussion document. Can you please confirm (or not) a.s.a.p and we will get this process underway.

Best  
Blair

**Blair McLaren**

Manager Strategic Communications  
Government & Executive Services | Te Pou Whakatere

e. [Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)

m: s 9(2)(a)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



**From:** s 9(2)(a)  
**Sent:** Monday, January 6, 2025 10:28 AM  
**To:** Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>  
**Cc:** Julianne Ryan <[Julianne.Ryan@health.govt.nz](mailto:Julianne.Ryan@health.govt.nz)>  
**Subject:** Re: Health workforce regulation consultation document

Hi Blair / Juli,

Are you able to let me know what's happening with this one? I'm in the office this week and keen to make a start, if I hear back from you soonish.

Thanks

s  
9(2)

On Fri, 20 Dec 2024 at 12:03, s 9(2)(a) > wrote:

Hi Blair,

Sure thing! My previous quote stands; that is, s 9(2) exclusive of GST.

What's your timing for this one; hoping you don't need it before the end of the year? I'm out of the office at this stage, but if it's really urgent I could try to squeeze it in over the next four days.

Thanks

s  
9(2)

On Fri, 20 Dec 2024 at 11:07, Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)> wrote:

Hi s  
9(2)

I think Juli (in my team) may have discussed this with you before she went on leave?

This discussion document is now suitable for editing. Can you please provide an updated quote for this?

Thanks and regards

Blair

**Blair McLaren**

Manager Strategic Communications

Government & Executive Services | Te Pou Whakatere

e. [Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)

m: (s 9(2)(a))

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



\*\*\*\*\*

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**From:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Sent on:** Tuesday, January 21, 2025 2:40:53 AM  
**To:** Maree Roberts <Maree.Roberts@health.govt.nz>  
**CC:** Morag Hatcher <Morag.Hatcher@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Skara Bohny <Skara.Bohny@health.govt.nz>  
**Subject:** RE: Media query from New Zealand Doctor on health workforce regulation

Thank you Maree. Much appreciated!

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – Strategic Communications

Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



**From:** Maree Roberts <Maree.Roberts@health.govt.nz>  
**Sent:** Tuesday, January 21, 2025 2:54 PM  
**To:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Cc:** Morag Hatcher <Morag.Hatcher@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Skara Bohny <Skara.Bohny@health.govt.nz>  
**Subject:** RE: Media query from New Zealand Doctor on health workforce regulation

Thanks Rebecca – happy with that to go out and to have my name as spokesperson.

**From:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Sent:** Tuesday, January 21, 2025 2:39 PM  
**To:** Maree Roberts <[Maree.Roberts@health.govt.nz](mailto:Maree.Roberts@health.govt.nz)>  
**Cc:** Morag Hatcher <[Morag.Hatcher@health.govt.nz](mailto:Morag.Hatcher@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Skara Bohny <[Skara.Bohny@health.govt.nz](mailto:Skara.Bohny@health.govt.nz)>  
**Subject:** FW: Media query from New Zealand Doctor on health workforce regulation

Kia ora Maree,

On Friday night we got a media query from NZ Doctor reporter Martin Johnston, looking for an updated statement on the HPCA Act review.

Allison has reviewed the following response (email chain below) so I am sending this through for your sign-out.

The reporter has asked for a named spokesperson. Are you happy for this to be you?

Thanks,  
Rebecca

**Suggested response:**

The Ministry of Health has been looking at possible changes to the regulation of the health workforce to reflect the way modern healthcare is delivered. This work is in line with the Government's focus on workforce as a priority area as reflected in the Government Policy Statement on Health 2024-27, which includes a review of regulatory settings related to the health workforce.

In 2024 the Ministry of Health engaged with responsible authorities, professional associations, and other health sector stakeholders to help inform a review of New Zealand's health workforce regulatory settings, including the Health Practitioners Competence Assurance Act 2003. We heard a wide range of views during a series of workshops and meetings. We were pleased with the high level of engagement and grateful for the insights and perspectives shared during free and frank discussions.

The feedback we have received is being used to inform our advice to the Government, including any plans for public consultation.

The Ministry is looking at a broad range of options to improve regulatory settings, with the goal of a responsive and sustainable regulatory system that is fit for purpose and meets the needs of New Zealanders. We have not identified a preferred option.

**Query:**

I'm working my way through some OIA material about the HPCA Act review. The info is quite old so could you get an update statement for me from a named official mainly about where the review process is at and what's coming up.

From the material sent to me and already on the MoH website it seems the preferred option is to establish a crown entity to run health worker regulation by amalgamating the Medical Council, Nursing Council and 16 other like authorities. Is that still the preferred option?

There was an intention to run a public consultation last year, but I'm not aware of that having happened. Will there still be a public consultation? When.

Is it still intended to introduce a bill late this year. Will it replace the HPCA Act or revise it.

**From:** Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>  
**Sent:** Tuesday, January 21, 2025 2:34 PM  
**To:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Cc:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Skara Bohny <[Skara.Bohny@health.govt.nz](mailto:Skara.Bohny@health.govt.nz)>  
**Subject:** Re: Media query from New Zealand Doctor on health workforce regulation

Thank you for this! Looks good, I think it needs to go to MR for sign out.

Kind regards,

Allison

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**From:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Sent:** Tuesday, January 21, 2025 11:12:54 AM  
**To:** Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>  
**Cc:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Skara Bohny <[Skara.Bohny@health.govt.nz](mailto:Skara.Bohny@health.govt.nz)>  
**Subject:** Media query from New Zealand Doctor on health workforce regulation

Added to your diary for 2:30pm to review and respond. – Neha Munjal

Kia ora Allison,

On Friday night we got a media query from NZ Doctor reporter Martin Johnston, looking for an updated statement on the HPCA Act review.

Eddy and Kate have reviewed the following so I am sending this through for your review/sign-out. Martin has asked for a named spokesperson; I'm not sure if this should be you or Maree so would appreciate your guidance.

Thanks,  
Rebecca

**Suggested response:**

The Ministry of Health has been looking at possible changes to the regulation of the health workforce to reflect the way modern healthcare is delivered. This work is in line with the Government's focus on workforce as a priority area as reflected in the Government Policy Statement on Health 2024-27, which includes a review of regulatory settings related to the health workforce.

In 2024 the Ministry of Health engaged with responsible authorities, professional associations, and other health sector stakeholders to help inform a review of New Zealand's health workforce regulatory settings, including the Health Practitioners Competence Assurance Act 2003.

We heard a wide range of views during a series of workshops and meetings. We were pleased with the high level of engagement and grateful for the insights and perspectives shared during free and frank discussions.

The feedback we have received is being used to inform our advice to the Government, including any plans for public consultation.

The Ministry is looking at a broad range of options to improve regulatory settings, with the goal of a responsive and sustainable regulatory system that is fit for purpose and meets the needs of New Zealanders. We have not identified a preferred option.

**Query:**

I'm working my way through some OIA material about the HPCA Act review. The info is quite old so could you get an update statement for me from a named official mainly about where the review process is at and what's coming up.

From the material sent to me and already on the MoH website it seems the preferred option is to establish a crown entity to run health worker regulation by amalgamating the Medical Council, Nursing Council and 16 other like authorities. Is that still the preferred option?

There was an intention to run a public consultation last year, but I'm not aware of that having happened. Will there still be a public consultation? When.

Is it still intended to introduce a bill late this year. Will it replace the HPCA Act or revise it.

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – Strategic Communications

Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



**From:** Maree Roberts <Morag.Hatcher@health.govt.nz>  
**Sent on:** Sunday, January 26, 2025 9:26:21 PM  
**To:** Tara Thurlow-Rae <Tara.Thurlow-Rae@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** URGENT FW: Actions arising from Minister meetings, week beginning 20 January 2025  
**Urgent:** High

Kia ora,

With Allison away, I am assuming you are in charge 😊.

Please see highlighted actions below for your area from the meeting on Friday with Minister Brown. On Friday I commissioned the a report to go to the Minister tomorrow on the options for progressing the HPCA, given his question about proceeding with a discussion document. You will see that there is also advice requested on the Councils and their work programmes and overall what we are doing in regard to workforce regulation. Can you please start on this and I will try and find time today to discuss.

Thanks  
Maree

**From:** Tamara Copeland <Tamara.Copeland@health.govt.nz> **On Behalf Of** Government & Executive Services ODDG  
**Sent:** Friday, January 24, 2025 4:30 PM  
**To:** Alma Matenga-Wilson <Alma.Matenga-Wilson@health.govt.nz>; Anne-Margaret Campbell <Anne-Margaret.Campbell@health.govt.nz>; Deborah Howse <Deborah.Howse@health.govt.nz>; Kimberly Leuila <Kimberly.Leuila@health.govt.nz>; Vida Ji <Vida.Ji@health.govt.nz>; Zoe Royden <Zoe.Royden@health.govt.nz>; Andrew Old <Andrew.Old@health.govt.nz>; Celia Wellington <Celia.Wellington@health.govt.nz>; Dean Rutherford <Dean.Rutherford@health.govt.nz>; Fergus Welsh <Fergus.Welsh@health.govt.nz>; Ferila Betham <Ferila.Betham@health.govt.nz>; Fi Campbell <Fiona.Campbell@health.govt.nz>; Geoff Short <Geoff.Short@health.govt.nz>; Helen Roulston <Helen.Roulston@health.govt.nz>; Jo Waugh <Jo.Waugh@health.govt.nz>; John Whaanga <John.Whaanga@health.govt.nz>; Lorraine Kent <Lorraine.Kent@health.govt.nz>; Natasha Simpson <Natasha.Simpson@health.govt.nz>; Maree Roberts <Maree.Roberts@health.govt.nz>; Sarah Turner <Sarah.Turner@health.govt.nz>; Simon Medcalf <Simon.Medcalf@health.govt.nz>  
**Cc:** Morag Hatcher <Morag.Hatcher@health.govt.nz>; Sue Myhill <Sue.Myhill@health.govt.nz>; Tira Cairns <Tira.Cairns@health.govt.nz>; Public Health Agency ODDG <PHA-ODDG@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>; Joe Bourne <Joe.Bourne@health.govt.nz>; Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>; Lisa McPhail <Lisa.McPhail@health.govt.nz>; Diana Sarfati <Diana.Sarfati@health.govt.nz>; DG Advisory <dgadvisory@health.govt.nz>; Fergus Welsh <Fergus.Welsh@health.govt.nz>; Joe Bourne <Joe.Bourne@health.govt.nz>; ODDG Clinical Community & Mental Health <oddg.ccmh@health.govt.nz>; Dawn Kelly <Dawn.Kelly@health.govt.nz>; ODDG Regulation and Monitoring <oddg.rm@health.govt.nz>; Katherine Bell <Katherine.Bell@health.govt.nz>; Heather Muriwai <Heather.Muriwai@health.govt.nz>; Michelle Forrestal

<Michelle.Forrestal@health.govt.nz>

**Subject:** RE: Actions arising from Minister meetings, week beginning 20 January 2025

Kia ora,

Please see actions below from todays officials meeting with Minister Brown. These will be commissioned to relevant directorates shortly.

**MoH meeting**

PROACTIVELY RELEASED

Item	Description	Format	Agency	Contact	Private Sec	Due
Out of scope						

PI

Out of scope

HPCA Act	<ul style="list-style-type: none"><li>• Advice on options for consultation, and summary of changes (is it bold enough?)</li></ul>	Briefing	MOH	Maree/Allison	Seamus	As part of Cab paper and discussion document
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PROACTIVELY RELEASED

**From:** Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**Sent on:** Tuesday, January 28, 2025 8:03:35 PM  
**To:** Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** RE: HPCA review process - H2024059044 - Future of health workforce regulation  
**Attachments:** 28-01-2025 - Briefing for decision - Future of workforce regulation overview and next steps - H2024059044.docx (145.44 KB)

Small error in the version that went over, here is corrected version as FYI.

**From:** Eddy Sommers  
**Sent:** Tuesday, January 28, 2025 5:57 PM  
**To:** Seamus.brady[Parliament] <seamus.brady@parliament.govt.nz>  
**Cc:** Briefings <Briefings@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>; SPL-Office of the DDG <SPLOfficeoftheDDG@health.govt.nz>; Maree Roberts <Maree.Roberts@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Diana Sarfati <Diana.Sarfati@health.govt.nz>  
**Subject:** HPCA review process - H2024059044 - Future of health workforce regulation

Kia ora Seamus

Please find attached the signed briefing: H2024059044 – Future of health workforce regulation: Overview and next steps.

Ngâ mihi

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

[eddy.sommers@health.govt.nz](mailto:eddy.sommers@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



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**From:** Eddy Sommers  
**Sent:** Friday, 31 January 2025 3:16 pm  
**To:** Joe Bourne; Martin Chadwick; Lorraine Hetaraka; Heather Muriwai; Steve Osborne  
**Cc:** Kate Rickerby  
**Subject:** Workforce regulation reforms - update  
**Attachments:** Draft Cabinet paper - Consultation on options for changes to health workforce regulation.docx; Draft discussion document - Future of health workforce regulation.docx; Talking points meeting with Minister Brown 030225.docx

Kia ora koutou

An update on developments over the last couple of days. Following our last briefing, the Minister has indicated a preference for public consultation but wants the decision to go to Cabinet. We have provided the attached documents for the Minister's weekend bag so that ministerial consultation can begin on Monday (3 Feb).

You can read through the attached talking points for the possible timeframes, but in summary:

- There are two options of public consultation or no public consultation prior to policy decisions. Cabinet will make decision on 10 March. See timelines in talking points for more detail.
- The attached Cabinet paper outlines this decision, and the framing is that our Ministers preference is to consult.
- If the Cabinet decision on 10 March is to consult (we can assume likely), then we will need to publish discussion document on 11 March and kick off the engagement period from then to 8 April.
- This means we will need to get the planning started now, to set us up to hit go. This can basically just be a lift and shift from the planning we had already done earlier, hopefully we've done most of the work.
- If Cabinet's decision is no public consultation, then the comms and engagement should reflect (direction given from Steering Group)
  - Phase 1 – the period before Cabinet decisions, where the Ministry will need to go out and talk to RAs about technical amendments, but when we won't be able to say anything about the broader policy changes. Focus here is how to we mitigate risk for the Minister of basically not being able to say anything to RAs.
  - Phase 2 – the Cabinet announcement itself, on policy decisions. We can talk about things like welcoming views via select committee.

Should know more following the Minister's meeting on Monday.

Have a great weekend.

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

[eddy.sommers@health.govt.nz](mailto:eddy.sommers@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



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**From:** Kate Rickerby  
**Sent:** Friday, 31 January 2025 11:56 am  
**To:** Rebecca Inoue-Palmer; Ruth Cook; Darin To'o  
**Cc:** Eddy Sommers  
**Subject:** Workforce reforms - comms and engagement planning  
**Attachments:** Draft Cabinet paper - Consultation on options for changes to health workforce regulation.docx; Draft discussion document - Future of health workforce regulation.docx; Talking points meeting with Minister Brown 030225.docx

Kia ora all

Here are some initial thoughts on comms and engagement planning for the workforce reforms, for discussion at our Monday meeting.

Firstly, a note from Steering Group that we're only sharing information on this work on a need-to-know basis.

See attached – talking points (this is for the Monday Ministers meeting, suggest starting here if you're reading the docs to get your head around things), Cabinet paper, discussion document.

- There are two options of public consultation or no public consultation prior to policy decisions. Cabinet will make decision on 10 March. See timelines in talking points for more detail.
- The attached Cabinet paper outlines this decision, and the framing is that our Ministers preference is to consult.
- If the Cabinet decision on 10 March is to consult (we can assume likely), then we will need to publish discussion document on 11 March and kick off the engagement period from then to 8 April.
- This means we will need to get the planning started now, to set us up to hit go. This can basically just be a lift and shift from the planning we had already done earlier, hopefully we've done most of the work.
- If Cabinet's decision is no public consultation, then the comms and engagement should reflect (direction given from Steering Group)
  - Phase 1 – the period before Cabinet decisions, where the Ministry will need to go out and talk to RAs about technical amendments, but when we won't be able to say anything about the broader policy changes. Focus here is how to we mitigate risk for the Minister of basically not being able to say anything to RAs.
  - Phase 2 – the Cabinet announcement itself, on policy decisions. We can talk about things like welcoming views via select committee.

I think the conversation on Monday should essentially be how do we best prep for this given there are two ways this could go, and once a decision is made we'd need to get the wheels in motion to implement it pretty quickly.

Talk soon. In the meantime, have a great weekend 😊

Ngā manaakitanga

Kate

**Kate Rickerby (she/her)**

Principal Policy Analyst

Regulatory Policy

Strategy, Policy and Legislation

DDI +64 4 280 4283

[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)

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Thorndon, Wellington 6011



PROACTIVELY RELEASED

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**From:** Kate Rickerby  
**Sent:** Monday, 3 February 2025 3:50 pm  
**To:** Rebecca Inoue-Palmer; Ruth Cook; Darin To'o  
**Cc:** Eddy Sommers  
**Subject:** Link - new briefing on engagement

Hi all

Sharing the link to the briefing on engagement. The yellow content is all old and I will update over the coming days.

 [Future of health workforce regulation - consultation process.docx](#)

The timeline for this will roughly be:

- 10 Feb comms and engagement teams to review
- 11, 12 and 13 Feb Chiefs and other key internal stakeholders review
- 14 Manager policy (and comms?) signout
- 17 Feb GM policy (and comms?) signout
- 18 and 19 February DDG Policy (and comms?) signout
- 20 February to M/O

Would be great to get comms and engagement plan links when ready.

Thanks!

Ngā manaakitanga  
Kate

**Kate Rickerby (she/her)**  
Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
DDI +64 4 280 4283  
[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



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**From:** Sarah Upston  
**Sent:** Tuesday, 4 February 2025 12:42 pm  
**To:** Kate Rickerby; Joe Bourne; Lauren Hancock; Pam Doole  
**Cc:** Eddy Sommers; Oliver Poppelwell; ODDG Clinical Community & Mental Health  
**Subject:** Re: Case studies needed - workforce reforms - who shall we work with?

Kia ora Kate,

Suggest [@Lauren Hancock](#) and [@Pam Doole](#) in the first instance and they can link with the wider team as needed?

Sarah

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**From:** Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Sent:** Tuesday, February 4, 2025 12:09:47 pm  
**To:** Joe Bourne <Joe.Bourne@health.govt.nz>; Sarah Upston <Sarah.Upston@health.govt.nz>  
**Cc:** Eddy Sommers <Eddy.Sommers@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>  
**Subject:** Case studies needed - workforce reforms - who shall we work with?

Kia ora both

We've just had some further direction from the Minister on the workforce reforms. We're needing to do a fairly significant rewrite of the discussion document to focus on patient role and add 5-6 case studies.

I know Martin is our usual contact on this but with him away, are you able to please help us with who we should work with on this. In particular, we think the case studies need to be heavily informed by, or even led by, clinical to make sure they're accurate.

As with everything on this work, we've got a really short timeframe. We'll need to develop this over the next couple of days, hopefully working with clinical this afternoon to help us shape the work. Can someone, or a couple of people, be available for this?

We've set aside next weds 11 Feb to allow for review from key people, so there will be a later step where clinical will get a chance to check where things have landed.

Ngā mihi  
Kate

**Kate Rickerby (she/her)**  
Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
DDI +64 4 280 4283  
[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



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**From:** Lauren Hancock  
**Sent:** Wednesday, 5 February 2025 12:34 pm  
**To:** Kate Rickerby  
**Cc:** Pam Doole  
**Subject:** RE: Document (very draft!) as discussed just now  
**Attachments:** HPCA Review Discussion document map.docx

Hi Kate,  
Please find our updated version of the doc attached. Sing out with any questions!

Ngā mihi,  
Lauren

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**From:** Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Sent:** Wednesday, February 5, 2025 10:52 AM  
**To:** Lauren Hancock <Lauren.Hancock@health.govt.nz>  
**Cc:** Pam Doole <Pam.Doole@health.govt.nz>  
**Subject:** RE: Document (very draft!) as discussed just now

Thank you both so much. Really appreciate you working with us at this fast pace!

We are catching up with our DDG at 1pm, can we see the draft for that? We then have a catch up with Joe at 2:30, can we test the drafts at that meeting and see if there are any further opportunities to refine etc? I will send you the invite now.

Thanks  
Kate

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**From:** Lauren Hancock  
**Sent:** Wednesday, 5 February 2025 11:47 am  
**To:** Kate Rickerby  
**Cc:** Pam Doole  
**Subject:** RE: Document (very draft!) as discussed just now

Hi Kate,

We are working on the document now and I will send it over to you by 1pm. I have received the invitation, but have now been asked to contribute to another urgent piece of work that I need to finish by COP today, so I'm not sure I'll be able to attend the 2:30 meeting.

Ngā mihi

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**From:** Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Sent:** Wednesday, February 5, 2025 10:52 AM  
**To:** Lauren Hancock <Lauren.Hancock@health.govt.nz>  
**Cc:** Pam Doole <Pam.Doole@health.govt.nz>  
**Subject:** RE: Document (very draft!) as discussed just now

Thank you both so much. Really appreciate you working with us at this fast pace!

We are catching up with our DDG at 1pm, can we see the draft for that? We then have a catch up with Joe at 2:30, can we test the drafts at that meeting and see if there are any further opportunities to refine etc? I will send you the invite now.

Thanks  
Kate

---

**From:** Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>  
**Sent:** Tuesday, February 4, 2025 4:44 PM  
**To:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>  
**Cc:** Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>  
**Subject:** RE: Document (very draft!) as discussed just now

Thanks Kate,  
I've added a bit to the doc now and Pam and I are meeting tomorrow morning to flesh out the rest.

Ngā mihi,  
Lauren

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**From:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>  
**Sent:** Tuesday, February 4, 2025 4:30 PM  
**To:** Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>  
**Cc:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>;  
Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Subject:** RE: Document (very draft!) as discussed just now

Hi Pam and Lauren

We've just had a catch up with our GM and we're hoping to have the examples by COP tomorrow. She reinforced that we're only expecting very high-level couple of sentences for each, but that the important thing is that they should illustrate how this reform might apply to a scenario for a patient. Let us know if we need to chat again at all?

Thanks in advance for supporting on this at such short notice!

Cheers  
Kate

**Kate Rickerby (she/her)**  
Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
DDI +64 4 280 4283  
[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



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**From:** Kate Rickerby  
**Sent:** Tuesday, February 4, 2025 3:26 PM  
**To:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>  
**Cc:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>  
**Subject:** Document (very draft!) as discussed just now

Thanks for the good conversation just now.

The attached is just a high level very draft outline – no need to comment on exact wording etc. We will share links to the various docs we are producing as we get them set up.

Ngā manaakitanga  
Kate

**Kate Rickerby (she/her)**  
Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
DDI +64 4 280 4283  
[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



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**From:** Alessandro Stollenwerk Cavallaro  
**Sent:** Tuesday, 11 February 2025 3:42 pm  
**To:** Eddy Sommers  
**Cc:** Claire Solon; Susa Robertson Burns; Alice Sowry  
**Subject:** RE: [In-Confidence] URGENT - Review of health workforce regulation discussion document

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Kia ora Eddy,

Thanks for the chance to provide feedback on this discussion document. Our overall view is that it could go further in explaining how the changes discussed would impact people – i.e., what they might mean for the number/prevalence of community healthcare providers, or the services they are allowed to provide. Additionally, it could be made clearer how different options might work together, and how the reader can input on combinations of options. Acknowledging that describing downstream impacts or system interactions in a public facing way can be challenging!

We've made comments on specific points below:

- Pages 8 and 13: quotes specifically mention prescribing rights, but this is not referred to in main text. Suggest making clear for public where this fits into the options
- Page 9: top section on people finding it hard to know where to go – could illustrate this with the example of when they access care provided by a multidisciplinary team, e.g. at a general practice where they are interacting with multiple health professionals
- Page 9: the ordering/framing of the questions doesn't make it clear whether the options are mutually exclusive and this could influence people's answers – e.g. maybe I think that boards should always publicly consult, and this means I might not think it's so important to have governance with laypeople involved. Is there a way to structure the questions and responses so people can identify different combinations of options?
- Page 10 placeholder on bottom of page – wording should be the other way around i.e. highest risk professions are regulated more than lower risk professions
- Page 12: reference to trans-Tasman Occupations Tribunal – should this read “that has not considered a case relating to a **New Zealand-registered** health practitioner”? Otherwise unclear why it's being mentioned.
- Page 12: similar issue with page 9 framing of the questions/responses – needs to be clearer whether option of an occupations tribunal in instead of or alongside options for Ministerial review.
- Page 13: following text is quite policy wonkish and could be put more clearly for the general public to understand: “This could mean that the Government could tell the regulators how to focus their work on some non-clinical situations. This would only be about strategic system needs, not telling the regulators how to make their day-to-day decisions.”
- Page 14-15 on efficient regulation: I think there could be more elaboration of what ‘working more closely together’ might look like – sharing back-office staff and IT systems to provide more cost-effective services, which could then result in lower overall fees needed to cover operating costs. I think there's also an opportunity to explain what this means for people – impact on response times to complaints etc.

Hope this is helpful, and happy to discuss

Noho ora mai  
Alessandro (and the primary and community healthcare team)

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**From:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>

**Sent:** Monday, February 10, 2025 5:36 PM

**To:** Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>; Ruth Cook <[Ruth.Cook@health.govt.nz](mailto:Ruth.Cook@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>; Chris Mitchell <[Chris.Mitchell@health.govt.nz](mailto:Chris.Mitchell@health.govt.nz)>; Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>; Simon Medcalf <[Simon.Medcalf@health.govt.nz](mailto:Simon.Medcalf@health.govt.nz)>; Kevin Lampen-Smith <[Kevin.Lampen-Smith@health.govt.nz](mailto:Kevin.Lampen-Smith@health.govt.nz)>; Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>; Ruihua Gu <[Ruihua.Gu@health.govt.nz](mailto:Ruihua.Gu@health.govt.nz)>; Alice Sowry <[Alice.Sowry@health.govt.nz](mailto:Alice.Sowry@health.govt.nz)>; Claire Solon <[Claire.Solon@health.govt.nz](mailto:Claire.Solon@health.govt.nz)>; Laura O'Sullivan <[Laura.O'Sullivan@health.govt.nz](mailto:Laura.O'Sullivan@health.govt.nz)>; Tara Thurlow-Rae <[Tara.Thurlow-Rae@health.govt.nz](mailto:Tara.Thurlow-Rae@health.govt.nz)>; Tessa Bercic <[Tessa.Bercic@health.govt.nz](mailto:Tessa.Bercic@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Merivi Tiai <[Merivi.Tiai@health.govt.nz](mailto:Merivi.Tiai@health.govt.nz)>; Simran Singh <[Simran.Singh@health.govt.nz](mailto:Simran.Singh@health.govt.nz)>; Amanda Rosenberg <[Amanda.Rosenberg@health.govt.nz](mailto:Amanda.Rosenberg@health.govt.nz)>

**Cc:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Livia Cosh <[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Bruce Asher <[Bruce.Asher@health.govt.nz](mailto:Bruce.Asher@health.govt.nz)>

**Subject:** [In-Confidence] URGENT - Review of health workforce regulation discussion document

**Importance:** High

Kia ora koutou

Please find attached a draft discussion document for your review. Also attached is a draft Cabinet paper but given the timeframe please prioritise comments on the discussion document.

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We are working to very short timeframes on this (thank you to everyone who has supported in the quick redraft). This will be going to the Minister on Friday so please provide all feedback by **COP 11 February (tomorrow)**. All feedback welcome, just to note this will be going through editing/formatting process so focusing comments on substance would be much appreciated.

Feel free to reach out to myself or Kate if you need to discuss.

Ngā mihi

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

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Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



PROACTIVELY RELEASED

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**From:** Pam Doole  
**Sent:** Tuesday, 11 February 2025 9:38 am  
**To:** Eddy Sommers; Lauren Hancock  
**Subject:** RE: [In-Confidence] URGENT - Review of health workforce regulation discussion document

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Kia ora Eddy

I really like the draft document. Well done!

Lauren and I have come up with a couple of examples for your consideration.

Proportionate regulation

It makes sense that a surgeon has to complete a special examination to be regulated in a specialty scope as surgery can have some risks. When you see a counsellor knowing that they have the right qualification and are a good person is probably enough.

Efficient regulation

If resources were shared between regulators applications for registration and complaints could be processed more efficiently.

Ngā mihi  
Pam

**Pam Doole**

Clinical Chief Advisor Nursing

Office of the Chief Nursing Officer | Te Tari o te Tapuhi Rangatira

s 9(2)(a)

**[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)**

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



---

**From:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>

**Sent:** Monday, February 10, 2025 5:36 PM

**To:** Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>; Ruth Cook <[Ruth.Cook@health.govt.nz](mailto:Ruth.Cook@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>; Chris Mitchell <[Chris.Mitchell@health.govt.nz](mailto:Chris.Mitchell@health.govt.nz)>; Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>; Simon Medcalf <[Simon.Medcalf@health.govt.nz](mailto:Simon.Medcalf@health.govt.nz)>; Kevin Lampen-Smith <[Kevin.Lampen-Smith@health.govt.nz](mailto:Kevin.Lampen-Smith@health.govt.nz)>; Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>; Ruihua Gu <[Ruihua.Gu@health.govt.nz](mailto:Ruihua.Gu@health.govt.nz)>; Alice Sowry <[Alice.Sowry@health.govt.nz](mailto:Alice.Sowry@health.govt.nz)>; Claire Solon <[Claire.Solon@health.govt.nz](mailto:Claire.Solon@health.govt.nz)>; Laura O'Sullivan <[Laura.O'Sullivan@health.govt.nz](mailto:Laura.O'Sullivan@health.govt.nz)>; Tara Thurlow-Rae <[Tara.Thurlow-Rae@health.govt.nz](mailto:Tara.Thurlow-Rae@health.govt.nz)>; Tessa Bercic <[Tessa.Bercic@health.govt.nz](mailto:Tessa.Bercic@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Merivi Tiai <[Merivi.Tiai@health.govt.nz](mailto:Merivi.Tiai@health.govt.nz)>; Simran Singh <[Simran.Singh@health.govt.nz](mailto:Simran.Singh@health.govt.nz)>; Amanda Rosenberg

<Amanda.Rosenberg@health.govt.nz>

Cc: Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>; Livia Cosh <Livia.Cosh@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>; Bruce Asher <Bruce.Asher@health.govt.nz>

Subject: [In-Confidence] URGENT - Review of health workforce regulation discussion document

Importance: High

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Feel free to reach out to myself or Kate if you need to discuss.

Ngā mihi

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

[eddy.sommers@health.govt.nz](mailto:eddy.sommers@health.govt.nz)

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---

**From:** Martin Chadwick  
**Sent:** Tuesday, 11 February 2025 9:44 am  
**To:** Eddy Sommers; Kate Rickerby  
**Cc:** Lauren Hancock  
**Subject:** RE: [In-Confidence] URGENT - Review of health workforce regulation discussion document

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Kia ora Eddy,  
Great work for what has been a quick turnaround. No issues from me other than it would be good to see the examples fully populated. s 9(2)(g)(i)

Ngā mihi  
Martin

**Dr Martin Chadwick (he/him)**

Te Āpiha Hauora Haumi | Chief Allied Health Professions Officer  
Ngā Āpiha Hauora | Chief Clinical Officers  
+64 4 496 2000  
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[martin.chadwick@health.govt.nz](mailto:martin.chadwick@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



---

**From:** Eddy Sommers <Eddy.Sommers@health.govt.nz>

**Sent:** Monday, February 10, 2025 5:36 PM

**To:** Martin Chadwick <Martin.Chadwick@health.govt.nz>; Joe Bourne <Joe.Bourne@health.govt.nz>; Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>; Heather Muriwai <Heather.Muriwai@health.govt.nz>; Pam Doole <Pam.Doole@health.govt.nz>; Billy Allan <Billy.Allan@health.govt.nz>; Ruth Cook <Ruth.Cook@health.govt.nz>; Darin To'o <Darin.To'o@health.govt.nz>; Chris Mitchell <Chris.Mitchell@health.govt.nz>; Lauren Hancock <Lauren.Hancock@health.govt.nz>; Simon Medcalf <Simon.Medcalf@health.govt.nz>; Kevin Lampen-Smith <Kevin.Lampen-Smith@health.govt.nz>; Rob McHawk <Rob.Mchawk@health.govt.nz>; Ruihua Gu <Ruihua.Gu@health.govt.nz>; Alice Sowry <Alice.Sowry@health.govt.nz>; Claire Solon <Claire.Solon@health.govt.nz>; Laura O'Sullivan <Laura.O'Sullivan@health.govt.nz>; Tara Thurlow-Rae <Tara.Thurlow-Rae@health.govt.nz>; Tessa Bercic <Tessa.Bercic@health.govt.nz>; Paul Cording <Paul.Cording@health.govt.nz>; Blair McLaren <Blair.McLaren@health.govt.nz>; Merivi Tiai <Merivi.Tiai@health.govt.nz>; Simran Singh <Simran.Singh@health.govt.nz>; Amanda Rosenberg <Amanda.Rosenberg@health.govt.nz>

**Cc:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Allison Bennett

<Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>; Livia Cosh <Livia.Cosh@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>; Bruce Asher <Bruce.Asher@health.govt.nz>  
**Subject:** [In-Confidence] URGENT - Review of health workforce regulation discussion document  
**Importance:** High

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Feel free to reach out to myself or Kate if you need to discuss.

Ngā mihi

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

[eddy.sommers@health.govt.nz](mailto:eddy.sommers@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



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**From:** Bruce Asher  
**Sent:** Tuesday, 11 February 2025 11:37 am  
**To:** Eddy Sommers  
**Subject:** RE: [In-Confidence] URGENT - Review of health workforce regulation discussion document  
**Attachments:** Draft workforce discussion document for comment 10022025.docx  
**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Kia ora Eddy,

I've made some suggestions via "track changes" and comments in the document attached above.

Let me know if you want to discuss anything.

Ngā mihi,

Bruce

**Bruce Asher (he/him)**  
Senior Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation | Te Pou Rautaki  
+64 4 496 2000  
bruce.asher@health.govt.nz  
Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



---

**From:** Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**Sent:** Monday, February 10, 2025 5:36 PM  
**To:** Martin Chadwick <Martin.Chadwick@health.govt.nz>; Joe Bourne <Joe.Bourne@health.govt.nz>; Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>; Heather Muriwai <Heather.Muriwai@health.govt.nz>; Pam Doole <Pam.Doole@health.govt.nz>; Billy Allan <Billy.Allan@health.govt.nz>; Ruth Cook <Ruth.Cook@health.govt.nz>; Darin To'o <Darin.To'o@health.govt.nz>; Chris Mitchell <Chris.Mitchell@health.govt.nz>; Lauren Hancock <Lauren.Hancock@health.govt.nz>; Simon Medcalf <Simon.Medcalf@health.govt.nz>; Kevin Lampen-Smith <Kevin.Lampen-Smith@health.govt.nz>; Rob McHawk <Rob.Mchawk@health.govt.nz>; Ruihua Gu <Ruihua.Gu@health.govt.nz>; Alice Sowry <Alice.Sowry@health.govt.nz>; Claire Solon

---

**From:** Ruihua Gu  
**Sent:** Tuesday, 11 February 2025 2:18 pm  
**To:** Eddy Sommers  
**Subject:** FW: [In-Confidence] URGENT - Review of health workforce regulation discussion document

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hi Eddy

Thank you for the opportunity to review these documents and provide feedback. The papers are clearly written and laid out which shows the high quality of your work.

Rob's team has reviewed them and provided feedback already so I will not repeat what they have commented on.

My main concern is around the use of 'regulatory authorities' instead of 'responsible authorities'. I know Steve provided feedback recently about this matter as well. It is unclear to me the reason to not use 'responsible authorities' which is the specific term defined under the HPCA Act and I wonder if this is a deliberate choice. From a reader's perspective, I think the change of language may cause confusion to people who are used to the term of 'responsible authority' or people who would habitually refer to a piece of legislation when they provide feedback but can't find 'regulatory authorities'. If we do want to use 'regulatory authorities', I would suggest a simple explanation in the papers to avoid possible confusions. If there is the intention to change this term under the Act, should we also seek an approval for this change?

Ngā mihi

**Ruihua Gu (she/her) | Group Manager**

Quality Assurance and Safety | Regulation and Monitoring | Te Pou Whakamaru

**Manatū Hauora Ministry of Health**

DDI: 04 496 2298

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---

**From:** Rob McHawk <Rob.Mchawk@health.govt.nz>  
**Sent:** Tuesday, February 11, 2025 11:07 AM  
**To:** Ruihua Gu <Ruihua.Gu@health.govt.nz>  
**Subject:** FW: [In-Confidence] URGENT - Review of health workforce regulation discussion document

Here is our feedback....

Noho ora mai

Rob

**Rob McHawk (he/him)**

**Manager, Regulatory Assurance**

Quality Assurance and Safety

Regulation and Monitoring | Te Pou Whakamaru

---

**From:** Sarah Jones <[Sarah.Jones@health.govt.nz](mailto:Sarah.Jones@health.govt.nz)>

**Sent:** Tuesday, February 11, 2025 11:00 AM

**To:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>

**Cc:** Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>; Sue Morgan <[Sue.Morgan@health.govt.nz](mailto:Sue.Morgan@health.govt.nz)>

**Subject:** RE: [In-Confidence] URGENT - Review of health workforce regulation discussion document

Kia ora Eddie

Thank you for the chance to review these papers. Sue, Rob and I have reviewed and have provided the following feedback.

**Cabinet paper**

Under current health workforce regulation there is no mention that the RAs determine the scopes of practice, or prescribing regulation, which is mentioned later in the document

There are 18 RAs but they regulate more than 18 professions – would be good to give this further scale of the number of professions

Is there a need for a para explaining the process by which health professions can become regulated, as the public might assume the Ministry decides rather than a request from a health profession to be regulated under the Act

‘Occupations tribunal’ is not explained further despite it being a key consideration

Para 16 – nurse practitioners are not a new separate profession, just a different scope of practice under the Nursing Council (also in the consultation doc). Not sure what this example means / doesn’t make sense

**Consultation document**

Overall the public consultation document is really clear, well laid, and easy to read.

Key points of feedback:

Amalgamation is mentioned in the Cabinet paper as a key consideration but it is not referenced in the consultation document.

The example of caregivers in the consultation document is not useful as caregivers are not a regulated profession

There is a word missing on page 11 under the accreditation bullet “This would mean a currently “self-regulated” could be accredited...” (missing a word after self-regulated)

Page 13 of the consultation document under Questions, para 2 line 2 the word particular is redundant

On page 15 of the consultation document the three responses don’t make sense in relation to the question about the reason to combine

On page 15 of the consultation document, the final questions needs a bit more clarity or follow up question on options as to what this might be (independent, within a Ministry etc)

**Sarah Jones (she/her)**  
Principal Advisor, Regulatory Assurance  
Quality Assurance and Safety  
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[sarah.jones@health.govt.nz](mailto:sarah.jones@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



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**From:** Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>  
**Sent:** Tuesday, February 11, 2025 7:43 AM  
**To:** Sue Morgan <[Sue.Morgan@health.govt.nz](mailto:Sue.Morgan@health.govt.nz)>; Sarah Jones <[Sarah.Jones@health.govt.nz](mailto:Sarah.Jones@health.govt.nz)>  
**Subject:** FW: [In-Confidence] URGENT - Review of health workforce regulation discussion document  
**Importance:** High

Hi Sarah and Sue  
I have shared these with you in Steve's absence, and comments please send through to Eddy.

Noho ora mai  
Rob

**Rob McHawk (he/him)**  
Manager, Regulatory Assurance  
Quality Assurance and Safety  
Regulation and Monitoring | Te Pou Whakamaru

---

**From:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>  
**Sent:** Monday, February 10, 2025 5:36 PM  
**To:** Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>; Ruth Cook <[Ruth.Cook@health.govt.nz](mailto:Ruth.Cook@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>; Chris Mitchell <[Chris.Mitchell@health.govt.nz](mailto:Chris.Mitchell@health.govt.nz)>; Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>; Simon Medcalf <[Simon.Medcalf@health.govt.nz](mailto:Simon.Medcalf@health.govt.nz)>; Kevin Lampen-Smith <[Kevin.Lampen-Smith@health.govt.nz](mailto:Kevin.Lampen-Smith@health.govt.nz)>; Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>; Ruihua Gu <[Ruihua.Gu@health.govt.nz](mailto:Ruihua.Gu@health.govt.nz)>; Alice Sowry <[Alice.Sowry@health.govt.nz](mailto:Alice.Sowry@health.govt.nz)>; Claire Solon <[Claire.Solon@health.govt.nz](mailto:Claire.Solon@health.govt.nz)>; Laura O'Sullivan <[Laura.O'Sullivan@health.govt.nz](mailto:Laura.O'Sullivan@health.govt.nz)>; Tara Thurlow-Rae <[Tara.Thurlow-Rae@health.govt.nz](mailto:Tara.Thurlow-Rae@health.govt.nz)>; Tessa Bercic <[Tessa.Bercic@health.govt.nz](mailto:Tessa.Bercic@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Merivi Tiai <[Merivi.Tiai@health.govt.nz](mailto:Merivi.Tiai@health.govt.nz)>; Simran Singh <[Simran.Singh@health.govt.nz](mailto:Simran.Singh@health.govt.nz)>; Amanda Rosenberg <[Amanda.Rosenberg@health.govt.nz](mailto:Amanda.Rosenberg@health.govt.nz)>  
**Cc:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Livia Cosh <[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Bruce Asher <[Bruce.Asher@health.govt.nz](mailto:Bruce.Asher@health.govt.nz)>  
**Subject:** [In-Confidence] URGENT - Review of health workforce regulation discussion document  
**Importance:** High

Kia ora koutou

Please find attached a draft discussion document for your review. Also attached is a draft Cabinet paper but given the timeframe please prioritise comments on the discussion document.

As many of you will know, we are currently re-drafting a discussion document on options to improve regulation of the health workforce. This discussion document is currently intended for public release in March.

The Minister of Health has directed us to rework this document to focus on a patient audience. While previous versions referred to specific legislative proposals, the document now focuses on general areas for improvement in regulation and the outcomes likely to be experienced by patients.

With that direction the document is now simplified and will also be going through a design process to be more accessible.

We are working to very short timeframes on this (thank you to everyone who has supported in the quick redraft). This will be going to the Minister on Friday so please provide all feedback by **COP 11 February (tomorrow)**. All feedback welcome, just to note this will be going through editing/formatting process so focusing comments on substance would be much appreciated.

Feel free to reach out to myself or Kate if you need to discuss.

Ngā mihi

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

[eddy.sommers@health.govt.nz](mailto:eddy.sommers@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



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**From:** Ruth Cook  
**Sent:** Tuesday, 11 February 2025 4:29 pm  
**To:** Kevin Lampen-Smith; Eddy Sommers; Kate Rickerby  
**Subject:** RE: [In-Confidence] URGENT - Review of health workforce regulation discussion document

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

This is a vastly improved discussion document – much easier to understand, and the examples really make a difference. Nice work.

Kate and Eddy, I will let you respond about the patient voice on boards.

Kevin, yes it is intended that people will provide feedback via Citizen Space. We can note on the landing page that it will be published – and we have a catch up next week to confirm a consistent, Ministry-wide process going ahead.

---

**From:** Kevin Lampen-Smith <Kevin.Lampen-Smith@health.govt.nz>  
**Sent:** Tuesday, February 11, 2025 10:49 AM  
**To:** Eddy Sommers <Eddy.Sommers@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Cc:** Ruth Cook <Ruth.Cook@health.govt.nz>  
**Subject:** RE: [In-Confidence] URGENT - Review of health workforce regulation discussion document

Kia ora Eddy / Kate

Not many comments in the document. I like it much better as a style of a document and would like to see more consultation and discussion documents written this way.

But a few general comments for you and the team...

One of the big issues seems to have been scope of practice and acceptance of other or so called lesser medical professions, like physician associates and also increasing scope of practice for nurse practitioners. This is in there but doesn't seem to come through strong enough. No solution for you though.

In terms of patient voice, why isn't there a suggestion to have a patient advocate on the responsible authority boards. Patient centred is only included regarding consultation by authorities of scope of practice and non-medical board members. Instead of going to the next step and naming patient voice as a necessary role on a board.

In other occupational regulatory schemes the complaint committees require a consumer advocate on them. I don't know about the range of complaint committees across all the RAs, if needed then this should also be looked into.

A more complex patient centred system issue that I have come across seems to be the interplay between the responsible authorities and the HDC. From a patient perspective there will be confusion I expect about the role of each of these channels in terms of seeking a space to have issues heard. Is a space going to be made for comments about this? And or a space for more general comment back so that our 'patient centred' approach doesn't force the public to only answer the questions we want to ask them, and thereby limits the consumer voice as a result.

**On more general matters:**

I assume you are linked in already with Ruth Cook or one of her team in Comms. It would be good that we make as much use as possible of the Citizen Space technology platform that we use.

We need to move to publishing all of the submissions from discussion/consultation documents as soon as after receipt of them. This is all possible with little fuss in Citizen Space. But it does need to be noted in discussion documents that this is our default. Ruth can talk more to this to make sure what I've said is right.

Ngā mihi  
Kevin

---

**From:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>

**Sent:** Monday, February 10, 2025 5:36 PM

**To:** Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>; Ruth Cook <[Ruth.Cook@health.govt.nz](mailto:Ruth.Cook@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>; Chris Mitchell <[Chris.Mitchell@health.govt.nz](mailto:Chris.Mitchell@health.govt.nz)>; Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>; Simon Medcalf <[Simon.Medcalf@health.govt.nz](mailto:Simon.Medcalf@health.govt.nz)>; Kevin Lampen-Smith <[Kevin.Lampen-Smith@health.govt.nz](mailto:Kevin.Lampen-Smith@health.govt.nz)>; Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>; Ruihua Gu <[Ruihua.Gu@health.govt.nz](mailto:Ruihua.Gu@health.govt.nz)>; Alice Sowry <[Alice.Sowry@health.govt.nz](mailto:Alice.Sowry@health.govt.nz)>; Claire Solon <[Claire.Solon@health.govt.nz](mailto:Claire.Solon@health.govt.nz)>; Laura O'Sullivan <[Laura.O'Sullivan@health.govt.nz](mailto:Laura.O'Sullivan@health.govt.nz)>; Tara Thurlow-Rae <[Tara.Thurlow-Rae@health.govt.nz](mailto:Tara.Thurlow-Rae@health.govt.nz)>; Tessa Bercic <[Tessa.Bercic@health.govt.nz](mailto:Tessa.Bercic@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Merivi Tiai <[Merivi.Tiai@health.govt.nz](mailto:Merivi.Tiai@health.govt.nz)>; Simran Singh <[Simran.Singh@health.govt.nz](mailto:Simran.Singh@health.govt.nz)>; Amanda Rosenberg <[Amanda.Rosenberg@health.govt.nz](mailto:Amanda.Rosenberg@health.govt.nz)>

**Cc:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Livia Cosh <[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Bruce Asher <[Bruce.Asher@health.govt.nz](mailto:Bruce.Asher@health.govt.nz)>

**Subject:** [In-Confidence] URGENT - Review of health workforce regulation discussion document

**Importance:** High

Kia ora koutou

Please find attached a draft discussion document for your review. Also attached is a draft Cabinet paper but given the timeframe please prioritise comments on the discussion document.

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Feel free to reach out to myself or Kate if you need to discuss.

Ngā mihi

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

[eddy.sommers@health.govt.nz](mailto:eddy.sommers@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



PROACTIVELY RELEASED

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**From:** Pam Doole  
**Sent:** Wednesday, 12 February 2025 1:45 pm  
**To:** Eddy Sommers  
**Cc:** Lauren Hancock  
**Subject:** Clinical examples

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Kia ora Eddy

Here a couple of alternatives that might work?

*I recently found out that I am pregnant. There is a shortage of midwives in the rural area that I live in. It would be great if my nurse or doctor was able to support my pregnancy closer to home so that I don't have to travel and take time off work to travel to see a midwife so frequently throughout my pregnancy.*

*OR I'm waiting for a mental health assessment which has to be completed by a psychologist. I've heard that in the UK there are assistant psychologists who are trained to complete specific mental health tests and this has improved waiting times for assessment and intervention for mental health conditions. I wish I could access something similar here in New Zealand.*

Ngā mihi  
Pam

**Pam Doole**  
Clinical Chief Advisor Nursing  
Office of the Chief Nursing Officer | Te Tari o te Tapuhi Rangatira  
s 9(2)(a)  
[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



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**From:** Eddy Sommers  
**Sent:** Friday, 14 February 2025 9:12 am  
**To:** Seamus.brady[Parliament]  
**Cc:** Maree Roberts; Diana Sarfati; DG Advisory; Briefings; Allison Bennett; Suzanne Townsend; Kate Rickerby; Oliver Poppelwell  
**Subject:** H2025061169 - Future of health workforce regulation - discussion document  
**Attachments:** DRAFT updated discussion document - Future of health workforce regulation.docx; Draft Cabinet paper - Consultation on options for changes to health workforce regulation.docx; 14-02-2025 - Briefing for decision - Future of health workforce regulation - updated discussion document and process - H2025061169.docx; 14-02-2025 - Briefing for decision - Future of health workforce regulation - updated discussion document and process - H2025061169 SIGNED.pdf

Kia ora Seamus

Please find attached the following updated documents:

- Updated discussion document on the future of health workforce regulation
- Draft cabinet paper
- Covering briefing outlining engagement process.

Any questions please reach out.

Ngā mihi

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

[eddy.sommers@health.govt.nz](mailto:eddy.sommers@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



From: Eddy Sommers <Eddy.Sommers@health.govt.nz>  
Sent on: Monday, February 10, 2025 4:37:28 AM  
To: Matt Newman-Hall <Matt.Newman-Hall@TeWhatuOra.govt.nz>  
CC: Kate Rickerby <Kate.Rickerby@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
Subject:[In-Confidence] URGENT - Review of health workforce regulation discussion document  
Urgent: High

Attachments: Draft workforce discussion document for comment 10022025.docx (117.39 KB), Draft Cabinet paper - Consultation on options for changes to health workforce regulation.docx (54.39 KB)

Kia ora Matt

Reaching out to you as I understand Tom is on leave.

Please find attached a draft discussion document for public consultation on proposed changes to health workforce regulation (HPCA).

We have shared previous versions of the document with the team, however there has been significant change following new direction from the Minister. The document is now focused on reaching the general public with more accessible language and structure.

The Minister is keen to progress this quickly, with ministerial consultation intended to begin next week. With that short timeframe could you and the team please provide any feedback by COP 11 February (tomorrow).

Happy to chat tomorrow if more context needed.

Ngā mihi

Eddy Sommers (he/him)  
Senior Policy Analyst  
Health System Settings  
Strategy Policy and Legislation | Te Pou Rautaki  
eddy.sommers@health.govt.nz  
Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011

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**From:** Kate Rickerby  
**Sent:** Thursday, 27 February 2025 2:52 pm  
**To:** Julianne Ryan; Paul Cording  
**Cc:** Eddy Sommers; Suzanne Townsend; Blair McLaren; Rebecca Inoue-Palmer  
**Subject:** RE: HPCA timeline  
**Attachments:** Discussion document - Putting patients first - Modernising health workforce regulation.pdf

Kia ora Juli

Paul, worth you having a close read too as this relates to the design job.

The document actually ended up being changed quite a bit at the Minister's office over the last few days. Thank you so much for all of your efforts in getting this edit done anyway. Just one of those things, we were fairly confident this was final at the time we sent it for the edit. Some of the edits will still be useful.

See final version attached, just lodged. This can be taken as final, unless the policy committee or Cabinet make changes which is (fingers crossed) unlikely.

We definitely can't do another fresh edit, it's essential that this gets to the designers today or early tomorrow morning so that we can hit the next milestones. The designed version needs to be at the Minister's office on Tuesday at the very latest because the Cabinet policy committee meeting is on Wednesday. Perhaps we compare against the edit version and make changes that are still useful, plus put this through a fresh proof read as there would be typos in the edits that the Ministers' office made, then get this to the designer?

Thoughts on how to proceed? Happy to take a call if easiest. Out of scope .

Ngā manaakitanga  
Kate

**Kate Rickerby (she/her)**  
Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
DDI +64 4 280 4283  
[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)  
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Thorndon, Wellington 6011



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**From:** Julianne Ryan <Julianne.Ryan@health.govt.nz>  
**Sent:** Wednesday, February 26, 2025 12:14 PM  
**To:** Kate Rickerby <Kate.Rickerby@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Paul Cording <Paul.Cording@health.govt.nz>; Blair McLaren

<Blair.McLaren@health.govt.nz>

Cc: Eddy Sommers <Eddy.Sommers@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>

Subject: RE: HPCA timeline

Kia ora Kate

Here is the edited document with suggestions and queries from the editor for you to consider.

Once you're happy with it, please send me back a clean copy and we'll move it forward to next steps.

Ngā mihi nui

Juli

---

From: Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>

Sent: Friday, February 21, 2025 1:35 PM

To: Julianne Ryan <[Julianne.Ryan@health.govt.nz](mailto:Julianne.Ryan@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>

Cc: Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>

Subject: RE: HPCA timeline

Hi Juli

We already have Allison's approval for this expenditure from last time so you can go ahead. **Out of scope** .

Ngā mihi

Kate

**Kate Rickerby (she/her)**

Principal Policy Analyst

Regulatory Policy

Strategy, Policy and Legislation

DDI +64 4 280 4283

[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)

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Thorndon, Wellington 6011



MINISTRY OF HEALTH



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From: Julianne Ryan <[Julianne.Ryan@health.govt.nz](mailto:Julianne.Ryan@health.govt.nz)>

Sent: Friday, February 21, 2025 10:09 AM

To: Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>

Cc: Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>

Subject: RE: HPCA timeline

Kia ora Kate

Our editor S [redacted] can take this on and expects to charge S [redacted] excluding GST. If you approve this quote, let me know and we'll have S [redacted] get this work underway. S [redacted] 9(2)

S [redacted] expects to return the edited document early next week, hope this will be ok? 9(2)

With thanks and best weekend wishes  
Juli

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**From:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>  
**Sent:** Thursday, February 20, 2025 9:56 AM  
**To:** Julianne Ryan <[Julianne.Ryan@health.govt.nz](mailto:Julianne.Ryan@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>  
**Cc:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>  
**Subject:** RE: HPCA timeline

Hi Juli

Here is the updated version ready for editing.

Thanks for your help,  
Kate

---

**From:** Julianne Ryan <[Julianne.Ryan@health.govt.nz](mailto:Julianne.Ryan@health.govt.nz)>  
**Sent:** Wednesday, February 19, 2025 3:19 PM  
**To:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>  
**Cc:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>  
**Subject:** RE: HPCA timeline

Kia ora Rebecca

Thank you for this update. Once the updated version is ready please send it through to me, and I can provide a quote from our editor and the expected return date for the team to consider.

If the budget allows, there will be an additional cost for Word 'versioning' the designed PDF. (For improved accessibility, we usually create a Word version to supplement the designed PDF.)

By the way, no need to raise a PO for editing/formatting. Out of scope

Happy to jump on a call to discuss as well. 😊

Ngā mihi nui  
Juli

**Julianne Ryan (she/her)**  
Senior Advisor, Strategic Communications  
Government and Executive Services –  
Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Julianne.Ryan@health.govt.nz](mailto:Julianne.Ryan@health.govt.nz)

Ministry of Health – Manatū Hauora  
133 Molesworth Street  
Thorndon, Wellington 6011



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From: Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
Sent: Wednesday, February 19, 2025 12:46 PM  
To: Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Julianne Ryan <[Julianne.Ryan@health.govt.nz](mailto:Julianne.Ryan@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>  
Cc: Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>  
Subject: RE: HPCA timeline

Kia ora koutou,

Just sending my latest understanding of timeframes on HPCA discussion document. Juli, I can give you a call on this later if that suits you?

- Editing could start on 20 Feb (once we get the version that is going out to ministerial consultation).
- [We continue agreeing design direction in-house and provide advice to s 9(2) ahead of 27 Feb]
- [Document updated with any tweaks following consultation, but likely to be small]
- Design can begin on Thursday 27 Feb (midday) after lodgement
- Design back on CoP Mon 3 March ideally
- Minister could have a designed version on 4 March and chance to review
- Minister has a designed version to take to SoU 5 March, and then again at Cabinet on 10 March
- Edits may be needed post-Cabinet on 11 March
- Publication 12 March

Thanks,  
Rebecca

Rebecca Inoue-Palmer (she/her)  
Principal Advisor – Strategic Communications  
Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)  
[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



---

From: Rebecca Inoue-Palmer  
Sent: Tuesday, February 18, 2025 5:49 PM  
To: Livia Cosh <[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)>; Ruth Cook <[Ruth.Cook@health.govt.nz](mailto:Ruth.Cook@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>  
Cc: Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>  
Subject: RE: HPCA timeline

Kia ora Livia,

Belated thanks for sharing this 😊

Just coming back after our discussion earlier – to make sure I haven't got myself confused...

I believe we have now decided that the MO will not need the fully edited and designed version for 25/26 February.

Instead, we'll progress formal editing and design and layout from 28 Feb (or ideally earlier, if we have feedback back) in time for 5 March. Noting that the designer has indicated he needs at least 2 working days, and we'll (policy/comms) will need to check it after that.

We/designer may then need to do small edits to the designed doc after Cabinet on 10 March, in time for launch on 12 March.

Is that correct? That doesn't stop us progressing design-related conversations in the interim – it's just a question of when s 9(2) (the designer) will be doing the actual layout.

Hope that all makes some sense!

Thanks,  
Rebecca

Rebecca Inoue-Palmer (she/her)  
 Principal Advisor – Strategic Communications  
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From: Livia Cosh <[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)>  
 Sent: Tuesday, February 18, 2025 1:28 PM  
 To: Ruth Cook <[Ruth.Cook@health.govt.nz](mailto:Ruth.Cook@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>  
 Subject: HPCA timeline

Kia ora all,

Here is the current timeline for the HPCA work. We will keep you as updated as we can on any changes and progress.

Date	Activity	Owner
19 February	New Discussion document to Minister	Policy
19 February	Send to Cara for CitizenSpace workup	Policy
19 February	Discussion document sent to editor, 24hr turnaround	Policy
19 February	Comms and Engagement Plan reviewed by Maree	Comms
20 February	Edited documents sent to designer	Policy
20 February	Ministerial consultation	Minister's Office

	begins – needs to be finished by 24 Feb	
24 February	Designed documents returned to us  Note: limited number of edits available	Policy
26 February	Briefing note to Minister on Engagement	Policy, close collaboration with Engagement
12 or 19 March	Engagement (lodgement may be delayed)	

Ngā mihi,

Livia Cosh ([she/her](#))

Policy Analyst

Workforce Strategy and Policy

Strategy Policy & Legislation | Te Pou Rautaki

[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)

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Thorndon, Wellington 6011



**From:** Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Sent on:** Wednesday, February 19, 2025 8:52:09 PM  
**To:** Zoe Bristowe <Zoe.Bristowe@health.govt.nz>; Heather Muriwai <Heather.Muriwai@health.govt.nz>; Joe Bourne <Joe.Bourne@health.govt.nz>; Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>; Steve Osborne <Steve.Osborne@health.govt.nz>; Pam Doole <Pam.Doole@health.govt.nz>; Lauren Hancock <Lauren.Hancock@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Ruth Cook <Ruth.Cook@health.govt.nz>; Darin To'o <Darin.To'o@health.govt.nz>; Billy Allan <Billy.Allan@health.govt.nz>; Laura O'Sullivan <Laura.O'Sullivan@health.govt.nz>; Dennis Shum <Dennis.Shum@health.govt.nz>; Kevin Lampen-Smith <Kevin.Lampen-Smith@health.govt.nz>; Rob McHawk <Rob.Mchawk@health.govt.nz>; Ruihua Gu <Ruihua.Gu@health.govt.nz>; Claire Solon <Claire.Solon@health.govt.nz>; Alice Sowry <Alice.Sowry@health.govt.nz>; Tara Thurlow-Rae <Tara.Thurlow-Rae@health.govt.nz>; Tessa Bercic <Tessa.Bercic@health.govt.nz>; Blair McLaren <Blair.McLaren@health.govt.nz>; Merivi Tiai <Merivi.Tiai@health.govt.nz>; Amanda Rosenberg <Amanda.Rosenberg@health.govt.nz>; Chris Mitchell <Chris.Mitchell@health.govt.nz>; Diana Suggate <Diana.Suggate@health.govt.nz>; Sarah Jones <Sarah.Jones@health.govt.nz>; Paul Cording <Paul.Cording@health.govt.nz>  
**CC:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Livia Cosh <Livia.Cosh@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>; Bruce Asher <Bruce.Asher@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** Health workforce regulation discussion document - thank you and new version sent attached  
**Attachments:** Updated discussion document - Future of health workforce regulation.docx (142.3 KB)

Kia ora koutou

A huge thank you again for your help as we worked within a short timeframe to get this last set of changes made. We know that the turnarounds are tight and don't give much room for you to meaningfully engage. We'll keep doing our very best to give you as much of an opportunity for reviews as possible within the parameters we're given.

The attached version went to the Minister's office yesterday. We have just heard back that the Minister is happy to proceed to Ministerial consultation. This is a positive signal that the content in the document isn't likely to change much more from here on in.

If you don't see something you asked for in the attached version it will be either due to the parameters that were set for us in producing the changes, or the tight timeframe we were working within. Please tell us again if we've missed anything that you see as factually inaccurate or not reflecting clinical realities. We do have some more opportunities to make critical changes and we're really appreciative of you continuing to bring these things to our attention.

Key things coming up on this work in the short term are:

- We are writing a briefing on engagement that we will need to do a short turnaround review on. You will get a draft tomorrow or Monday. Our apologies in advance that we won't be able to give you more than 24 hours with this doc.
- After we briefed the Minister on technical amendments and our plans to go out to RAS, Ben has reached out with a request on this. I know Ben is keen for representation from the Chiefs and a couple of other key people at the meeting he is planning on Wednesday 26 February. He has ccd some of you into the invite email. Reach out if you want to know more at this stage. Note that we are keeping the technical amendments engagement process very separate from the discussion document engagement process.

We have our usual workforce standup next Tuesday so we'll give more of an update then and will be keen to hear any feedback or questions.

Hei konā mai  
Kate

**Kate Rickerby (she/her)**

Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
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[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)  
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**From:** Kate Rickerby

**Sent:** Tuesday, February 18, 2025 3:01 PM

**To:** Zoe Bristowe <Zoe.Bristowe@health.govt.nz>; Heather Muriwai <Heather.Muriwai@health.govt.nz>; Joe Bourne <Joe.Bourne@health.govt.nz>; Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>; Steve Osborne <Steve.Osborne@health.govt.nz>; Pam Doole <Pam.Doole@health.govt.nz>; Lauren Hancock <Lauren.Hancock@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Ruth Cook <Ruth.Cook@health.govt.nz>; Darin To'o

<Darin.To'o@health.govt.nz>; Billy Allan <Billy.Allan@health.govt.nz>; Laura O'Sullivan <Laura.O'Sullivan@health.govt.nz>; Dennis Shum <Dennis.Shum@health.govt.nz>; Kevin Lampen-Smith <Kevin.Lampen-Smith@health.govt.nz>; Rob McHawk <Rob.Mchawk@health.govt.nz>; Ruihua Gu <Ruihua.Gu@health.govt.nz>; Claire Solon <Claire.Solon@health.govt.nz>; Alice Sowry <Alice.Sowry@health.govt.nz>; Tara Thurlow-Rae <Tara.Thurlow-Rae@health.govt.nz>; Tessa Bercic <Tessa.Bercic@health.govt.nz>; Blair McLaren <Blair.McLaren@health.govt.nz>; Merivi Tiai <Merivi.Tiai@health.govt.nz>; Amanda Rosenberg <Amanda.Rosenberg@health.govt.nz>; Chris Mitchell <Chris.Mitchell@health.govt.nz>; Diana Suggate <Diana.Suggate@health.govt.nz>; Sarah Jones <Sarah.Jones@health.govt.nz>; Paul Cording <Paul.Cording@health.govt.nz>

**Cc:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Livia Cosh <Livia.Cosh@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>; Bruce Asher <Bruce.Asher@health.govt.nz>

**Subject:** Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

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Please find attached a revised discussion document following feedback from the Minister. This has got tracked changes in it to show what's new (simple markup version attached).

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We're apologetic to be imposing a tight timeframe on you all, but we do need any feedback by **9am tomorrow morning**.

We are looking for feedback on:

- Factual inaccuracies
- Whether the updated examples reflect clinical realities

Ngâ mihi

Kate

**Kate Rickerby (she/her)**

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[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)

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**From:** Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>

**Sent:** Friday, February 14, 2025 10:39 AM

**To:** Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>; Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>; Laura O'Sullivan <[Laura.O'Sullivan@health.govt.nz](mailto:Laura.O'Sullivan@health.govt.nz)>; Dennis Shum <[Dennis.Shum@health.govt.nz](mailto:Dennis.Shum@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Kevin Lampen-Smith <[Kevin.Lampen-Smith@health.govt.nz](mailto:Kevin.Lampen-Smith@health.govt.nz)>; Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>; Ruihua Gu <[Ruihua.Gu@health.govt.nz](mailto:Ruihua.Gu@health.govt.nz)>; Claire Solon <[Claire.Solon@health.govt.nz](mailto:Claire.Solon@health.govt.nz)>; Alice Sowry <[Alice.Sowry@health.govt.nz](mailto:Alice.Sowry@health.govt.nz)>; Tara Thurlow-Rae <[Tara.Thurlow-Rae@health.govt.nz](mailto:Tara.Thurlow-Rae@health.govt.nz)>; Tessa Bercic <[Tessa.Bercic@health.govt.nz](mailto:Tessa.Bercic@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Merivi Tiai <[Merivi.Tiai@health.govt.nz](mailto:Merivi.Tiai@health.govt.nz)>; Ruth Cook <[Ruth.Cook@health.govt.nz](mailto:Ruth.Cook@health.govt.nz)>; Amanda Rosenberg <[Amanda.Rosenberg@health.govt.nz](mailto:Amanda.Rosenberg@health.govt.nz)>; Chris Mitchell <[Chris.Mitchell@health.govt.nz](mailto:Chris.Mitchell@health.govt.nz)>; Diana Suggate <[Diana.Suggate@health.govt.nz](mailto:Diana.Suggate@health.govt.nz)>; Sarah Jones <[Sarah.Jones@health.govt.nz](mailto:Sarah.Jones@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>

**Cc:** Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Livia Cosh <[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Bruce Asher <[Bruce.Asher@health.govt.nz](mailto:Bruce.Asher@health.govt.nz)>

**Subject:** Health workforce regulation discussion document

Kia ora koutou

A huge thank you to everyone for your support and quick feedback on the re-draft of this discussion document. The attached draft documents have been sent over to the Minister for his weekend bag – we expect to get feedback on Monday and begin ministerial and agency consultation.

Following Ministers feedback, our next advice will outline the proposed engagement approach in further detail.

We will continue to refine the discussion document early next week, so if there are any further comments please feel free to reach out.

Ngā mihi

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

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Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



PROACTIVELY RELEASED

---

**From:** Anne Brebner  
**Sent:** Tuesday, 18 February 2025 6:37 pm  
**To:** Diana Suggate; Kate Rickerby  
**Subject:** RE: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

**Categories:** Purple Category

Kia ora  
I am happy with that -- 😊 good alteration  
Nga mihi  
Anne

---

**From:** Diana Suggate <Diana.Suggate@health.govt.nz>  
**Sent:** Tuesday, February 18, 2025 4:47 PM  
**To:** Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Cc:** Anne Brebner <Anne.Brebner@health.govt.nz>  
**Subject:** RE: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

I think so –Anne may like to confirm

---

**From:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>  
**Sent:** Tuesday, February 18, 2025 4:44 PM  
**To:** Diana Suggate <[Diana.Suggate@health.govt.nz](mailto:Diana.Suggate@health.govt.nz)>  
**Cc:** Anne Brebner <[Anne.Brebner@health.govt.nz](mailto:Anne.Brebner@health.govt.nz)>  
**Subject:** RE: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

Thanks Diana.

What words would work here? How's this?

*I am on a waitlist for a specialist mental health service because I've been really unwell. I'm waiting for a mental health assessment which must be completed by a psychologist until I can get the help I need. I've heard that in the UK there are assistant psychologists who are trained to complete specific mental health tests, and this means people don't have to wait as long for assessment and intervention for mental health conditions. I wish there was something similar here.*

Ngā mihi

Kate

**Kate Rickerby (she/her)**

Principal Policy Analyst

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MINISTRY OF HEALTH



---

**From:** Diana Suggate <[Diana.Suggate@health.govt.nz](mailto:Diana.Suggate@health.govt.nz)>

**Sent:** Tuesday, February 18, 2025 4:09 PM

**To:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>

**Cc:** Anne Brebner <[Anne.Brebner@health.govt.nz](mailto:Anne.Brebner@health.govt.nz)>

**Subject:** RE: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

**Importance:** High

Hi Kate – I haven't had time to read it properly at all (which will no doubt have to be rectified when it gets to Minister Doocey).

I just searched on 'mental' and found the scenario below on p.14

*I recently started university and have found it very stressful. I'm now waiting for a mental health assessment which must be completed by a psychologist. I've heard that in the UK there are assistant psychologists who are trained to complete specific mental health tests, and this means people don't have to wait as long for assessment and intervention for mental health conditions. I wish there was something similar here.*

People aren't required to get mental health assessments from psychologists because they are stressed. Anne – don't know if you have time to comment....I'm thinking it might be more like, someone has been on a waiting list for specialist mental health services and is quite unwell and can't get seen for an assessment as soon as would be desirable.

Diana

**Diana Suggate (she/her)**

Principal Policy Analyst

Mental Health, Addiction, and Suicide Prevention Strategy and Policy

Clinical, Community and Mental Health Directorate

s 9(2)(a)

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*I work 4 days per week; generally not on Wednesdays*

---

**From:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>

**Sent:** Tuesday, February 18, 2025 3:01 PM

**To:** Zoe Bristowe <[Zoe.Bristowe@health.govt.nz](mailto:Zoe.Bristowe@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Steve Osborne <[Steve.Osborne@health.govt.nz](mailto:Steve.Osborne@health.govt.nz)>; Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>; Rebecca Inoue-Palmer

<[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Ruth Cook <[Ruth.Cook@health.govt.nz](mailto:Ruth.Cook@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>; Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>; Laura O'Sullivan <[Laura.O'Sullivan@health.govt.nz](mailto:Laura.O'Sullivan@health.govt.nz)>; Dennis Shum <[Dennis.Shum@health.govt.nz](mailto:Dennis.Shum@health.govt.nz)>; Kevin Lampen-Smith <[Kevin.Lampen-Smith@health.govt.nz](mailto:Kevin.Lampen-Smith@health.govt.nz)>; Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>; Ruihua Gu <[Ruihua.Gu@health.govt.nz](mailto:Ruihua.Gu@health.govt.nz)>; Claire Solon <[Claire.Solon@health.govt.nz](mailto:Claire.Solon@health.govt.nz)>; Alice Sowry <[Alice.Sowry@health.govt.nz](mailto:Alice.Sowry@health.govt.nz)>; Tara Thurlow-Rae <[Tara.Thurlow-Rae@health.govt.nz](mailto:Tara.Thurlow-Rae@health.govt.nz)>; Tessa Bercic <[Tessa.Bercic@health.govt.nz](mailto:Tessa.Bercic@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Merivi Tiai <[Merivi.Tiai@health.govt.nz](mailto:Merivi.Tiai@health.govt.nz)>; Amanda Rosenberg <[Amanda.Rosenberg@health.govt.nz](mailto:Amanda.Rosenberg@health.govt.nz)>; Chris Mitchell <[Chris.Mitchell@health.govt.nz](mailto:Chris.Mitchell@health.govt.nz)>; Diana Suggate <[Diana.Suggate@health.govt.nz](mailto:Diana.Suggate@health.govt.nz)>; Sarah Jones <[Sarah.Jones@health.govt.nz](mailto:Sarah.Jones@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>  
Cc: Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Livia Cosh <[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Bruce Asher <[Bruce.Asher@health.govt.nz](mailto:Bruce.Asher@health.govt.nz)>  
Subject: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

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Ngā mihi  
Kate

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Thorndon, Wellington 6011



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From: Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>  
Sent: Friday, February 14, 2025 10:39 AM

To: Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>; Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>; Laura O'Sullivan <[Laura.O'Sullivan@health.govt.nz](mailto:Laura.O'Sullivan@health.govt.nz)>; Dennis Shum <[Dennis.Shum@health.govt.nz](mailto:Dennis.Shum@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Kevin Lampen-Smith <[Kevin.Lampen-Smith@health.govt.nz](mailto:Kevin.Lampen-Smith@health.govt.nz)>; Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>; Ruihua Gu <[Ruihua.Gu@health.govt.nz](mailto:Ruihua.Gu@health.govt.nz)>; Claire Solon <[Claire.Solon@health.govt.nz](mailto:Claire.Solon@health.govt.nz)>; Alice Sowry <[Alice.Sowry@health.govt.nz](mailto:Alice.Sowry@health.govt.nz)>; Tara Thurlow-Rae <[Tara.Thurlow-Rae@health.govt.nz](mailto:Tara.Thurlow-Rae@health.govt.nz)>; Tessa Bercic <[Tessa.Bercic@health.govt.nz](mailto:Tessa.Bercic@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Merivi Tiai <[Merivi.Tiai@health.govt.nz](mailto:Merivi.Tiai@health.govt.nz)>; Ruth Cook <[Ruth.Cook@health.govt.nz](mailto:Ruth.Cook@health.govt.nz)>; Amanda Rosenberg <[Amanda.Rosenberg@health.govt.nz](mailto:Amanda.Rosenberg@health.govt.nz)>; Chris Mitchell <[Chris.Mitchell@health.govt.nz](mailto:Chris.Mitchell@health.govt.nz)>; Diana Suggate <[Diana.Suggate@health.govt.nz](mailto:Diana.Suggate@health.govt.nz)>; Sarah Jones <[Sarah.Jones@health.govt.nz](mailto:Sarah.Jones@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>  
Cc: Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Livia Cosh <[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Bruce Asher <[Bruce.Asher@health.govt.nz](mailto:Bruce.Asher@health.govt.nz)>  
Subject: Health workforce regulation discussion document

Kia ora koutou

A huge thank you to everyone for your support and quick feedback on the re-draft of this discussion document. The attached draft documents have been sent over to the Minister for his weekend bag – we expect to get feedback on Monday and begin ministerial and agency consultation.

Following Ministers feedback, our next advice will outline the proposed engagement approach in further detail.

We will continue to refine the discussion document early next week, so if there are any further comments please feel free to reach out.

Ngā mihi

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

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**From:** Lorraine Hetaraka  
**Sent:** Wednesday, 19 February 2025 9:51 am  
**To:** Pam Doole; Oliver Poppelwell; Kate Rickerby; Joe Bourne  
**Subject:** RE: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

Thank you Pam for pointing this out I agree with you, the way it is currently written in the document is factually incorrect. NZ actually is one of the fastest countries globally at processing applications once they have come from CGFNS.

**Lorraine Hetaraka**

Ngāti Kahu, Tapuika, Ngāti Pikiao, Ngāti Ranginui, Ngāi Te Rangi

Chief Nursing Officer  
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---

**From:** Pam Doole <Pam.Doole@health.govt.nz>  
**Sent:** Wednesday, February 19, 2025 9:07 AM  
**To:** Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>; Joe Bourne <Joe.Bourne@health.govt.nz>  
**Cc:** Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>  
**Subject:** RE: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

Kia ora Oliver

The comment could related to the CGFNS process of checking verifications before the nurse can apply to Council. This relies on external bodies eg educators, regulators, - verifying credentials and ID, Criminal checks etc. The UK regulator for nurses – the NMC -has been slow at verifying registration. Nurses will have to supply similar verified credentials for Australia but provide them directly to the regulator rather than an external comany. Ahpra has had problems with the interpretation of its “equivalent qualification” and nurses from the UK with a diploma were facing barriers. This may have resolved somewhat. Not sure.

Ngā mihi

**Pam Doole**  
Clinical Chief Advisor Nursing  
Office of the Chief Nursing Officer | Te Tari o te Tapuhi Rangatira

s 9(2)(a)

[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)

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---

**From:** Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>

**Sent:** Tuesday, February 18, 2025 5:28 PM

**To:** Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>

**Subject:** Re: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

Hi Pam

We weren't sure about that one either. We think it may have to do with qualifications being recognised here, but not necessarily registration, but it might be a doctor thing rather than nurses.

Joe, does that make sense if it's doctors instead?

Thanks Oliver

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**From:** Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>

**Sent:** Tuesday, February 18, 2025 5:22 PM

**To:** Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>

**Cc:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Livia Cosh <[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Bruce Asher <[Bruce.Asher@health.govt.nz](mailto:Bruce.Asher@health.govt.nz)>; Amanda Rosenberg <[Amanda.Rosenberg@health.govt.nz](mailto:Amanda.Rosenberg@health.govt.nz)>; Zoe Bristowe <[Zoe.Bristowe@health.govt.nz](mailto:Zoe.Bristowe@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Ruth Cook <[Ruth.Cook@health.govt.nz](mailto:Ruth.Cook@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>; Laura O'Sullivan <[Laura.O'Sullivan@health.govt.nz](mailto:Laura.O'Sullivan@health.govt.nz)>; Dennis Shum <[Dennis.Shum@health.govt.nz](mailto:Dennis.Shum@health.govt.nz)>; Kevin Lampen-Smith <[Kevin.Lampen-Smith@health.govt.nz](mailto:Kevin.Lampen-Smith@health.govt.nz)>; Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>; Ruihua Gu <[Ruihua.Gu@health.govt.nz](mailto:Ruihua.Gu@health.govt.nz)>; Claire Solon <[Claire.Solon@health.govt.nz](mailto:Claire.Solon@health.govt.nz)>; Alice Sowry <[Alice.Sowry@health.govt.nz](mailto:Alice.Sowry@health.govt.nz)>; Tara Thurlow-Rae <[Tara.Thurlow-Rae@health.govt.nz](mailto:Tara.Thurlow-Rae@health.govt.nz)>; Tessa Bercic <[Tessa.Bercic@health.govt.nz](mailto:Tessa.Bercic@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Merivi Tiai <[Merivi.Tiai@health.govt.nz](mailto:Merivi.Tiai@health.govt.nz)>; Chris Mitchell <[Chris.Mitchell@health.govt.nz](mailto:Chris.Mitchell@health.govt.nz)>; Diana Suggate <[Diana.Suggate@health.govt.nz](mailto:Diana.Suggate@health.govt.nz)>; Sarah Jones <[Sarah.Jones@health.govt.nz](mailto:Sarah.Jones@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Steve Osborne <[Steve.Osborne@health.govt.nz](mailto:Steve.Osborne@health.govt.nz)>

**Subject:** RE: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

Kia ora Kate

The example on page 16 doesn't seem correct ie it is easier for a nurse from UK to register in Australia. Is this based on fact? Happy to discuss.

Ngā mihi  
Pam

**Pam Doole**

---

**From:** Heather Muriwai  
**Sent:** Wednesday, 19 February 2025 9:32 am  
**To:** Lorraine Hetaraka; Zoe Bristowe; Pam Doole; Billy Allan; Kate Rickerby  
**Cc:** Suzanne Townsend; Oliver Poppelwell; Livia Cosh; Ben Clayton; Bruce Asher; Amanda Rosenberg; Joe Bourne; Martin Chadwick; Lauren Hancock; Rebecca Inoue-Palmer; Ruth Cook; Darin To'o; Laura O'Sullivan; Dennis Shum; Kevin Lampen-Smith; Rob McHawk; Ruihua Gu; Claire Solon; Alice Sowry; Tara Thurlow-Rae; Tessa Bercic; Blair McLaren; Merivi Tiai; Chris Mitchell; Diana Suggate; Sarah Jones; Paul Cording; Steve Osborne; Junior Ulu  
**Subject:** RE: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

Kia ora tatou,

I agree with the comments below, and would add that it is important to consider the patient/consumer in the context of their whānau.

I have some hesitancy with the 2 similar examples used in the 'proportionate regulation' section. The fast-tracking of overseas qualified clinicians is currently being discussed as highlighted in the Whakatāne O&G and Gynae/Onc scenarios.

Ngā mihi,

**Heather Muriwai**

*Tangahoe | Ngāti Ruanui*

**Chief Clinical Officer Maternity**

*Ngā Āpiha Hauora | Manatū Hauora*

Mobile: s 9(2)(a)

Email: [Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)

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---

**From:** Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>

**Sent:** Wednesday, February 19, 2025 9:10 AM

**To:** Zoe Bristowe <Zoe.Bristowe@health.govt.nz>; Pam Doole <Pam.Doole@health.govt.nz>; Billy Allan <Billy.Allan@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>

**Cc:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Livia Cosh <Livia.Cosh@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>; Bruce Asher <Bruce.Asher@health.govt.nz>; Amanda Rosenberg <Amanda.Rosenberg@health.govt.nz>; Heather Muriwai <Heather.Muriwai@health.govt.nz>; Joe Bourne <Joe.Bourne@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>; Lauren Hancock

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**Subject:** RE: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

Thank you for the opportunity to review,

I support Zoe's comments and would add that it would be helpful to include an example that also considers the impact of clinician bias on consumers (assumptions/racism etc) the majority of the examples provide tangible examples, but does not provide insights into how patients feel, trust that they are not being judged or othered.

Nga mihi,

**Lorraine Hetaraka**

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MINISTRY OF HEALTH



---

**From:** Zoe Bristowe <[Zoe.Bristowe@health.govt.nz](mailto:Zoe.Bristowe@health.govt.nz)>

**Sent:** Wednesday, February 19, 2025 8:00 AM

**To:** Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>

**Cc:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Livia Cosh <[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Bruce Asher <[Bruce.Asher@health.govt.nz](mailto:Bruce.Asher@health.govt.nz)>; Amanda Rosenberg <[Amanda.Rosenberg@health.govt.nz](mailto:Amanda.Rosenberg@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Ruth Cook <[Ruth.Cook@health.govt.nz](mailto:Ruth.Cook@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>; Laura O'Sullivan <[Laura.O'Sullivan@health.govt.nz](mailto:Laura.O'Sullivan@health.govt.nz)>; Dennis Shum <[Dennis.Shum@health.govt.nz](mailto:Dennis.Shum@health.govt.nz)>; Kevin Lampen-Smith <[Kevin.Lampen-Smith@health.govt.nz](mailto:Kevin.Lampen-Smith@health.govt.nz)>; Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>; Ruihua Gu <[Ruihua.Gu@health.govt.nz](mailto:Ruihua.Gu@health.govt.nz)>; Claire Solon <[Claire.Solon@health.govt.nz](mailto:Claire.Solon@health.govt.nz)>; Alice Sowry <[Alice.Sowry@health.govt.nz](mailto:Alice.Sowry@health.govt.nz)>; Tara Thurlow-Rae <[Tara.Thurlow-Rae@health.govt.nz](mailto:Tara.Thurlow-Rae@health.govt.nz)>

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**Subject:** RE: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

Kia ora Kate

Thank you for the opportunity to provide feedback. I've made a few comments. Something for consideration is unpacking the term 'patient-centric.' From a prevention/promotion perspective the focus solely on patients is narrow and overlooks people's wellbeing more broadly. Can we expand this beyond individual people who become patients requiring care, to also ensure that practitioners are upholding people's safety in the prevention and health promotion space? This also includes whānau and communities (e.g., school based and community-centric programmes, which could be a good example to use).

Ngā mihi

Zoë Bristowe ([she/her](#))  
Principal Advisor Hauora Māori

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---

**From:** Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>

**Sent:** Tuesday, February 18, 2025 5:22 PM

**To:** Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>

**Cc:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Livia Cosh <[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Bruce Asher <[Bruce.Asher@health.govt.nz](mailto:Bruce.Asher@health.govt.nz)>; Amanda Rosenberg <[Amanda.Rosenberg@health.govt.nz](mailto:Amanda.Rosenberg@health.govt.nz)>; Zoe Bristowe <[Zoe.Bristowe@health.govt.nz](mailto:Zoe.Bristowe@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Ruth Cook <[Ruth.Cook@health.govt.nz](mailto:Ruth.Cook@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>; Laura O'Sullivan <[Laura.O'Sullivan@health.govt.nz](mailto:Laura.O'Sullivan@health.govt.nz)>; Dennis Shum <[Dennis.Shum@health.govt.nz](mailto:Dennis.Shum@health.govt.nz)>; Kevin Lampen-Smith <[Kevin.Lampen-Smith@health.govt.nz](mailto:Kevin.Lampen-Smith@health.govt.nz)>; Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>; Ruihua Gu <[Ruihua.Gu@health.govt.nz](mailto:Ruihua.Gu@health.govt.nz)>; Claire Solon <[Claire.Solon@health.govt.nz](mailto:Claire.Solon@health.govt.nz)>; Alice Sowry <[Alice.Sowry@health.govt.nz](mailto:Alice.Sowry@health.govt.nz)>; Tara Thurlow-Rae <[Tara.Thurlow-Rae@health.govt.nz](mailto:Tara.Thurlow-Rae@health.govt.nz)>; Tessa Bercic <[Tessa.Bercic@health.govt.nz](mailto:Tessa.Bercic@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Merivi Tiai <[Merivi.Tiai@health.govt.nz](mailto:Merivi.Tiai@health.govt.nz)>; Chris Mitchell <[Chris.Mitchell@health.govt.nz](mailto:Chris.Mitchell@health.govt.nz)>; Diana Suggate <[Diana.Suggate@health.govt.nz](mailto:Diana.Suggate@health.govt.nz)>; Sarah Jones <[Sarah.Jones@health.govt.nz](mailto:Sarah.Jones@health.govt.nz)>; Paul Cording

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**Subject:** RE: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

Kia ora Kate

The example on page 16 doesn't seem correct ie it is easier for a nurse from UK to register in Australia. Is this based on fact? Happy to discuss.

Ngā mihi  
Pam

**Pam Doole**

Clinical Chief Advisor Nursing  
Office of the Chief Nursing Officer | Te Tari o te Tapuhi Rangatira

s 9(2)(a)

[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



---

**From:** Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>

**Sent:** Tuesday, February 18, 2025 5:02 PM

**To:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>

**Cc:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Livia Cosh <[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Bruce Asher <[Bruce.Asher@health.govt.nz](mailto:Bruce.Asher@health.govt.nz)>; Amanda Rosenberg <[Amanda.Rosenberg@health.govt.nz](mailto:Amanda.Rosenberg@health.govt.nz)>; Zoe Bristowe <[Zoe.Bristowe@health.govt.nz](mailto:Zoe.Bristowe@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Ruth Cook <[Ruth.Cook@health.govt.nz](mailto:Ruth.Cook@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>; Laura O'Sullivan <[Laura.O'Sullivan@health.govt.nz](mailto:Laura.O'Sullivan@health.govt.nz)>; Dennis Shum <[Dennis.Shum@health.govt.nz](mailto:Dennis.Shum@health.govt.nz)>; Kevin Lampen-Smith <[Kevin.Lampen-Smith@health.govt.nz](mailto:Kevin.Lampen-Smith@health.govt.nz)>; Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>; Ruihua Gu <[Ruihua.Gu@health.govt.nz](mailto:Ruihua.Gu@health.govt.nz)>; Claire Solon <[Claire.Solon@health.govt.nz](mailto:Claire.Solon@health.govt.nz)>; Alice Sowry <[Alice.Sowry@health.govt.nz](mailto:Alice.Sowry@health.govt.nz)>; Tara Thurlow-Rae <[Tara.Thurlow-Rae@health.govt.nz](mailto:Tara.Thurlow-Rae@health.govt.nz)>; Tessa Bercic <[Tessa.Bercic@health.govt.nz](mailto:Tessa.Bercic@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Merivi Tiai <[Merivi.Tiai@health.govt.nz](mailto:Merivi.Tiai@health.govt.nz)>; Chris Mitchell <[Chris.Mitchell@health.govt.nz](mailto:Chris.Mitchell@health.govt.nz)>; Diana Suggate <[Diana.Suggate@health.govt.nz](mailto:Diana.Suggate@health.govt.nz)>; Sarah Jones <[Sarah.Jones@health.govt.nz](mailto:Sarah.Jones@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Steve Osborne <[Steve.Osborne@health.govt.nz](mailto:Steve.Osborne@health.govt.nz)>

**Subject:** RE: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

Hi Kate

Very minor suggested changes added to Steve's.

Billy

---

**From:** Steve Osborne <[Steve.Osborne@health.govt.nz](mailto:Steve.Osborne@health.govt.nz)>

**Sent:** Tuesday, February 18, 2025 3:45 PM

**To:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>

**Cc:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Oliver Poppelwell

<[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Livia Cosh <[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Bruce Asher <[Bruce.Asher@health.govt.nz](mailto:Bruce.Asher@health.govt.nz)>; Amanda Rosenberg <[Amanda.Rosenberg@health.govt.nz](mailto:Amanda.Rosenberg@health.govt.nz)>; Zoe Bristowe <[Zoe.Bristowe@health.govt.nz](mailto:Zoe.Bristowe@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Ruth Cook <[Ruth.Cook@health.govt.nz](mailto:Ruth.Cook@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>; Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>; Laura O'Sullivan <[Laura.O'Sullivan@health.govt.nz](mailto:Laura.O'Sullivan@health.govt.nz)>; Dennis Shum <[Dennis.Shum@health.govt.nz](mailto:Dennis.Shum@health.govt.nz)>; Kevin Lampen-Smith <[Kevin.Lampen-Smith@health.govt.nz](mailto:Kevin.Lampen-Smith@health.govt.nz)>; Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>; Ruihua Gu <[Ruihua.Gu@health.govt.nz](mailto:Ruihua.Gu@health.govt.nz)>; Claire Solon <[Claire.Solon@health.govt.nz](mailto:Claire.Solon@health.govt.nz)>; Alice Sowry <[Alice.Sowry@health.govt.nz](mailto:Alice.Sowry@health.govt.nz)>; Tara Thurlow-Rae <[Tara.Thurlow-Rae@health.govt.nz](mailto:Tara.Thurlow-Rae@health.govt.nz)>; Tessa Bercic <[Tessa.Bercic@health.govt.nz](mailto:Tessa.Bercic@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Merivi Tiai <[Merivi.Tiai@health.govt.nz](mailto:Merivi.Tiai@health.govt.nz)>; Chris Mitchell <[Chris.Mitchell@health.govt.nz](mailto:Chris.Mitchell@health.govt.nz)>; Diana Suggate <[Diana.Suggate@health.govt.nz](mailto:Diana.Suggate@health.govt.nz)>; Sarah Jones <[Sarah.Jones@health.govt.nz](mailto:Sarah.Jones@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>

Subject: RE: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

Hi Kate. My thoughts on the attached.

I can't stress enough that the more accurate, meaningful, and therefore appropriate term is 'responsible authority'. A regulatory authority can be the Master Builders or Medsafe or... The HPCA Act specifies the term 'responsible authority' for the regulatory bodies it establishes. I've made an early tweak to wording that I think clarifies the term and allows use of the more accurate term thereafter. (And also a few other edits. Can't help myself. All using Track Changes.)

I think the examples are all ok from my (regulatory, not clinical) perspective.

Ngā mihi,

**Steve Osborne (he/him/tane/ia)**  
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Regulatory Assurance / Quality Assurance and Safety  
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---

From: Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>

Sent: Tuesday, February 18, 2025 3:01 PM

To: Zoe Bristowe <[Zoe.Bristowe@health.govt.nz](mailto:Zoe.Bristowe@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Steve Osborne <[Steve.Osborne@health.govt.nz](mailto:Steve.Osborne@health.govt.nz)>; Pam Doole

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Cc: Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Livia Cosh <[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Bruce Asher <[Bruce.Asher@health.govt.nz](mailto:Bruce.Asher@health.govt.nz)>  
Subject: Health workforce regulation discussion document - Minister's feedback incorporated - any feedback needed by 9am tomorrow

Kia ora koutou

Please find attached a revised discussion document following feedback from the Minister. This has got tracked changes in it to show what's new (simple markup version attached).

The feedback we got from the Minister was that he was happy with the progress so far to make it more patient centric, but that he wanted us to go further. Many of the changes you'll see in this version directly reflect wording he has asked us to use, so the document is now framed as the Minister's document rather than the Ministries document. You'll see this reflected throughout, for example, you'll now see that instead of a Minister's foreword this is just an introduction.

We're apologetic to be imposing a tight timeframe on you all, but we do need any feedback by 9am tomorrow morning.

We are looking for feedback on:

- Factual inaccuracies
- Whether the updated examples reflect clinical realities

Ngā mihi  
Kate

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Principal Policy Analyst  
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From: Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>

Sent: Friday, February 14, 2025 10:39 AM

To: Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Billy Allan <[Billy.Allan@health.govt.nz](mailto:Billy.Allan@health.govt.nz)>; Lauren Hancock <[Lauren.Hancock@health.govt.nz](mailto:Lauren.Hancock@health.govt.nz)>; Laura O'Sullivan <[Laura.O'Sullivan@health.govt.nz](mailto:Laura.O'Sullivan@health.govt.nz)>; Dennis Shum <[Dennis.Shum@health.govt.nz](mailto:Dennis.Shum@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Kevin Lampen-Smith <[Kevin.Lampen-Smith@health.govt.nz](mailto:Kevin.Lampen-Smith@health.govt.nz)>; Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>; Ruihua Gu <[Ruihua.Gu@health.govt.nz](mailto:Ruihua.Gu@health.govt.nz)>; Claire Solon <[Claire.Solon@health.govt.nz](mailto:Claire.Solon@health.govt.nz)>; Alice Sowry <[Alice.Sowry@health.govt.nz](mailto:Alice.Sowry@health.govt.nz)>; Tara Thurlow-Rae <[Tara.Thurlow-Rae@health.govt.nz](mailto:Tara.Thurlow-Rae@health.govt.nz)>; Tessa Bercic <[Tessa.Bercic@health.govt.nz](mailto:Tessa.Bercic@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Merivi Tiai <[Merivi.Tiai@health.govt.nz](mailto:Merivi.Tiai@health.govt.nz)>; Ruth Cook <[Ruth.Cook@health.govt.nz](mailto:Ruth.Cook@health.govt.nz)>; Amanda Rosenberg <[Amanda.Rosenberg@health.govt.nz](mailto:Amanda.Rosenberg@health.govt.nz)>; Chris Mitchell <[Chris.Mitchell@health.govt.nz](mailto:Chris.Mitchell@health.govt.nz)>; Diana Suggate <[Diana.Suggate@health.govt.nz](mailto:Diana.Suggate@health.govt.nz)>; Sarah Jones <[Sarah.Jones@health.govt.nz](mailto:Sarah.Jones@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>

Cc: Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Livia Cosh <[Livia.Cosh@health.govt.nz](mailto:Livia.Cosh@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Bruce Asher <[Bruce.Asher@health.govt.nz](mailto:Bruce.Asher@health.govt.nz)>

Subject: Health workforce regulation discussion document

Kia ora koutou

A huge thank you to everyone for your support and quick feedback on the re-draft of this discussion document. The attached draft documents have been sent over to the Minister for his weekend bag – we expect to get feedback on Monday and begin ministerial and agency consultation.

Following Ministers feedback, our next advice will outline the proposed engagement approach in further detail.

We will continue to refine the discussion document early next week, so if there are any further comments please feel free to reach out.

Ngā mihi

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

[eddy.sommers@health.govt.nz](mailto:eddy.sommers@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



---

**From:** Kate Rickerby  
**Sent:** Thursday, 20 February 2025 9:39 am  
**To:** Seamus Brady  
**Cc:** Maree Roberts; Diana Sarfati; DG Advisory; Briefings; Allison Bennett; Suzanne Townsend; Oliver Poppelwell; Eddy Sommers  
**Subject:** RE: H2025061169 - Future of health workforce regulation - discussion document

Kia ora Seamus

Thanks for letting us know.

Confirming that your timeline is still correct.

Ngā mihi  
Kate

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**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent:** Thursday, February 20, 2025 9:33 AM  
**To:** Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Cc:** Maree Roberts <Maree.Roberts@health.govt.nz>; Diana Sarfati <Diana.Sarfati@health.govt.nz>; DG Advisory <dgadvisory@health.govt.nz>; Briefings <Briefings@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**Subject:** RE: H2025061169 - Future of health workforce regulation - discussion document

Hi Kate

Thanks again to the team for the quick turnaround on the Minister's requested changes to these papers.

He reviewed them overnight and has confirmed that he's happy to start Ministerial consultation today.

Can you confirm the below timeline is correct still?

- Ministerial consultation: Today – 12pm Wednesday 26 February

- Lodge – Thursday 27 February
- SOU – Wednesday 5 March
- CAB – Monday 10 March
- Announcement/release of document: From 10 March
- s 9(2)(f)(iv)

I'll let you know when the papers have been circulated/out.

Many thanks

Seamus

---

From: Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>  
 Sent: Wednesday, 19 February 2025 2:53 PM  
 To: Seamus Brady <[Seamus.Brady@parliament.govt.nz](mailto:Seamus.Brady@parliament.govt.nz)>  
 Cc: Maree Roberts <[Maree.Roberts@health.govt.nz](mailto:Maree.Roberts@health.govt.nz)>; Diana Sarfati <[Diana.Sarfati@health.govt.nz](mailto:Diana.Sarfati@health.govt.nz)>; DG Advisory <[dgadvisory@health.govt.nz](mailto:dgadvisory@health.govt.nz)>; Briefings <[Briefings@health.govt.nz](mailto:Briefings@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>  
 Subject: H2025061169 - Future of health workforce regulation - discussion document

Kia ora Seamus

Please find attached the following updated documents:

- Updated discussion document on the future of health workforce regulation
- Updated Cabinet paper

Any questions please reach out.

Ngā mihi  
 Kate

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\*\*\*\*\*

Statement of confidentiality: This e-mail message and any accompanying attachments may contain information that is IN-CONFIDENCE and subject to legal privilege.

**From:** Maree Roberts <Morag.Hatcher@health.govt.nz>  
**Sent on:** Tuesday, February 18, 2025 11:54:35 PM  
**To:** Seamus Brady <Seamus.Brady@parliament.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>  
**CC:** DG Advisory <dgadvisory@health.govt.nz>; Jess.Smaling [Parliament] <Jess.Smaling@parliament.govt.nz>  
**Subject:** RE: HPCA Act Discussion Document

Hi Seamus, it is only just on my desk for review. Will process as quickly as I can.

**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent:** Wednesday, February 19, 2025 12:12 PM  
**To:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Maree Roberts <Maree.Roberts@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>  
**Cc:** DG Advisory <dgadvisory@health.govt.nz>; Jess.Smaling [Parliament] <Jess.Smaling@parliament.govt.nz>  
**Subject:** RE: HPCA Act Discussion Document

Hi Suzanne – how are we tracking on the revised paper?

**From:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>  
**Sent:** Monday, 17 February 2025 5:09 PM  
**To:** Maree Roberts <[Maree.Roberts@health.govt.nz](mailto:Maree.Roberts@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>; Seamus Brady <[Seamus.Brady@parliament.govt.nz](mailto:Seamus.Brady@parliament.govt.nz)>  
**Cc:** DG Advisory <[dgadvisory@health.govt.nz](mailto:dgadvisory@health.govt.nz)>; Jess Smaling <[Jess.Smaling@parliament.govt.nz](mailto:Jess.Smaling@parliament.govt.nz)>  
**Subject:** Re: HPCA Act Discussion Document

Perfect all questions answered.

---

**From:** Seamus Brady <[Seamus.Brady@parliament.govt.nz](mailto:Seamus.Brady@parliament.govt.nz)>  
**Sent:** Monday, February 17, 2025 5:07:09 PM  
**To:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Maree Roberts <[Maree.Roberts@health.govt.nz](mailto:Maree.Roberts@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>  
**Cc:** DG Advisory <[dgadvisory@health.govt.nz](mailto:dgadvisory@health.govt.nz)>; Jess.Smaling [Parliament] <[Jess.Smaling@parliament.govt.nz](mailto:Jess.Smaling@parliament.govt.nz)>  
**Subject:** HPCA Act Discussion Document

Hi Suzanne

Firstly – the Minister was very grateful for the team’s re-working of the discussion document. He found it very much improved but still wants to see a stronger patient-centric focus throughout it.

Rather than a meeting with Reef, below is some further feedback from him and the Minister:

- This must not become just another bureaucratic discussion document. It needs to focus explicitly on his and the Government’s focus on patients.
- To reinforce this, please rename the document (and Cabinet paper) to *Putting Patients First: Modernising Workforce Regulation*
- The discussion document content must be more accessible to patients, highlighting the key points they care about. He wants to be confident that all levers have been used/pulled.
  - o eg. with recent examples in the news, what is the rationale for these workforce challenges? Is it colleges, internal processes, other reasons? Put these sorts of examples in the document to tell the story why change is needed.
- The document should be as retail as possible, with a focus on:
  - o Delivering timely, quality healthcare for all New Zealanders.
  - o Streamlining access to healthcare and medicines so that patients can receive the timely, quality care they need.
  - o Reducing red tape to drive efficiencies in the health sector.
  - o Right-sizing regulation to unleash innovation and productivity within the health sector to keep Kiwis healthy.
  - o Modernising and future-proofing our health workforce to ensure it is focused on the needs of all New Zealanders.
  - o Enabling frontline workers to get on with their jobs. Less bureaucratic regulation, more focus on putting patients first.
- The Minister has asked for an updated document by Wednesday that comprehensively incorporates these themes so that it can be put out for Ministerial consultation by the next day.

The Minister also confirmed he wants 4 weeks public consultation once approved by Cabinet. I’ll return that paper when I get it back.

Happy to chat on the above early tomorrow.

Ngā mihi

Seamus



**Seamus Brady**

**Private Secretary (Health) | Office of Hon Simeon Brown**

Minister of Health, Minister for State Owned Enterprises, Minister for Auckland

M: s 9(2)(a)

Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent on:** Tuesday, February 25, 2025 2:52:38 AM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**CC:** Maree Roberts <Maree.Roberts@health.govt.nz>; DG Advisory <dgadvisory@health.govt.nz>  
**Subject:** FW: Coalition and Ministerial Consultation - Putting Patients First: Modernising Health Workforce Regulation  
**Attachments:** Putting Patients First - Modernising Health Workforce Regulation - Draft Cabinet Paper.docx (54.56 KB), Putting Patients First - Modernising Health Workforce Regulation - Draft Public Consultation Document.docx (142.3 KB)

Hello

See below feedback from Minister Doocey's office.

Seamus

**From:** Reef Stewart <Reef.Stewart@parliament.govt.nz>  
**Sent:** Tuesday, 25 February 2025 3:46 PM  
**To:** Brian Anderton <Brian.Anderton@parliament.govt.nz>; Jess Smaling <Jess.Smaling@parliament.govt.nz>; Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Subject:** FW: Coalition and Ministerial Consultation - Putting Patients First: Modernising Health Workforce Regulation

FYI

**From:** Marie McCafferty <[Marie.McCafferty@parliament.govt.nz](mailto:Marie.McCafferty@parliament.govt.nz)>  
**Sent:** Tuesday, 25 February 2025 2:41 PM  
**To:** Reef Stewart <[Reef.Stewart@parliament.govt.nz](mailto:Reef.Stewart@parliament.govt.nz)>  
**Subject:** FW: Coalition and Ministerial Consultation - Putting Patients First: Modernising Health Workforce Regulation

Hi Reef

Please see the feedback on the Putting Patients First: Modernising Health Workforce Regulation paper:

- This most recent version of the consultation paper has been reframed to be more easily digested and responded to by the public.
- The MH&A workforce currently covers the highly regulated (eg psychologists) to self-regulated (eg counsellors) to emerging fledgling workforces (eg peer/lived experience).
- The Royal Commission into Abuse in State Care has highlighted the importance of those working directly or indirectly to provide care being vetted, registered, and well trained. While we agree with the concept of requirements being proportionate, there need to be minimum

requirements for all practitioners. There should be some common base expectations that enable action to occur when complaints of abuse occur (not necessarily occupation specific). The regulator needs to have power to act and to do that will probably need to have adherence to common ethical standards. Therefore, the consultation document could include a minimum protection option based on a codes of ethics.

- There should also be ability to make findings even if someone gives up their licence to practice.
- The emerging lived experience workforce is an example where overly onerous top-down regulatory requirements could inhibit development of this workforce. Therefore, the nature of proportionate regulation will need to be carefully considered.
- We are aware too, that counsellors have chosen not to come under the HPCA Act for various reasons. HNZ has given itself additional assurance around those counsellors wanting to work within health services by arranging with the NZAC to administer a specific registration category that meets HNZ requirements.
- We are providing suggestions of key mental health and addiction stakeholders that may wish to be consulted, eg the four MH&A workforce development centres and the cross-agency MH&A workforce group that we convene, as well as suggesting there be lived experience input.

Cheers Marie



**Marie McCafferty** | Senior Private Secretary | Office of Hon Matt Doocey  
Minister for Mental Health | Associate Minister of Health |  
MP for Waimakariri  
DDI: 04 817 9048 | M: s 9(2)(a)  
Email: [marie.mccafferty@parliament.govt.nz](mailto:marie.mccafferty@parliament.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

*Authorised by Hon Matt Doocey, Parliament Buildings, Wellington*

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meeting disclosure, please contact the sender. You can read more about the proactive release policy at <https://www.dia.govt.nz/Proactive-Releases#MS>.

**From:** Brooke Lacey <[Brooke.Lacey@parliament.govt.nz](mailto:Brooke.Lacey@parliament.govt.nz)>  
**Sent:** Thursday, 20 February 2025 4:07 PM  
**To:** Marie McCafferty <[Marie.CMcCafferty@parliament.govt.nz](mailto:Marie.CMcCafferty@parliament.govt.nz)>  
**Subject:** FW: Coalition and Ministerial Consultation - Putting Patients First: Modernising Health Workforce Regulation

**From:** Reef Stewart <[Reef.Stewart@parliament.govt.nz](mailto:Reef.Stewart@parliament.govt.nz)>

**Sent:** Thursday, 20 February 2025 4:00 PM

**To:** s 9(2)(k)

Paula Oliver <[Paula.Oliver@parliament.govt.nz](mailto:Paula.Oliver@parliament.govt.nz)>; Grant Johnston <[Grant.Johnston@parliament.govt.nz](mailto:Grant.Johnston@parliament.govt.nz)>; Katy Greco-Ainslie <[Katy.Greco-Ainslie@parliament.govt.nz](mailto:Katy.Greco-Ainslie@parliament.govt.nz)>; Jade Paul <[Jade.Paul@parliament.govt.nz](mailto:Jade.Paul@parliament.govt.nz)>; Travis Ancelet <[Travis.Ancelet@parliament.govt.nz](mailto:Travis.Ancelet@parliament.govt.nz)>; Brooke Lacey <[Brooke.Lacey@parliament.govt.nz](mailto:Brooke.Lacey@parliament.govt.nz)>; Jack Rankin <[Jack.Rankin@parliament.govt.nz](mailto:Jack.Rankin@parliament.govt.nz)>  
**Cc:** Brian Anderton <[Brian.Anderton@parliament.govt.nz](mailto:Brian.Anderton@parliament.govt.nz)>  
**Subject:** Coalition and Ministerial Consultation - Putting Patients First: Modernising Health Workforce Regulation

Hi all

The Minister of Health is consulting on the attached Cabinet paper, *Putting Patients First: Modernising Health Workforce Regulation*.

This Cabinet paper seeks a decision on whether to publicly consult on detailed options for reform of New Zealand's inflexible health workforce regulation under the Health Practitioners Competence Assurance Act 2003 (the HPCA Act).

We would appreciate any feedback by 4:00pm Wednesday 26 February.

Cheers  
Reef



**Reef Stewart**

Ministerial Advisor | Office of Hon Simeon Brown  
Minister of Health  
Minister for State Owned Enterprises  
Minister for Auckland

s 9(2)(a)

Email: [S.Brown@ministers.govt.nz](mailto:S.Brown@ministers.govt.nz) Website: [www.Beehive.govt.nz](http://www.Beehive.govt.nz)  
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

**From:** Maree Roberts <Morag.Hatcher@health.govt.nz>  
**Sent on:** Thursday, February 27, 2025 7:29:40 PM  
**To:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Subject:** RE: Comms plan: Modernising health workforce regulation

All good Rebecca – so many things flying around at the moment. I am happy for you to send to press-secs today. Just keep me in the loop of any further changes requested.

Ngâ mihi  
Maree

**From:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Sent:** Friday, February 28, 2025 7:46 AM  
**To:** Maree Roberts <Maree.Roberts@health.govt.nz>  
**Subject:** Re: Comms plan: Modernising health workforce regulation

Môrena Maree,

Sending a quick reply before the day takes over! Sorry if I have confused things.

I'm not sure if you had a chance to sign out the latest version of the HPCA comms pack yesterday, and should have checked that you did actually want to re-review after I made further updates (following the meeting on Tuesday).

Are you happy for me to send the updated version (as attached) to the press secs today for their visibility? I imagine we'll be asked for further edits and fact checks as we get closer to March 12.

Hope that makes sense.

Thanks,  
Rebecca

---

**From:** Maree Roberts <[Maree.Roberts@health.govt.nz](mailto:Maree.Roberts@health.govt.nz)>  
**Sent:** Thursday, February 27, 2025 6:44:51 pm  
**To:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Subject:** RE: Comms plan: Modernising health workforce regulation

Hi Rebecca,  
Just to clarify that you were not expecting any further sign-out from me?

**From:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Sent:** Thursday, February 27, 2025 3:16 PM  
**To:** Maree Roberts <[Maree.Roberts@health.govt.nz](mailto:Maree.Roberts@health.govt.nz)>  
**Cc:** Morag Hatcher <[Morag.Hatcher@health.govt.nz](mailto:Morag.Hatcher@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Annie Coughlan <[Annie.Coughlan@health.govt.nz](mailto:Annie.Coughlan@health.govt.nz)>; Blair McLaren

<[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>

**Subject:** Comms plan: Modernising health workforce regulation

Kia ora Maree,

I've attached the latest version of the comms pack for the Minister's Office, more aligned to the final text of the discussion document.

The intention from strategic comms is that we can send these to the press secs tomorrow so they have increased visibility of how this could play into announcements over the next fortnight.

We can continue adding and refining products as needed over the next couple of weeks (no doubt the press secs will come back with queries!).

Noho ora mai,  
nā Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – Strategic Communications

Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



**From:** Maree Roberts <Morag.Hatcher@health.govt.nz>  
**Sent on:** Wednesday, February 26, 2025 8:17:58 PM  
**To:** Andrew Old <Andrew.Old@health.govt.nz>; Audrey Sonerson <Audrey.Sonerson@health.govt.nz>; Celia Wellington <Celia.Wellington@health.govt.nz>; Dean Rutherford <Dean.Rutherford@health.govt.nz>; Fergus Welsh <Fergus.Welsh@health.govt.nz>; Geoff Short <Geoff.Short@health.govt.nz>; John Whaanga <John.Whaanga@health.govt.nz>; Sarah Turner <Sarah.Turner@health.govt.nz>; Simon Medcalf <Simon.Medcalf@health.govt.nz>  
**Subject:** IN CONFIDENCE: Draft Workforce regulation discussion document  
**Attachments:** Draft Discussion document - Putting patients first - Modernising health workforce regulation.docx (517.32 KB)

Kia ora colleagues,

As I mentioned at our catch up yesterday this is the draft of the discussion document for changes to the HPCA Act to get a sense of the patient-centred language the Minister is looking for. Note it is due to be lodged tomorrow for SOU next week.

Ngâ mihi  
Maree

Maree Roberts  
Deputy Director-General  
Te Pou Rautaki | Strategy, Policy and Legislation  
s 9(2)(a)  
[maree.roberts@health.govt.nz](mailto:maree.roberts@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



**From:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Sent on:** Monday, February 24, 2025 12:19:42 AM  
**To:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Eddy Sommers <Eddy.Sommers@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Subject:** FW: Revised doc - Putting Patients First  
**Attachments:** 20250223 Putting Patients First [RS Edits Tracked].docx (535.71 KB)

Hi team,

Please see email and attached from the office on changes to the consultation document and required actions. Happy to discuss any questions you may have.

Kind regards,

Allison

**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent:** Monday, February 24, 2025 12:29 PM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** Revised doc - Putting Patients First

Hello

As discussed, attached is an updated version of the *Putting Patients First: Modernising Health Workforce Regulation* discussion document from the office, as approved by the Minister. Can the team please:

- update the Cabinet paper as needed to reflect the updated document
- format the discussion document as needed to accommodate the new track changes
  - switch the MOH logo on page 2 to the MOH current version.

Happy to chat

Ngā mihi

Seamus



**Seamus Brady**

**Private Secretary (Health) | Office of Hon Simeon Brown**

Minister of Health, Minister for State Owned Enterprises, Minister for Auckland

M: s 9(2)(a)

Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

**From:** Maree Roberts <Morag.Hatcher@health.govt.nz>  
**Sent on:** Monday, February 24, 2025 8:31:00 AM  
**To:** Anna Clark [DPMC] <Anna.Clark@dpmc.govt.nz>  
**Subject:** RE: Health Workforce Regulation paper

Thank you for that Anna, I have asked the team to update the paper. Look forward to catching up soon.  
Maree

**From:** Maree Roberts <Morag.Hatcher@health.govt.nz>  
**Sent on:** Monday, February 24, 2025 8:30:24 AM  
**To:** Kate Rickerby <Kate.Rickerby@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** FW: Health Workforce Regulation paper

To include in the paper.

**From:** Anna Clark [DPMC] <Anna.Clark@dpmc.govt.nz>  
**Sent:** Monday, February 24, 2025 5:11 PM  
**To:** Maree Roberts <Maree.Roberts@health.govt.nz>  
**Subject:** Health Workforce Regulation paper

[UNCLASSIFIED]  
Hi Maree

It was great to see the health workforce regulation Cabinet paper with the discussion document come round for ministerial consultation.

I had just one small bit of feedback – in the discussion document is it worth including a paragraph to explain what regulation of the health workforce means in practice, as people may not be quite aware of all the aspects of it – eg, sets curriculum, requires registration, disciplinary action etc.

Thanks, Anna

**Anna Clark**  
Advisor  
Policy Advisory Group  
Department of the Prime Minister and Cabinet

M +s 9(2)(a)  
E [anna.clark@dpmc.govt.nz](mailto:anna.clark@dpmc.govt.nz)



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PRIME MINISTER AND CABINET**  
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**From:** Maree Roberts <Morag.Hatcher@health.govt.nz>  
**Sent on:** Monday, February 24, 2025 8:35:31 AM  
**To:** Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**CC:** Morag Hatcher <Morag.Hatcher@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Eddy Sommers <Eddy.Sommers@health.govt.nz>; Annie Coughlan <Annie.Coughlan@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Subject:** RE: Future of health workforce regulation - comms products

Thanks team, I have reviewed tonight and am keen to give feedback in the morning.  
Morag – can you organise.

**From:** Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Sent:** Monday, February 24, 2025 6:22 PM  
**To:** Maree Roberts <Maree.Roberts@health.govt.nz>  
**Cc:** Morag Hatcher <Morag.Hatcher@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Eddy Sommers <Eddy.Sommers@health.govt.nz>; Annie Coughlan <Annie.Coughlan@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Subject:** RE: Future of health workforce regulation - comms products


Hi Maree

Alongside this, your signout slot also includes an engagement briefing and the steering group papers. Apologies that this is such a big pack. I'd suggest prioritising the briefing.

Briefing on engagement:

 [V2 Future of health workforce regulation - engagement approach.docx](#)


 [Audit-trail - H2025061868 - engagement approach.docx](#)


 [Discussion document MIN Version - Putting patients first.docx](#) This is an updated discussion document just through from the Minister's office this afternoon. Note updates are useful context as you read the briefing.


**Steering group pack:**

 [Steering Group Agenda February.docx](#)

 [2025 02 21 Project Status.docx](#)

 [Engagement with RAs.docx](#) Note that we are going to invite Steering Group members to update this tomorrow ahead of the meeting.

 [Discussion document MIN Version - Putting patients first.docx](#) Note this is the same document as provided above for signout context.

 [V2 Future of health workforce regulation - engagement approach.docx](#) Note this is the briefing you are signing out above.

 [Steering group memo re change to Term of Reference..docx](#)

 [Workforce Regulatory Review - Risk Register.xlsx](#)

Ngā manaakitanga  
Kate

**Kate Rickerby (she/her)**

Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
DDI +64 4 280 4283  
[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



**From:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>

**Sent:** Monday, February 24, 2025 5:54 PM

**To:** Maree Roberts <[Maree.Roberts@health.govt.nz](mailto:Maree.Roberts@health.govt.nz)>

**Cc:** Morag Hatcher <[Morag.Hatcher@health.govt.nz](mailto:Morag.Hatcher@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Annie Coughlan <[Annie.Coughlan@health.govt.nz](mailto:Annie.Coughlan@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>

**Subject:** Future of health workforce regulation - comms products

Kia ora Maree,

I understand you have a sign-out slot tomorrow morning for the comms plan to support the discussion document, alongside some other workforce regulation papers.

I have attached a couple of documents:

- The comms pack that we are proposing to send to the Minister's Office, which is focused on the products needed for an announcement. I have spent some time this afternoon aligning this with the latest updates made to the discussion document.
- A fuller communications and engagement pack, which is a more extensive reference document.

Apologies that you are probably not expecting to read two comms plans. My sense is the first, Minister-facing one, is probably more important and the second is a useful reference.

Many thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – Strategic Communications

Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



**From:** Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**Sent on:** Monday, February 24, 2025 3:41:38 AM  
**To:** Kate Rickerby <Kate.Rickerby@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**CC:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** Updated discussion document - Health workforce regulation

Hi all

Just circulating the links to latest versions of discussion document and Cabinet paper following Ministers changes.

 [Discussion document MIN Version - Putting patients first.docx](#)

 [Draft Cabinet paper - Putting patients first - Modernising health workforce regulation.docx](#)

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

[eddy.sommers@health.govt.nz](mailto:eddy.sommers@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent on:** Wednesday, February 26, 2025 3:29:39 AM  
**To:** Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**CC:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Maree Roberts <Maree.Roberts@health.govt.nz>; DG Advisory <dgadvisory@health.govt.nz>; Briefings <Briefings@health.govt.nz>  
**Subject:** RE: Health workforce regulation discussion document - Papers for Cabinet committee

Thanks Eddy – much appreciated.

I've fired through the revised Cab paper and consultation to the Minister for his approval to lodge. I'll let you know when he confirms.

Seamus

**From:** Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**Sent:** Wednesday, 26 February 2025 1:50 PM  
**To:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Cc:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Maree Roberts <Maree.Roberts@health.govt.nz>; DG Advisory <dgadvisory@health.govt.nz>; Briefings <Briefings@health.govt.nz>  
**Subject:** Health workforce regulation discussion document - Papers for Cabinet committee

Kia ora Seamus

Please find attached the updated discussion document and draft Cabinet paper *Putting patients first – modernising health workforce regulation*.

We have provided clean and marked up versions of both papers (changes are highlighted). The minor changes in the discussion document have been made for accuracy as a result of some agency feedback.

Also attached is :

- an aide-memoire with talking points to support the Minister at Cabinet
- a briefing outlining the planned approach to consultation and engagement.

Once finalised we are ready to lodge the papers by tomorrow morning.

Any questions please reach out.

Ngâ mihi

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

[eddy.sommers@health.govt.nz](mailto:eddy.sommers@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



\*\*\*\*\*

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PROACTIVELY RELEASED

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**From:** Rebecca Inoue-Palmer  
**Sent:** Friday, 28 February 2025 11:36 am  
**To:** Ben Craven; Monique Poirier  
**Cc:** Seamus Brady [Parliament]; Sarah Turner; DG Advisory; Annie Coughlan; Blair McLaren  
**Subject:** Health workforce regulation: communications pack  
**Attachments:** 280224 - modernising health workforce regulation - communications pack.docx

Hi Ben and Monique,

I have attached an indicative communications pack to accompany the publication of a discussion document on modernising health workforce regulation and the launch of public consultation. It includes a draft PR and other communications materials.

The publication is currently timed for Wednesday 12 March; Seamus is the private secretary who is across the details.

We're happy to keep updating and adding to this pack as needed and to address feedback, but thought it would be useful for you to see the materials at this stage.

Many thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**  
Principal Advisor – Strategic Communications  
Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)  
[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



---

**From:** Rebecca Inoue-Palmer  
**Sent:** Tuesday, 18 March 2025 5:06 pm  
**To:** s 9(2)(a)  
**Cc:** Kate Rickerby; Paul Cording; Suzanne Townsend; Ben Clayton  
**Subject:** RE: One-page summary

Thank you s 9(2)(a). Looks good to me. I'll check in with others on any next steps tomorrow. In the meantime, have a lovely evening.

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – External Communications and Engagement  
Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

---


**From:** s 9(2)(a)  
**Sent:** Tuesday, March 18, 2025 4:35 PM  
**To:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Cc:** Kate Rickerby <Kate.Rickerby@health.govt.nz>; Paul Cording <Paul.Cording@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>  
**Subject:** Re: One-page summary

Hi all,

Updates attached! Sing out if there are any more :)

Cheers,

s 9(2)(a)



On 18 Mar 2025, at 4:07 PM, Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)> wrote:

Kia ora s 9(2)(a)

Many thanks for this, it's looking really good.

An eagle-eyed colleague spotted that one thing has been missed on page 6 of the discussion document and I have marked this up. I am also requesting a small change to p2, as I should have asked you to add 2025 after March!

On the one-pager, there is one missing full-stop, which I've marked up!

Many thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – External Communications and Engagement  
Government & Executive Services | Te Pou Whakatere Kāwanatanga

s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

---

**From:** s 9(2)(a) >  
**Sent:** Tuesday, March 18, 2025 2:11 PM  
**To:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Cc:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>;  
Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Ben Clayton  
<[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>  
**Subject:** Re: One-page summary

Hi all,


Hope the day is going well :)

Please see updated document attached. Please let me know if I have missed/misinterpreted any of the changes.

The QR code is updated on the one-pager now so it links to the correct web-page.

Cheers,

s 9(2)(a)



On 18 Mar 2025, at 11:01 AM, Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)> wrote:

Kia ora s  
9(2)

Thank you, that sounds great 😊

Just had a chat to Paul and colleagues and we think it might be tidiest to remove the reference on page 6 to the closing date for consultation, to avoid any issues if the date does change. I've popped a screengrab below of suggested changes to avoid sending you an extra file! Hope this is clear enough. (Basically we're directing people

to the consultation, without a reference to dates, but noting that it's not open indefinitely.)

Many thanks,  
Rebecca

<image001.jpg>

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – External Communications and Engagement  
Government & Executive Services | Te Pou Whakaterere Kāwanatanga

s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

---

**From:** s 9(2)(a) >

**Sent:** Tuesday, March 18, 2025 9:56 AM

**To:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>

**Cc:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Paul Cording

<[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Suzanne Townsend

<[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>

**Subject:** Re: One-page summary

Morning Rebecca,


No problem at all!

Cool, I will crack into those changes and fire through later in the day.

The added text will probably bump the page count up by one or two pages, but will do my best to keep it as compressed as possible.

Cheers,

s 9(2)(a)



On 17 Mar 2025, at 3:56 PM, Rebecca Inoue-Palmer  
<[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)> wrote:

Kia ora s  
9(2)

Thanks for your patience! 😊

I understand Paul has given you a heads-up that we have received some edits back today and that we are able to progress changes to the design.

I have taken the changes requested of us in the word version and transferred these into changes and comments on your PDF. I have also noted a few other small things.

We have been asked to add some text in a few places; these are marked up in comments. This will have an impact on layout in those places. Other changes are more minor.

I believe I have picked up the last email in the chain – and hence the most recent version of the design - but let me know if this is not the case!

We do not yet have confirmation of the opening and closing dates for consultation, so that remains an area where we will have to come back to you. I will keep you posted. We do feel it's reasonably safe to put March as the publication date (as marked up)!

Feel free to give me a call or a text if any of my comments don't make sense.

Noho ora mai,  
nā Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – External Communications and Engagement  
Government & Executive Services | Te Pou Whakaterere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

---

**From:** s 9(2)(a)

**Sent:** Monday, March 10, 2025 11:07 AM

**To:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>

**Cc:** Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Suzanne

Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>

**Subject:** Re: One-page summary

Morning all!

Hope you had great weekends :)

Please find updated documents attached.


- There are two options for the front cover
- Please let me know if I've missed any of the changes, or misinterpreted any of them.

- I've got the document down to 16 pages. There are two images in the main body of the document now, if you want to get it down to 15pgs we could get rid of these, but it will become a less reader-friendly document. Happy to take your lead on this.

Are there more changes coming through today?

Cheers,

s 9(2)(a)



On 7 Mar 2025, at 1:19 PM, Kate Rickerby  
<[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)> wrote:

Kia ora S  
9(2)

Thanks so much for your patience.

We have some feedback to pass on as follows. We have been told that there will be some more coming which we are chasing up asap and will get to you as soon as we are able.

- Let's go with concept one.
- Some notes provided as comments in Adobe docs attached.
- Every time we say "authorities" or "regulatory authorities" please instead have "regulators". Instead of tracking this each time in the attached, I thought it would be better to note here and you could do a control f.
- One pager. In the four 'key areas' section please add sentence describing each as follows.
  - **Patient-centred regulation** means faster wait times, better outcomes, and a system that truly puts patients first.
  - **Right-sized regulation** means that the level of regulation should depend on the level of risk to public safety involved.

- **Future-proofed regulation** means modernised and adaptive regulation that ensures patents receive the care they need while supporting the workforce to respond to the needs of all New Zealanders.
- **Streamlined regulation** means using resources and administering the rules in the most cost-effective way possible, ensuring value for money for taxpayers and better outcomes for patients.
- Get the document to be 15 or few pages.
- Have fewer photos – remove the photo on page 18.
- On the cover page put a space between the words Putting Patients.
- Make better use of the empty space on the Introduction page eg. make the Minister's photo bigger/make the bolded text bigger, and e signature – see attached (anything really).
- Make the questions in each section more obvious eg. put a box around them all.
- Just have one NZ Government logo on the doc, eg on the back page.
- For ease of reference when using/referencing the document can we number/distinguish the key sections heading and scenarios somehow:
- Eg. 1. Opportunities for improvement, 2. Right-sized regulation, 3. Future-proofed regulation, 4. Streamlined regulation / Scenario A, B, C.
- The font in the intro section of right-sized regulation and future-proofed regulation are different – The latter one is easier to read but make consistent throughout.
- Do we need to use “Annex 1”? Can the title just be Use of Information – would help cut the pages down.
- Insert signature:  
<image001.png>

Ngā manaakitanga  
Kate

**Kate Rickerby (she/her)**

Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
DDI +64 4 280 4283  
[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011

<image002.png>

<image003.png>

<image004.png> <image005.png> <image006.png> <image007.png>

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**From:** s 9(2)(a) >  
**Sent:** Monday, March 3, 2025 12:17 PM  
**To:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Cc:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>  
**Subject:** Re: One-page summary

Hi all,

Hope you had wonderful weekends!

Please see first full draft concepts attached, as well as the one pagers.

A few notes:

- elements between the concepts can be mixed if desired
- the Content pages aren't numbered correctly at the moment, will do this once design and copy is finalised
- there will be a bit more tidying up of elements, but on the whole it gives a pretty good indication of design
- All colours meet accessibility standards, but the pdf hasn't been optimised yet or alt-text added for imagery. Things like reading order of paragraphs for


screen readers etc will be linked up once copy, imagery and design is signed off.

- How do you want to handle questions in the full document? Should things like “yes/no” and “sliding scale” be included? I’m guessing not but thought I had better check

Anyway, please sing out if you have any questions.

Cheers,

s 9(2)(a)




On 28 Feb 2025, at 1:10 PM, s  
9(2)  
(a) :

Thanks Rebecca! Sounds good.

Will roll out the full document first, then pumping the one-pager out in the same style won't take long. And will make sure to add the QR code.

s 9(2)(a)



On 28 Feb 2025, at  
10:56 AM, Rebecca  
Inoue-Palmer  
<[Rebecca.Inoue-  
Palmer@health.gov  
t.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)> wrote:

Kia ora S [REDACTED]  
9(2)

I'm in the comms  
team at Manatū  
Hauora and work  
with Paul and Kate.

I think Paul has  
given you a call this  
morning about also  
designing a one-  
page overview of  
the discussion  
document and  
consultation. I have  
written a summary  
doc, attached.

It's possible that we  
make this one  
available to  
stakeholders for  
printing so we  
wondered about  
adding a QR code  
to make it easier  
for people to access  
the consultation  
page: [https://consu  
lt.health.govt.nz/](https://consult.health.govt.nz/)

Sing out if anything  
doesn't make  
sense.

Many thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – Strategic Communications

Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011

<image001.png>

<image002.png>

<image003.png> <image004.png> <image005.png>

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<280225 one-page  
summary  
workforce  
regulation.docx>

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<MoH HPCA Full Document Concept One\_01 - Feedback 070325.pdf><MoH HPCA One Pager Concept One\_01- rebecca comments.pdf>

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<MoH HPCA Full Document\_02 (002) - edits 170325.pdf>

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<MoH HPCA Full Document\_03 - MoH 180325.pdf><MoH HPCA One Pager\_03 - 180335 MoH edits.pdf>

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**From:** Allison Bennett  
**Sent:** Friday, 7 March 2025 7:43 am  
**To:** Seamus Brady [Parliament]  
**Cc:** Kate Rickerby; Suzanne Townsend  
**Subject:** RE: HPCA: draft design options for discussion document.

Thanks Seamus, we will action those things for you. For clarity all photos have been sourced from stock imagery (a mix of iStock and Trustock) and have copyrights. Therefore I'm not sure we can confirm where they are from or if they are real medical professionals, but I will pick this up with the team.

Kind regards,

Allison

---

**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent:** Thursday, March 6, 2025 5:57 PM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Cc:** Kate Rickerby <Kate.Rickerby@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** RE: HPCA: draft design options for discussion document.

Hi Allison

Here's some initial feedback on the office:

1. Go with Concept One (the modern looking concept).
2. Get the document to be 15 or few pages.
3. Have fewer photos – remove the photo on page 18.
4. Where photos are used –
  - a. Is it possible to know a bit more about who are in them – even just for the office's awareness.
  - b. Eg. who is the guy on the front, can we confirm that they all from NZ/real medical professionals?
  - c. If needed use shapes/objects/other health images without losing the patient-focus of this document.
5. On the cover page put a space between the words *Putting Patients*.
6. Make better use of the empty space on the Introduction page eg. make the Minister's photo bigger/make the bolded text bigger, and e signature – see attached (anything really).
7. Make the questions in each section more obvious eg. put a box around them all.
8. Just have one NZ Government logo on the doc, eg on the pack page.
9. For ease of reference when using/referencing the document can we number/distinguish the key sections heading and scenarios somehow:
  - a. Eg. 1. *Opportunities for improvement*, 2. *Right-sized regulation*, 3. *Future-proofed regulation*, 4. *Streamlined regulation* / Scenario A, B, C.
10. The font in the intro section of right-sized regulation and future-proofed regulation are different – The latter one is easier to read but make consistent throughout.
11. Do we need to use "Annex 1"? Can the title just be Use of Information – would help cut the pages down.

Sig:



I'll be in touch with any text changes tomorrow, but hopefully the design stuff gives a good steer.

Happy to chat.

Seamus

---

From: Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>  
 Sent: Monday, 3 March 2025 2:25 PM  
 To: Seamus Brady <[Seamus.Brady@parliament.govt.nz](mailto:Seamus.Brady@parliament.govt.nz)>  
 Cc: Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>  
 Subject: HPCA: draft design options for discussion document.

Hi Seamus,

As discussed please find attached, a zip file with 2 design options for the discussion document and corresponding 1 pager. We have identified some changes such as including a short blurb to describe each of the four changes to the one pager, which are also in process.

If possible, could we have any feedback/preference/amendments, by Thursday in order for us to get the changes made in time for publication next week.

Happy to discuss.

Kind regards,

Allison

**Allison Bennett**  
 Group Manager, Health System Settings  
 Strategy, Policy and Legislation  
 s 9(2)(a)  
[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)  
 Manatū Hauora, 133 Molesworth Street  
 Thorndon, Wellington 6011



\*\*\*\*\*

Statement of confidentiality: This e-mail message and any accompanying

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**From:** Rebecca Inoue-Palmer  
**Sent:** Monday, 3 March 2025 1:54 pm  
**To:** Kate Rickerby; Paul Cording; Blair McLaren  
**Subject:** RE: Designed documents - any feedback by 2pm  
**Attachments:** MoH HPCA Full Document Concept One\_01 - rebecca comments.pdf; MoH HPCA One Pager Concept One\_01- rebecca comments.pdf

Kia ora Kate,

I haven't done a proof but I had some spare time to take a look and have made a few comments on the attached. The decisions rest with SPL but here are some thoughts for your consideration.

In summary:

- I think Concept One looks great – nice and simple and readable.
- I've noted a few style things for consideration – around the labelling of scenarios and quote marks at the top of sections.
- There's an issue around layout on page 9 that makes things confusing. I've suggested changes here.
- We should remove the 'yes/no' and 'sliding scale' references from the question sections, as s 9(2) suggested.
- I note that this doesn't reflect s 9(2) suggested edits because these overlapped with feedback from the Minister, but it would be worth just looking over these later during a final proof. I noted one change she had made to the heading on p7 and thought we might as well get that resolved now if possible

Overall I reckon it looks great myself.

Expecting to go back into primary care land soonish but let me know how you want to get the feedback back to s 9(2) – consolidated in one doc for the discussion doc and one for the one-pager is best.

Thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – External Communications and Engagement  
Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

---

**From:** Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Sent:** Monday, March 3, 2025 12:36 PM  
**To:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Paul Cording <Paul.Cording@health.govt.nz>; Eddy Sommers <Eddy.Sommers@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>; Ruth Cook <Ruth.Cook@health.govt.nz>; Darin To'o <Darin.To'o@health.govt.nz>; Blair McLaren <Blair.McLaren@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Bruce Asher <Bruce.Asher@health.govt.nz>  
**Subject:** Designed documents - any feedback by 2pm  
**Importance:** High

Hi all

The attached documents are just through from the designer. This includes two options for both the discussion document and the one page summary.

Looking for feedback only on key risks or allergic reactions by 2pm today. Note that the content is the same as you've seen before. Timing is tight because this needs to be with the Minister tomorrow and we will need to iterate any changes with the designer.

I also getting this in front of Allison and Maree now.

Ngā mihi

Kate

**Kate Rickerby (she/her)**

Principal Policy Analyst

Regulatory Policy

Strategy, Policy and Legislation

DDI +64 4 280 4283

[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)

Manatū Hauora, 133 Molesworth Street

Thorndon, Wellington 6011



MINISTRY OF HEALTH



PROACTIVELY RELEASED

**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent on:** Thursday, March 6, 2025 4:56:58 AM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**CC:** Kate Rickerby <Kate.Rickerby@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** RE: HPCA: draft design options for discussion document.

Hi Allison

Here's some initial feedback on the office:

1. Go with Concept One (the modern looking concept).
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3. Have fewer photos – remove the photo on page 18.
4. Where photos are used –
  - a. Is it possible to know a bit more about who are in them – even just for the office's awareness.
  - b. Eg. who is the guy on the front, can we confirm that they all from NZ/real medical professionals?
  - c. If needed use shapes/objects/other health images without losing the patient-focus of this document.
5. On the cover page put a space between the words *Putting Patients*.
6. Make better use of the empty space on the Introduction page eg. make the Minister's photo bigger/make the bolded text bigger, and e signature – see attached (anything really).
7. Make the questions in each section more obvious eg. put a box around them all.
8. Just have one NZ Government logo on the doc, eg on the pack page.
9. For ease of reference when using/referencing the document can we number/distinguish the key sections heading and scenarios somehow:
  - a. Eg. 1. *Opportunities for improvement*, 2. *Right-sized regulation*, 3. *Future-proofed regulation*, 4. *Streamlined regulation* / Scenario A, B, C.
10. The font in the intro section of right-sized regulation and future-proofed regulation are different – The latter one is easier to read but make consistent throughout.
11. Do we need to use "Annex 1"? Can the title just be Use of Information – would help cut the pages down.

Sig:

A handwritten signature in blue ink, appearing to read 'Seamus Brady', is written over a large, light grey watermark that says 'PROVIDED TO YOU BY THE INFORMATION COMMISSIONER'. The signature is written in a cursive, flowing style.

I'll be in touch with any text changes tomorrow, but hopefully the design stuff gives a good steer.

Happy to chat.

Seamus

**From:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Sent:** Monday, 3 March 2025 2:25 PM  
**To:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Cc:** Kate Rickerby <Kate.Rickerby@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** HPCA: draft design options for discussion document.

Hi Seamus,

As discussed please find attached, a zip file with 2 design options for the discussion document and corresponding 1 pager. We have identified some changes such as including a short blurb to describe each of the four changes to the one pager, which are also in process.

If possible, could we have any feedback/preference/amendments, by Thursday in order for us to get the changes made in time for publication next week.

Happy to discuss.

Kind regards,

Allison

**Allison Bennett**

Group Manager, Health System Settings  
Strategy, Policy and Legislation  
s 9(2)(a)

[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)

Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



\*\*\*\*\*

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If you have received this message in error, please notify the sender

**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent on:** Monday, March 3, 2025 8:22:01 PM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>  
**CC:** Maree Roberts <Maree.Roberts@health.govt.nz>  
**Subject:** Update to SOU aide-memoire talking points - Putting patients first  
**Attachments:** 26-02-2025 - Aide-Memoire - Putting patients first - Minister talking points for SOU - H2025061977.docx (98.6 KB)

Hi Allison

Thanks for the chat before.

As mentioned, I've highlighted the tweaks I made to the Minister's TPs in the attached and left some new headings for potential draft recs and Backpacket lines re: consultation v legislation.

Can the team please review/ fact check and send back for me by 3pm? I'll then include this in the Minister' SOU folder.

Seamus

PROACTIVELY RELEASED

**From:** Maree Roberts <Morag.Hatcher@health.govt.nz>  
**Sent on:** Tuesday, March 4, 2025 10:46:35 PM  
**To:** Nicole Willis <Nicole.Willis@health.govt.nz>  
**Subject:** RE: Content for MoH external newsletter - your thoughts

Looks good to me – **Out of scope** HPCA Act are key things out there in policy world at the moment 😊

**From:** Nicole Willis <Nicole.Willis@health.govt.nz>  
**Sent:** Wednesday, March 5, 2025 10:38 AM  
**To:** Maree Roberts <Maree.Roberts@health.govt.nz>  
**Subject:** Content for MoH external newsletter - your thoughts


Kia ora Maree

I hope all is well with you!

The comms team is pulling together an external newsletter (coming from MoH in general, rather than from the DG) and the topics below have been suggested. I just wanted to test with you if anything is missing from your perspective?

We are looking to get the newsletter out to stakeholders on Wednesday/Thursday next week (12/13 March depending on when HPCA consultation opens).

Out of scope



Thanks in advance for your thoughts.

Ngā mihi nui  
Nicole

**Nicole Willis (she/her)**

Principal Advisor Engagement | Kaitohu Pāpāho  
Government & Executive Services | Te Pou Whakatere  
Kāwanatanga

s 9(2)(a)

[nicole.willis@health.govt.nz](mailto:nicole.willis@health.govt.nz)

Ministry of Health | Manatū Hauora  
133 Molesworth Street Thorndon, Wellington 6011

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**From:** Monique Poirier <Monique.Poirier@parliament.govt.nz>

**Sent on:** Sunday, March 9, 2025 3:42:57 PM

**To:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Ben Craven <Ben.Craven@parliament.govt.nz>; Seamus Brady [Parliament] <seamus.brady@parliament.govt.nz>

**CC:** Blair McLaren <Blair.McLaren@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>

**Subject:** Re: Modernising health workforce regulation - comms

Hi Rebecca - sorry I didn't come back to you on Friday. Hectic day.

This is on my agenda for today 😊

Mon

**Monique Poirier**

Acting Press Secretary | Office of Hon Simeon Brown  
s 9(2)(a)

**From:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>

**Sent on:** Friday, March 7, 2025 1:32:08 AM

**To:** Ben Craven <Ben.Craven@parliament.govt.nz>; Monique Poirier <Monique.Poirier@parliament.govt.nz>; Seamus Brady [Parliament] <seamus.brady@parliament.govt.nz>

**CC:** Blair McLaren <Blair.McLaren@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>

**Subject:** Modernising health workforce regulation - comms

**Attachments:** DRAFT video script for Minister Brown.docx (24.81 KB), 280224 - modernising health workforce regulation - communications pack.docx (251.02 KB)

Hi Ben, Monique and Seamus,

Apologies, as I know today is a big day, but I'm just getting in touch about comms planning for the public consultation on modernising health workforce regulation, which is planned to be announced and launched middle of next week.

In particular, we understand from our policy colleagues that the Minister would like to film a short video message to support the consultation. We could host this on Ministry of Health channels.

I have drafted and attached a script for this, aligned to the wording in the foreword of the discussion document. I would like to check if this is something you can film in-house, or whether you would need any support from our team on filming and/or editing. If you would like one of our team to film, we thought we'd better check on an indicative timing for this for next week.

I have also attached the comms pack provided last week, which includes a draft PR for the Minister on pages 1 & 2 (I understand he has confirmed he is keen to issue a PR).

Many thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – Strategic Communications

Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



---

**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent:** Tuesday, 11 March 2025 6:09 pm  
**To:** Blair McLaren; Allison Bennett  
**Cc:** Rebecca Inoue-Palmer; Annie Coughlan  
**Subject:** RE: Health workforce regulation

Hi Blair

Sorry for the delay.

We should a bit more a steer tomorrow.

The Minister will be reviewing some minor additions that stemmed from the SOU discussion to the discussion document overnight, which I'll feedback to @Allison and her team when I get them. These are mainly around specific examples eg. nurses 1100 hours training issue and around anti-competitive behaviour.

We still don't have a confirmed go live date, but I'll be in touch as soon as I hear and make sure it works with what's needed on the comms planning side.

Seamus

---

**From:** Blair McLaren <Blair.McLaren@health.govt.nz>  
**Sent:** Tuesday, 11 March 2025 12:24 PM  
**To:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Cc:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Annie Coughlan <Annie.Coughlan@health.govt.nz>  
**Subject:** Health workforce regulation

Hi Seamus – just checking in regarding HPCA (as discussed earlier).

Public consultation is due to kick off shortly (tomorrow) and will be supported by the discussion document. I understand there are still some tweaks to make?

Can you please come back to me soon'ish with guidance re next steps, timeframes and deadlines etc?

Thanks and regards  
Blair

**Blair McLaren**  
Manager Strategic Communications  
Government & Executive Services | Te Pou Whakatere  
e. [Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)  
m:s 9(2)(a) [REDACTED]  
Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



\*\*\*\*\*

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**From:** Sarsha Sivanantham  
**Sent:** Monday, 10 March 2025 3:24 pm  
**To:** Rebecca Inoue-Palmer; Kate Rickerby  
**Cc:** Tara Thurlow-Rae; Suzanne Townsend; Allison Bennett; Blair McLaren  
**Subject:** RE: Cultural competency QA

Kia ora Rebecca,

Thanks for sharing this. Kate suggested I review the Q&A for alignment with the draft briefing I'm working on, which involves a description of clinical and cultural training and supervision in the context of requirements for international health workers in New Zealand.

I think the draft response is appropriate – depending on how much room you have to expand on the explanation about the importance of cultural safety training, you could include additional points from the following paras (taken directly from our briefing):

- There are differences in clinical and cultural approaches to health around the world. Good orientation, induction, and support is key to helping international health workers new to New Zealand to understand and learn about their adopted health context. This contributes to improved access, experience, and outcomes for patients and ensures quality and safety of healthcare to meet the needs of all New Zealanders. This also helps international health workers to adapt to living and working in New Zealand.
- Culturally safe care is about delivering respectful and responsive care to people from diverse cultural backgrounds. International health workers often come from multicultural societies and most of them are used to considering cultural issues in their practice. However, they are unlikely to have much knowledge of our domestic context and need practical information about how they can best tailor their approaches to deliver effective healthcare to Māori and Pacific patients and address health disparities for these groups.
- Supervision provides guidance, feedback, and oversight on personal, professional, and educational development within the context of providing safe and appropriate patient care.

^ Note that one of our Māori Health colleagues has supported the development and review of this text.

Hope this is helpful!

Ngā mihi,

**Sarsha Sivanantham** (she/her)  
Senior Policy Analyst  
Workforce Strategy and Policy  
Strategy, Policy & Legislation | Te Pou Rautaki  
[Sarsha.Sivanantham@health.govt.nz](mailto:Sarsha.Sivanantham@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



---

**From:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Sent:** Monday, March 10, 2025 11:17 AM  
**To:** Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Cc:** Sarsha Sivanantham <Sarsha.Sivanantham@health.govt.nz>; Tara Thurlow-Rae <Tara.Thurlow-Rae@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Allison Bennett

<Allison.Bennett@health.govt.nz>; Blair McLaren <Blair.McLaren@health.govt.nz>  
Subject: RE: Cultural competency QA

Kia ora Kate,

Sure, I have a document here with a draft answer – and very much welcome input at this stage.  [Additional Q&A modernising health workforce regulation 100325.docx](#)

(Also welcome any additional Q&A people think need to be added to the mix, hence the title!)

Thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**  
Principal Advisor – External Communications and Engagement  
Government & Executive Services | Te Pou Whakatere Kāwanatanga  
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[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

---

**From:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>  
**Sent:** Monday, March 10, 2025 11:12 AM  
**To:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Cc:** Sarsha Sivanantham <[Sarsha.Sivanantham@health.govt.nz](mailto:Sarsha.Sivanantham@health.govt.nz)>; Tara Thurlow-Rae <[Tara.Thurlow-Rae@health.govt.nz](mailto:Tara.Thurlow-Rae@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>  
**Subject:** Cultural competency QA

Hi Rebecca

We've just had a priority projects meeting and I raised the QA that you're writing on cultural competency, given the additions from the Ministers office on the discussion document.

There has been a bit of work across the group on this, in particular from Sarsha, so would you be able to please loop in the group ccd on how this is shaping up for visibility?

Thank you!

Ngā manaakitanga  
Kate

**Kate Rickerby (she/her)**  
Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
DDI +64 4 280 4283  
[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



**From:** Vicky Tafau <Vicky.Tafau@TeWhatuOra.govt.nz>  
**Sent on:** Thursday, March 13, 2025 8:23:09 PM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>; Jess Ibrahim <Jess.Ibrahim@tewhatuora.govt.nz>  
**CC:** Maree Roberts <Maree.Roberts@health.govt.nz>; Joe Bourne <Joe.Bourne@health.govt.nz>; Richard Sullivan <Richard.Sullivan@tewhatuora.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>; Tom O'Brien <Tom.O'Brien@tewhatuora.govt.nz>  
**Subject:** RE: HPCA Act

The HNZ/MOH Chiefs catch up is on Tuesday, 18 March from 0830 to 0930. Is already in everyone's calendars...

**Vicky Tafau** (she/her)

**Executive Assistant to**

**Dr Richard Sullivan | Chief Clinical Officer**

**waea pūkoro:** +64 9 9(2)(a) | **īmēra:** [vicky.tafau@tewhatuora.govt.nz](mailto:vicky.tafau@tewhatuora.govt.nz)

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**Due to the high volume of email traffic, I will never be offended if you follow up on an answered email.**

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**From:** Allison Bennett <Allison.Bennett@health.govt.nz>

**Sent:** Thursday, 13 March 2025 17:48

**To:** Jess Ibrahim <Jess.Ibrahim@tewhatuora.govt.nz>

**Cc:** Maree Roberts (MoH) <Maree.Roberts@health.govt.nz>; Joe Bourne [MoH] <Joe.Bourne@health.govt.nz>; Richard Sullivan <Richard.Sullivan@tewhatuora.govt.nz>; Kate Rickerby [MoH] <Kate.Rickerby@health.govt.nz>; Martin Chadwick (MoH) <Martin.Chadwick@health.govt.nz>; Tom O'Brien <Tom.O'Brien@tewhatuora.govt.nz>; Vicky Tafau <Vicky.Tafau@TeWhatuOra.govt.nz>

**Subject:** RE: HPCA Act

Hi Jess,

Its was great to touch base with you earlier today.

Thank you for reaching out, it is great timing.

1. Yes, lets align. My team are currently drafting a response and we will engage with you on content and next steps
2. We would love an opportunity to discuss health workforce regulation with initially Richard and Helen. Is it possible to schedule 30 mins early next week with our Chiefs too? I think it

would be a great opportunity to brief everyone where we are at and how we can work together to get the best possible outcome.

Kind regards,

Allison

**Allison Bennett**

Group Manager, Health System Settings  
Strategy, Policy and Legislation  
s 9(2)(a)

[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)

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Thorndon, Wellington 6011



**From:** Jess Ibrahim <[Jess.Ibrahim@TeWhatuOra.govt.nz](mailto:Jess.Ibrahim@TeWhatuOra.govt.nz)>

**Sent:** Wednesday, March 12, 2025 11:51 AM

**To:** Maree Roberts <[Maree.Roberts@health.govt.nz](mailto:Maree.Roberts@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>

**Cc:** Richard Sullivan <[Richard.Sullivan@tewhatuora.govt.nz](mailto:Richard.Sullivan@tewhatuora.govt.nz)>

**Subject:** HPCA Act

Kia ora Maree

Hope you're well. We have received the attached letter and see you are also in receipt of the same letter. I am getting in touch for a couple of reasons:

1. To ensure we are aligned in a response to the attached – given MoH is leading this work, would appreciate your advice on their questions around involvement and we can align any response our side, or refer to you for the response if you'd prefer; and (related to this point)
2. Richard and Helen (national CMO) have asked me to ascertain how HNZ – in particular the national clinical leadership team - can get involved in the work happening around the potential changes to the HCPA Act referenced in the letter. We aren't across where this is up to, but the team are keen to contribute where we can.

Joe, including you for awareness and in case this comes up in your catch ups with Richard.

**Jess Ibrahim**

**Head of the Office**

**Office of the Chief Clinical Officer**

M s 9(2)(a)

E [jess.ibrahim@tewhatuora.govt.nz](mailto:jess.ibrahim@tewhatuora.govt.nz)



**Te Whatu Ora – Health New Zealand**

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**From:** Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>  
**Sent on:** Wednesday, March 19, 2025 8:52:33 PM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** FW: Letter: HPCA Act Review

FYI

**From:** Joe Bourne <Joe.Bourne@health.govt.nz>  
**Sent:** Thursday, March 20, 2025 9:49 AM  
**To:** Helen Stokes-Lampard <Helen.Stokes-Lampard@TeWhatuOra.govt.nz>; Richard Sullivan <Richard.Sullivan@tewhatauora.govt.nz>  
**Cc:** Jess Ibrahim <Jess.Ibrahim@tewhatauora.govt.nz>  
**Subject:** RE: Letter: HPCA Act Review

Kia Ora Helen and Richard

This is the message that I have got back regarding the CMC letter:

Regarding CMC input into the HPCA consultation:

*Essentially the same approach for the general consultation – we welcome a submission, but the focus is on public responses, so we're not going to have detailed meetings on statutory change.*

The ask of us:

*This is more about their ongoing contribution to training and standards. They raise some really good points about the need to make sure training sets people up to work in multi-disciplinary, collaborative ways. None of which is really about the statutory change we're proposing. So the pitch is that we (as a health system) want to work with them on making sure training responds to those needs. But it's a longer-term thing, hence 'meet to progress'*

I have replied that once they have sent their reply to CMC I will follow up with a proposition to come together to discuss the training points. Please could you have a think about who from HNZ should be involved – and whether you would want to lead or whether we convene?

Joe

**Dr Joe Bourne**  
FRNZCGP | MPH | MBChB  
**Chief Medical Officer**  
**Clinical, Community and Mental Health | Te Pou Whakakaha**  
**Ministry of Health | Manatū Hauora**  
**Mobile/waea pūkoro:** +s 9(2)(a)

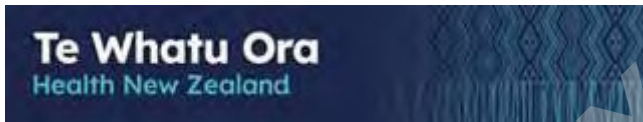


From: Jess Ibrahim <Jess.Ibrahim@TeWhatuOra.govt.nz>  
Sent on: Wednesday, March 19, 2025 10:36:13 PM  
To: Vicky Tafau <Vicky.Tafau@TeWhatuOra.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>  
Subject: HPCA Act Review

Kia ora kōrua

Vicky, Allison and I have just discussed her coming to SLT Monday to discuss the HPCA act review and how the Chiefs can best engage with MoH on it going forward. Could we please put on a 15 minute agenda item and invite Allison? Thanks

Jess Ibrahim  
Head of the Office  
Office of the Chief Clinical Officer  
M s 9(2)(a)  
E [jess.ibrahim@tewhatuora.govt.nz](mailto:jess.ibrahim@tewhatuora.govt.nz)



Te Whatu Ora – Health New Zealand

**From:** Helen Stokes-Lampard <[Helen.Stokes-Lampard@TeWhatuOra.govt.nz](mailto:Helen.Stokes-Lampard@TeWhatuOra.govt.nz)>  
**Sent:** Wednesday, March 19, 2025 8:36 PM  
**To:** Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Richard Sullivan <[Richard.Sullivan@tewhatuora.govt.nz](mailto:Richard.Sullivan@tewhatuora.govt.nz)>  
**Cc:** Jess Ibrahim <[Jess.Ibrahim@tewhatuora.govt.nz](mailto:Jess.Ibrahim@tewhatuora.govt.nz)>; Helen Stokes-Lampard <[Helen.Stokes-Lampard@TeWhatuOra.govt.nz](mailto:Helen.Stokes-Lampard@TeWhatuOra.govt.nz)>  
**Subject:** RE: Letter: HPCA Act Review

Great, thanks Joe – good to know this is in hand and that you are on the case... very happy to wait for your signal on next steps – I acknowledged receipt but until something official emerges about this then at HNZ we are in a slightly odd position of knowing something is coming but not knowing exactly what! However HNZ, as the nations biggest employer of regulated healthcare professionals, clearly have a significant interest in changes to professional medical regulation... Given Richards diary, very happy for you to liase with me first and we can bring Richard in as and when it feels appropriate?

Out of scope

*Ngā mihi*

Helen

**Prof Dame Helen Stokes-Lampard** (she/her)  
**National Chief Medical Officer**  
waea pūkoro: +64 9(2)(a) | imēra: [Helen.Stokes-Lampard@tewhatuora.govt.nz](mailto:Helen.Stokes-Lampard@tewhatuora.govt.nz)  
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@HelenStokesLam

**From:** Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>  
**Sent:** Wednesday, 19 March 2025 5:30 pm  
**To:** Helen Stokes-Lampard <[Helen.Stokes-Lampard@TeWhatuOra.govt.nz](mailto:Helen.Stokes-Lampard@TeWhatuOra.govt.nz)>; Richard Sullivan <[Richard.Sullivan@tewhatuora.govt.nz](mailto:Richard.Sullivan@tewhatuora.govt.nz)>  
**Cc:** Jess Ibrahim <[Jess.Ibrahim@tewhatuora.govt.nz](mailto:Jess.Ibrahim@tewhatuora.govt.nz)>  
**Subject:** RE: Letter: HPCA Act Review

Kia Ora Helen

I have seen this and the policy team responding to it have asked me to liaise with [@Richard Sullivan](#) and I suggested I include you in it too. Essentially the DG is going to offer that I meet with them. I am just clarifying exactly what the team want me to get out of that meeting but I am obviously happy to go where directed.

I am clarifying with them whether their request that I liaise with Richard (and you) because they want HNZ to participate as well. I think it is best that they clarify the objective first and then I can come back to you both

Ngā mihi

Joe

**Dr Joe Bourne**

FRNZCGP | MPH | MBChB

**Chief Medical Officer**

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

**Ministry of Health | Manatū Hauora**

**Mobile/waea pūkoro:** s 9(2)(a)



**From:** Helen Stokes-Lampard <[Helen.Stokes-Lampard@TeWhatuOra.govt.nz](mailto:Helen.Stokes-Lampard@TeWhatuOra.govt.nz)>

**Sent:** Tuesday, March 18, 2025 11:23 AM

**To:** Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>

**Cc:** Helen Stokes-Lampard <[Helen.Stokes-Lampard@TeWhatuOra.govt.nz](mailto:Helen.Stokes-Lampard@TeWhatuOra.govt.nz)>; Richard Sullivan <[Richard.Sullivan@tewhatuora.govt.nz](mailto:Richard.Sullivan@tewhatuora.govt.nz)>; Jess Ibrahim <[Jess.Ibrahim@tewhatuora.govt.nz](mailto:Jess.Ibrahim@tewhatuora.govt.nz)>

**Subject:** FW: Letter: HPCA Act Review

Joe, in case you haven't seen this letter from CMC, (interesting distribution list), but essentially CMC are expressing significant concern that the HPCA act changes might be going ahead without any consultation or input from the regulated medical professions.

In parallel we got sight internally (within OCCO at HNZ) of a confidential document that minister is apparently due to release in coming days launching a public consultation on the reform of the Act. I wonder if someone there got sight of the same? Perhaps once this is out in public we can discuss next steps as our team (OCCO) cover the breadth of regulated healthcare professionals and clearly have a huge stake in what comes next but want to act appropriately given the status of HNZ.

I have acknowledged receipt to CMC.

*Ngā mihi*

Helen

**Prof Dame Helen Stokes-Lampard** (she/her)

**National Chief Medical Officer**

waea pūkoro: +64 9(2)(a) | imēra: [Helen.Stokes-Lampard@tewhatuora.govt.nz](mailto:Helen.Stokes-Lampard@tewhatuora.govt.nz)

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*At Health New Zealand we value flexible working. Regardless of when you receive this email, I do not expect a response outside of your normal working hours.*

@HelenStokesLam

**From:** Helen Stokes-Lampard <Helen.Stokes-Lampard@TeWhatuOra.govt.nz>

**Sent on:** Monday, March 17, 2025 10:17:31 PM

**To:** Melissa Ewart <melissa.ewart@cmc.org.nz>; Audrey Sonerson <Audrey.Sonerson@health.govt.nz>; Maree Roberts <Maree.Roberts@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Lester Levy <Lester.Levy@tewhatuora.govt.nz>; Richard Sullivan <Richard.Sullivan@tewhatuora.govt.nz>

**CC:** Helen Stokes-Lampard <Helen.Stokes-Lampard@TeWhatuOra.govt.nz>

**Subject:** RE: Letter: HPCA Act Review

Dear Melissa, I just wanted to acknowledge receipt of your letter on behalf of Richard Sullivan and I at Health New Zealand – we appreciate that CMC is taking the time and energy to offer to help in the space around medical regulation and clearly the voice of all regulated clinical staff is really important during discussions about the future of regulation more widely.

We will be discussing internally and I look forward to catching up with you again in the near future.

*Ngā mihi*

Helen

**Prof Dame Helen Stokes-Lampard** (she/her)

**National Chief Medical Officer**

waea pūkoro: +64 9(2)(a) | imēra: [Helen.Stokes-Lampard@tewhatuora.govt.nz](mailto:Helen.Stokes-Lampard@tewhatuora.govt.nz)

L4 Kotuku House, 4 Osterley Way, Manukau, Auckland 2104

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Te Whatu Ora

**Health New Zealand | Te Whatu Ora**

*At Health New Zealand we value flexible working. Regardless of when you receive this email, I do not expect a response outside of your normal working hours.*

@HelenStokesLam

**From:** s 9(2)(a) [redacted] <[redacted]@cmc.org.nz>

**Sent:** Monday, 10 March 2025 4:17 pm

**To:** Audrey Sonerson [MoH] <[Audrey.Sonerson@health.govt.nz](mailto:Audrey.Sonerson@health.govt.nz)>; Maree Roberts (MoH) <[Maree.Roberts@health.govt.nz](mailto:Maree.Roberts@health.govt.nz)>; Allison Bennett (MoH) <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Lester Levy <[Lester.Levy@TeWhatuOra.govt.nz](mailto:Lester.Levy@TeWhatuOra.govt.nz)>; Richard Sullivan <[Richard.Sullivan@TeWhatuOra.govt.nz](mailto:Richard.Sullivan@TeWhatuOra.govt.nz)>; Helen Stokes-Lampard <[Helen.Stokes-Lampard@TeWhatuOra.govt.nz](mailto:Helen.Stokes-Lampard@TeWhatuOra.govt.nz)>

**Subject:** Letter: HPCA Act Review

Tēnā koutou,

Please find attached a letter from CMC Chair, Dr Samantha Murton, regarding the HPCA Act Review.

If you have any questions or require further information, please do not hesitate to contact CMC.

Ngā mihi,

s 9(2)(a) [redacted] (she/her)

CMC Administrative Assistant

s 9(2)(a) [redacted] | [melissa.ewart@cmc.org.nz](mailto:melissa.ewart@cmc.org.nz)

PO Box 58, NZ Post House, Wellington 6011

Te Kaunihera o Ngā Kāreti Rata o Aotearoa  
**COUNCIL OF MEDICAL COLLEGES**  
NEW ZEALAND

**From:** Neha Munjal <Neha.Munjal@health.govt.nz> on behalf of Allison Bennett

**Sent on:** Monday, March 17, 2025 1:08:36 AM

**To:**

**CC:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>

**Subject:** Review: HPCA Act Programme status/Agenda/other papers

Kia ora Suzanne and Oliver,

Putting in some time in your diaries to provide programme update/agenda for HPCA Weekly Programme Meeting, scheduled for Wednesdays 2 pm with Maree.

Papers to review:

- HPCA Act Agenda/Papers – [Agenda for meeting with Maree 19 3 25.docx](#)
- Programme Status update – [2025 03 14 Project Status.docx](#)

Regards

Neha Munjal

PROACTIVELY RELEASED

**From:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Sent on:** Thursday, March 20, 2025 9:25:08 PM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** Final discussion document  
**Attachments:** HP9116 - MoH HPCA 01 Pager.pdf (226.37 KB), HP9116 - MoH HPCA Full Document.pdf (1.48 MB)

Hi Seamus

Attached is the final of the discussion document for the Minister's Bag.

Thanks for your help facilitating this

Allison

Suzanne Townsend  
Manager, Regulatory Policy  
Strategy, Policy and Legislation | Te Pou Rautaki  
M s 9(2)(a)  
E [suzanne.townsend@health.govt.nz](mailto:suzanne.townsend@health.govt.nz)

Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



**From:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Sent on:** Friday, March 21, 2025 2:08:12 AM  
**To:** Seamus Brady [Parliament] <seamus.brady@parliament.govt.nz>; Monique Poirier <Monique.Poirier@parliament.govt.nz>; Ben Craven <Ben.Craven@parliament.govt.nz>; Reef Stewart <Reef.Stewart@parliament.govt.nz>  
**CC:** Blair McLaren <Blair.McLaren@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Annie Coughlan <Annie.Coughlan@health.govt.nz>  
**Subject:** RE: FINAL: Health Workforce Regulation Discussion Docs

Thanks Seamus – confirming we will update the dates on comms products as needed.

Thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – External Communications and Engagement  
Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent:** Friday, March 21, 2025 2:52 PM  
**To:** Monique Poirier <Monique.Poirier@parliament.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Ben Craven <Ben.Craven@parliament.govt.nz>; Reef Stewart <Reef.Stewart@parliament.govt.nz>  
**Cc:** Blair McLaren <Blair.McLaren@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Annie Coughlan <Annie.Coughlan@health.govt.nz>  
**Subject:** RE: FINAL: Health Workforce Regulation Discussion Docs

Thanks all –

I've just let Allison know the office would like to push out going live to Thursday 27 March, if possible. I will leave to the comms to tweak things as needed.

Also confirming a copy of the final doc is in the Minister's weekend bag.

Seamus

**From:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Sent on:** Friday, March 21, 2025 1:47:58 AM

**To:** Ben Craven <Ben.Craven@parliament.govt.nz>; Monique Poirier <Monique.Poirier@parliament.govt.nz>

**CC:** Blair McLaren <Blair.McLaren@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Annie Coughlan <Annie.Coughlan@health.govt.nz>; Seamus Brady [Parliament] <seamus.brady@parliament.govt.nz>

**Subject:** FW: FINAL: Health Workforce Regulation Discussion Docs

**Attachments:** HP9116 - MoH HPCA 01 Pager.pdf (226.37 KB), HP9116 - MoH HPCA Full Document.pdf (1.48 MB), 210325 - modernising health workforce regulation - communications pack.docx (250.62 KB), DRAFT video script for Minister Brown.docx (24.81 KB)

Kia ora Ben and Monique,

The finalised version of the discussion document on the review of health workforce regulation has gone to the office today, ahead of publication on Tuesday 25 March (copies attached).

I've attached an updated version of our communications pack for the Minister, including a draft PR, which now references the consultation opening and closing dates. Obviously very happy to assist with any fact-checking that might be needed.

I have also attached a video script in case this is desired. Let us know if we can provide any support.

Many thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – Strategic Communications

Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[media@health.govt.nz](mailto:media@health.govt.nz)

info for media: <https://www.health.govt.nz/news-media/media-centre>

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



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**From:** Julianne Ryan  
**Sent:** Thursday, 20 March 2025 12:23 pm  
**To:** Rebecca Inoue-Palmer  
**Cc:** Blair McLaren  
**Subject:** RE: HPCA docs for DG review  
**Attachments:** MoH HPCA One Pager\_04\_JR.pdf; MoH HPCA Full Document\_04\_JR.pdf

Kia ora Rebecca

Overall I think these documents are looking good. Please see the attached versions for some (hopefully final) suggestions and queries.

Main points for full document:

- change style/format for numbering of pages and sections
- consider changing the name of the heading from Introduction to Foreword
- consider removing a designed element (the use of a line in left margin for some sections)
- change style for links
- just a few typos

One pager:

This document should have the Ministry's logo and NZ Government logo on it, I think, and it would probably be useful if we include the HP number.

I assumed the editor's suggestions from the earlier version have been accepted or rejected as appropriate. Happy to have a chat as well 😊

Ngā mihi

Juli

**Julianne Ryan (she/her)**

Senior Advisor, Strategic Communications  
Government and Executive Services –  
Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Julianne.Ryan@health.govt.nz](mailto:Julianne.Ryan@health.govt.nz)

Ministry of Health – Manatū Hauora  
133 Molesworth Street  
Thorndon, Wellington 6011



---

**From:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Sent:** Wednesday, March 19, 2025 2:35 PM  
**To:** Julianne Ryan <Julianne.Ryan@health.govt.nz>  
**Cc:** Blair McLaren <Blair.McLaren@health.govt.nz>  
**Subject:** FW: HPCA docs for DG review

Kia ora Juli,

Mostly final version attached for your proofing. Thank you!

Many thanks,  
Rebecca

---

**From:** Rebecca Inoue-Palmer  
**Sent:** Tuesday, March 18, 2025 4:57 PM  
**To:** Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>  
**Cc:** Annie Coughlan <[Annie.Coughlan@health.govt.nz](mailto:Annie.Coughlan@health.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Darin To'o <[Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)>  
**Subject:** HPCA docs for DG review

Kia ora koutou,

For the DG's review tomorrow, I have attached:

- The updated version of the discussion doc (the one<sup>s</sup> just sent – looks to me like the changes are good)
- The accompanying one-pager<sup>9(2)</sup>
- A slightly updated comms pack for the Minister's office. I have made a couple of changes to this today:
  - o Updating dates to reflect our current understanding
  - o The inclusion of "clinical" safety
  - o The addition of the "Use of AI" section

A couple of notes:

- We do not yet have feedback on the comms pack, so the PR within should still be viewed as draft (and likely we'll be asked to fact-check the day before)
- Darin has produced a range of comms products, including text for our external pānui, that are not included in the attached comms pack.
- I haven't managed to draft any additional explanatory text for the SurveyMonkey today, but we still have a few days.

Hope that all makes sense! Kia pai tō koutou pō.

Thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**  
Principal Advisor – Strategic Communications  
Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)  
[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



---

**From:** Rebecca Inoue-Palmer  
**Sent:** Friday, 21 March 2025 3:08 pm  
**To:** Seamus Brady; Monique Poirier; Ben Craven; Reef Stewart  
**Cc:** Blair McLaren; Allison Bennett; Suzanne Townsend; Annie Coughlan  
**Subject:** RE: FINAL: Health Workforce Regulation Discussion Docs

Thanks Seamus – confirming we will update the dates on comms products as needed.

Thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – External Communications and Engagement  
Government & Executive Services | Te Pou Whakaterere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

---

**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent:** Friday, March 21, 2025 2:52 PM  
**To:** Monique Poirier <Monique.Poirier@parliament.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Ben Craven <Ben.Craven@parliament.govt.nz>; Reef Stewart <Reef.Stewart@parliament.govt.nz>  
**Cc:** Blair McLaren <Blair.McLaren@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Annie Coughlan <Annie.Coughlan@health.govt.nz>  
**Subject:** RE: FINAL: Health Workforce Regulation Discussion Docs

Thanks all –

I've just let Allison know the office would like to push out going live to Thursday 27 March, if possible. I will leave to the comms to tweak things as needed.

Also confirming a copy of the final doc is in the Minister's weekend bag.

Seamus

---

**From:** Monique Poirier <[Monique.Poirier@parliament.govt.nz](mailto:Monique.Poirier@parliament.govt.nz)>  
**Sent:** Friday, 21 March 2025 2:50 PM  
**To:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Ben Craven <[Ben.Craven@parliament.govt.nz](mailto:Ben.Craven@parliament.govt.nz)>; Reef Stewart <[Reef.Stewart@parliament.govt.nz](mailto:Reef.Stewart@parliament.govt.nz)>  
**Cc:** Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Annie Coughlan <[Annie.Coughlan@health.govt.nz](mailto:Annie.Coughlan@health.govt.nz)>; Seamus Brady <[Seamus.Brady@parliament.govt.nz](mailto:Seamus.Brady@parliament.govt.nz)>  
**Subject:** Re: FINAL: Health Workforce Regulation Discussion Docs

Thanks Rebecca - looping in [@Reef Stewart](#).

**Monique Poirier**

Acting Press Secretary | Office of Hon Simeon Brown  
s 9(2)(a)

---

**From:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Sent:** Friday, March 21, 2025 2:48 PM  
**To:** Ben Craven <[Ben.Craven@parliament.govt.nz](mailto:Ben.Craven@parliament.govt.nz)>; Monique Poirier <[Monique.Poirier@parliament.govt.nz](mailto:Monique.Poirier@parliament.govt.nz)>  
**Cc:** Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Annie Coughlan <[Annie.Coughlan@health.govt.nz](mailto:Annie.Coughlan@health.govt.nz)>; Seamus Brady <[Seamus.Brady@parliament.govt.nz](mailto:Seamus.Brady@parliament.govt.nz)>  
**Subject:** FW: FINAL: Health Workforce Regulation Discussion Docs

Kia ora Ben and Monique,

The finalised version of the discussion document on the review of health workforce regulation has gone to the office today, ahead of publication on Tuesday 25 March (copies attached).

I've attached an updated version of our communications pack for the Minister, including a draft PR, which now references the consultation opening and closing dates. Obviously very happy to assist with any fact-checking that might be needed.

I have also attached a video script in case this is desired. Let us know if we can provide any support.

Many thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – Strategic Communications

Government & Executive Services | Te Pou Whakatere Kāwanatanga

s 9(2)(a)

[media@health.govt.nz](mailto:media@health.govt.nz)

info for media: <https://www.health.govt.nz/news-media/media-centre>

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



---

**From:** Allison Bennett  
**Sent:** Friday, March 21, 2025 10:47 AM  
**To:** Seamus Brady [Parliament] <[seamus.brady@parliament.govt.nz](mailto:seamus.brady@parliament.govt.nz)>  
**Subject:** FINAL: Health Workforce Regulation Discussion Docs

Hi Seamus,

As discussed please find attached the final two discussion docs, in preparation for go live on Tuesday 25 March.

Thank you for your support on this.

Kind regards,

Allison

**Allison Bennett**

Group Manager, Health System Settings

Strategy, Policy and Legislation

s 9(2)(a)

[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)

Manatū Hauora, 133 Molesworth Street

Thorndon, Wellington 6011



\*\*\*\*\*

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If you have received this message in error, please notify the sender immediately and delete this message.

\*\*\*\*\*

PROACTIVELY RELEASED

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**From:** Stephen Garrett  
**Sent:** Friday, 21 March 2025 10:17 am  
**To:** Rebecca Inoue-Palmer  
**Cc:** Suzanne Townsend; Paul Cording; Ben Clayton  
**Subject:** Re: Marked-up versions of discussion document & one-pager  
**Attachments:** HP9116 - MoH HPCA 01 Pager.pdf; HP9116 - MoH HPCA Full Document.pdf

Nga mihi

**Stephen Garrett (he/him)**  
Senior Advisor - Design Services  
Communications and Engagement  
Government & Executive Services | Te Pou Whakatere  
Kawanatanga  
s 9(2)(a)  
[Stephen.Garrett@health.govt.nz](mailto:Stephen.Garrett@health.govt.nz)  
Manatu Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



---

**From:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Sent:** Friday, 21 March 2025 10:12 am  
**To:** Stephen Garrett <[Stephen.Garrett@health.govt.nz](mailto:Stephen.Garrett@health.govt.nz)>  
**Cc:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>  
**Subject:** RE: Marked-up versions of discussion document & one-pager

Kia ora Stephen,

Here are two tiny little things – one that Ben spotted, and one that I spotted.

Thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**  
Principal Advisor – External Communications and Engagement  
Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)  
[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

---

**From:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Sent:** Friday, March 21, 2025 10:03 AM  
**To:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Stephen Garrett <Stephen.Garrett@health.govt.nz>  
**Cc:** Paul Cording <Paul.Cording@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>  
**Subject:** RE: Marked-up versions of discussion document & one-pager

Ben has found one last thing. Both he and I have been through the docs side by side and all changes have been made.

---

**From:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Sent:** Friday, March 21, 2025 9:49 AM  
**To:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Stephen Garrett <[Stephen.Garrett@health.govt.nz](mailto:Stephen.Garrett@health.govt.nz)>  
**Cc:** Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>  
**Subject:** RE: Marked-up versions of discussion document & one-pager

Thanks Stephen! [@Suzanne Townsend](#), is your team able to have a final check please?

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – External Communications and Engagement  
Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

---

**From:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>  
**Sent:** Friday, March 21, 2025 9:45 AM  
**To:** Stephen Garrett <[Stephen.Garrett@health.govt.nz](mailto:Stephen.Garrett@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Cc:** Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>  
**Subject:** RE: Marked-up versions of discussion document & one-pager

Thank you!!

---

**From:** Stephen Garrett <[Stephen.Garrett@health.govt.nz](mailto:Stephen.Garrett@health.govt.nz)>  
**Sent:** Friday, March 21, 2025 9:43 AM  
**To:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>  
**Cc:** Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>  
**Subject:** Re: Marked-up versions of discussion document & one-pager

Nga mihi

**Stephen Garrett (he/him)**

Senior Advisor - Design Services  
Communications and Engagement  
Government & Executive Services | Te Pou Whakatere  
Kawanatanga  
s 9(2)(a)

[Stephen.Garrett@health.govt.nz](mailto:Stephen.Garrett@health.govt.nz)

Manatu Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



---

From: Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
Sent: Friday, 21 March 2025 9:09 am  
To: Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Stephen Garrett <[Stephen.Garrett@health.govt.nz](mailto:Stephen.Garrett@health.govt.nz)>  
Cc: Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>  
Subject: RE: Marked-up versions of discussion document & one-pager

Well that is good news! Thanks.

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – External Communications and Engagement  
Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

---

From: Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>  
Sent: Friday, March 21, 2025 9:08 AM  
To: Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Stephen Garrett <[Stephen.Garrett@health.govt.nz](mailto:Stephen.Garrett@health.govt.nz)>  
Cc: Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>  
Subject: RE: Marked-up versions of discussion document & one-pager

Allison has got us an extension until 11

---

From: Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
Sent: Friday, March 21, 2025 9:07 AM  
To: Stephen Garrett <[Stephen.Garrett@health.govt.nz](mailto:Stephen.Garrett@health.govt.nz)>  
Cc: Paul Cording <[Paul.Cording@health.govt.nz](mailto:Paul.Cording@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>  
Subject: FW: Marked-up versions of discussion document & one-pager  
Importance: High

Kia ora Stephen,

Out of scope

I think Paul spoke to you yesterday about this. I've attached integrated notes from Juli and from Ben in the policy team, who have proofed the doc. We have been asked to try and get this through to the **MO by 10am today**; apologies that this info came through late last night.

Some negotiation is underway and we'll let you know if we hear anything.

Please prioritise the full document over the one-pager.

Some of the mark-ups related to design are nice-to-haves. So Juli and I suggest prioritising:

- Fix the typos noted (and the mark-ups changing 'medical' to 'clinical')
- Re-label Introduction to Foreword
- Fix the page numbering and table of contents

(There is a note there about changing 'using' to 'utilising'. Please ignore this. I would like to delete it but my Adobe has just advised it needs an update, so flagging it here for expediency.)

I think you have the design files but will forward you an email as a precaution.

Thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – External Communications and Engagement  
Government & Executive Services | Te Pou Whakaterere Kāwanatanga

s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

**From:** Allison Bennett  
**Sent:** Friday, March 21, 2025 10:47 AM  
**To:** Seamus Brady [Parliament] <[seamus.brady@parliament.govt.nz](mailto:seamus.brady@parliament.govt.nz)>  
**Subject:** FINAL: Health Workforce Regulation Discussion Docs

Hi Seamus,

As discussed please find attached the final two discussion docs, in preparation for go live on Tuesday 25 March.

Thank you for your support on this.

Kind regards,

Allison

**Allison Bennett**

Group Manager, Health System Settings  
Strategy, Policy and Legislation  
+s 9(2)(a)

[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)

Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



**From:** Ben Clayton <Ben.Clayton@health.govt.nz>  
**Sent on:** Wednesday, March 26, 2025 3:50:30 AM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**CC:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Tom DeKoning <Tom.O'Brien@tewhatauora.govt.nz>  
**Subject:** Revised discussion document scenarios

**Scenario C (p. 7):** *I live in a rural part of New Zealand, and my GP has referred me to see a specialist. I've been told that my local hospital has hired a specialist from overseas. But now I hear they have to do months of supervision in a larger city before they can start here. This means that I will have to drive for 2 hours in order to be seen by a specialist. Why can't they be supervised remotely?*

**Scenario D (p. 7):** *My friend, who trained as a specialist in New Zealand and has been practising overseas, is returning to work in New Zealand. However, she has been told she needs to complete a course on cultural requirements. I don't understand why this is necessary. This emphasis on cultural requirements seems like a distraction from the real issues facing our health system, where the focus should be on ensuring patients receive timely, quality care from the most qualified professionals.*

**Ben Clayton (he/him)**

Policy Analyst

Regulatory Policy, Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



---

**From:** Allison Bennett  
**Sent:** Thursday, 27 March 2025 2:19 pm  
**To:** Rebecca Inoue-Palmer; Kate Rickerby  
**Cc:** Ben Clayton; Blair McLaren  
**Subject:** RE: Scenarios with key messages

Thank you, can someone get me a hard copy so I can put it in front of Maree.

I've yet to have feedback from the office.

Kind regards,

Allison

---

**From:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Sent:** Thursday, March 27, 2025 1:58 PM  
**To:** Kate Rickerby <Kate.Rickerby@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>  
**Cc:** Ben Clayton <Ben.Clayton@health.govt.nz>; Blair McLaren <Blair.McLaren@health.govt.nz>  
**Subject:** RE: Scenarios with key messages

Kia ora koutou,

This looks good to me – understand there's been a lot of work involved and I think it's reading well 😊

Just to check next steps with @Allison Bennett:

- I can put this within the comms pack and send it back as a reply to Saphron's email from last night – noting that the comms pack is now updated with the correct dates as well
- I can also ask whether the office has an update on its requested changes to the discussion doc
- I can also check whether they are still planning an announcement and stand-up tomorrow

BUT – what would you like to do about Scenario C (the one that is highlighted)? Flag that it has been through another round of reviews and we have updated wording?

Out of scope

Thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**  
Principal Advisor – Strategic Communications  
Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)  
[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

---

**From:** Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Sent:** Thursday, March 27, 2025 1:40 PM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>

Cc: Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>  
Subject: Scenarios with key messages

Kia ora Allison and Rebecca

Here is the scenario key messages document for your review.

 [Health workforce regulation - messaging on scenarios.docx](#)

This process revealed some small changes recommended to the scenarios (i.e. in the discussion document), which we have highlighted in yellow. I imagine that would require a conversation with Seamus?

Ngā mihi  
Kate

**Kate Rickerby (she/her)**  
Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
DDI +64 4 280 4283  
[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



PROACTIVELY RELEASED

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**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent:** Friday, 28 March 2025 7:20 am  
**To:** Allison Bennett  
**Cc:** Saphron Powell [Parliament]; Maree Roberts; Rebecca Inoue-Palmer; Kate Rickerby; Ben Clayton  
**Subject:** Re: FINAL: Putting Patients First

Good morning

I've just been told that office will be putting out the PR and PPF document will be going out at 8am. Ahead of the stand up later in the morning.

Seamus

Get [Outlook for iOS](#)

---

**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent:** Thursday, March 27, 2025 7:29:06 PM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Cc:** Saphron Powell <Saphron.Powell@parliament.govt.nz>; Maree Roberts <Maree.Roberts@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>  
**Subject:** Re: FINAL: Putting Patients First

Thank you Allison and everyone - hugely appreciated. This is with the advisors and press sec now.

Have a nice evening and chat in the morning.

Seamus

Get [Outlook for iOS](#)

---

**From:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Sent:** Thursday, March 27, 2025 7:11 PM  
**To:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Cc:** Saphron Powell <Saphron.Powell@parliament.govt.nz>; Maree Roberts <Maree.Roberts@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>  
**Subject:** FINAL: Putting Patients First

Hi Seamus,

The team have made the edits as provided and also discussed.

Please find final versions of consultation documents.

- Putting Patients First: Modernising Health Workforce Regulation – Discussion Doc
- Putting Patients First: Modernising Health Workforce Regulation – One pager

Also attached are further examples to support the scenarios, sourced via the media. Please note due to time frames we have not verified the content in the articles referenced.

We will updating Citizen Space first thing tomorrow and uploading key documents by 12pm tomorrow morning.

Thank you for your support through this process.

Kind regards,

Allison

---

**From:** Seamus Brady <[Seamus.Brady@parliament.govt.nz](mailto:Seamus.Brady@parliament.govt.nz)>  
**Sent:** Thursday, March 27, 2025 4:32 PM  
**To:** Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>  
**Cc:** Saphron Powell [Parliament] <[Saphron.Powell@parliament.govt.nz](mailto:Saphron.Powell@parliament.govt.nz)>  
**Subject:** FW: Putting Patients First

Hi Allison –

Please see the requested edits from the office. Appreciate the short turnaround.

Will give you call about the examples for the scenarios.

Seamus

---

**From:** Reef Stewart <[Reef.Stewart@parliament.govt.nz](mailto:Reef.Stewart@parliament.govt.nz)>  
**Sent:** Thursday, 27 March 2025 4:22 PM  
**To:** Seamus Brady <[Seamus.Brady@parliament.govt.nz](mailto:Seamus.Brady@parliament.govt.nz)>; Saphron Powell <[Saphron.Powell@parliament.govt.nz](mailto:Saphron.Powell@parliament.govt.nz)>;  
Monique Poirier <[Monique.Poirier@parliament.govt.nz](mailto:Monique.Poirier@parliament.govt.nz)>  
**Subject:** Putting Patients First

\*\*\*\*\*  
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If you are not the intended recipient, do not read, use, disseminate, distribute or copy this message or attachments.  
If you have received this message in error, please notify the sender immediately and delete this message.  
\*\*\*\*\*

**From:** Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Sent on:** Thursday, March 27, 2025 4:20:50 AM  
**To:** Joe Bourne <Joe.Bourne@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>  
**CC:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** RE: Putting Patients First

Thanks both. Appreciate the quick response.

Ngā mihi  
Kate

**Kate Rickerby (she/her)**  
Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
DDI s 9(2)(a)  
[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



**From:** Joe Bourne <Joe.Bourne@health.govt.nz>  
**Sent:** Thursday, March 27, 2025 5:15 PM  
**To:** Kate Rickerby <Kate.Rickerby@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>  
**Cc:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** RE: Putting Patients First

That's fine with me.

Looks like only some of what we have done earlier was incorporated but the document looks to have less risk in it now so no red flags from me – and I appreciate that we aren't being asked for more feedback anyway.

Well done getting to where you've got to. We shall see how it goes tomorrow.

Joe

**Dr Joe Bourne**

FRNZCGP | MPH | MBChB

**Chief Medical Officer**

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

**Ministry of Health | Manatū Hauora**

**Mobile/waea pūkoro:** s 9(2)(a)



**From:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>

**Sent:** Thursday, 27 March 2025 5:12 pm

**To:** Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>

**Cc:** Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>

**Subject:** RE: Putting Patients First

Update: we've got agreement to go back to the antibiotic / medicines original example. The view in our team was that the tests were more a funding than regulatory issue.

Ngā mihi

Kate

**Kate Rickerby (she/her)**

Principal Policy Analyst

Regulatory Policy

Strategy, Policy and Legislation

DDI +64 4 280 4283

[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)

Manatū Hauora, 133 Molesworth Street

Thorndon, Wellington 6011



MINISTRY OF HEALTH



**From:** Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>

**Sent on:** Thursday, March 27, 2025 3:57:51 AM

**To:** Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>

**CC:** Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>

**Subject:** FW: Putting Patients First

**Urgent:** High

**Attachments:** 20250326 Putting Patients First.docx (527.72 KB)

Kia ora Martin and Joe

We've just had some changes to the discussion document from the Minister. There is a change to an example that requires a clinical QA.

Timeframes are very tight, I'm so sorry to ask this, but can you please let back to us today? We are making changes by 6pm and then need to get this back to the office this evening.

I don't understand why my podiatrist can't ~~prescribe me the antibiotic I need to treat my foot infection~~ **order the X-ray I need to assess my foot injury**. I recently found out that the Government is considering whether podiatrists should be allowed to ~~prescribe certain medicines~~ **request certain diagnostic tests**. As someone who would directly benefit from this, I wish there was an opportunity for me to share my experience.

Ngā mihi  
Kate

**Kate Rickerby (she/her)**

Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
DDI +64 4 280 4283  
[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent on:** Thursday, March 27, 2025 3:31:43 AM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**CC:** Saphron Powell [Parliament] <Saphron.Powell@parliament.govt.nz>  
**Subject:** FW: Putting Patients First  
**Attachments:** 20250326 Putting Patients First.docx (527.72 KB)

Hi Allison –

Please see the requested edits from the office. Appreciate the short turnaround.

Will give you call about the examples for the scenarios.

Seamus

**From:** Reef Stewart <Reef.Stewart@parliament.govt.nz>

**Sent:** Thursday, 27 March 2025 4:22 PM

**To:** Seamus Brady <Seamus.Brady@parliament.govt.nz>; Saphron Powell

<Saphron.Powell@parliament.govt.nz>; Monique Poirier <Monique.Poirier@parliament.govt.nz>

**Subject:** Putting Patients First

PROACTIVELY RELEASED

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**From:** Rebecca Inoue-Palmer  
**Sent:** Thursday, 27 March 2025 5:52 pm  
**To:** Stephen Garrett  
**Cc:** Paul Cording  
**Subject:** HPCA Discussion Doc changes  
**Attachments:** HP9116 - MoH HPCA Full Document (002) - mark-up 270325.pdf

Kia ora Stephen,

I've attached the marked-up PDF of the report.

These changes are a bit more substantive than the previous round. The most substantive in terms of layout is that we have been asked to make section 4 – Streamlined regulation – section 2. This impacts the page numbering and contents pages.

The correct order of sections should now be:

- Patient-centred regulation
- Streamlined regulation
- Right-sized regulation
- Future-proofed regulation

THANK YOU

Rebecca

**Rebecca Inoue-Palmer (she/her)**  
Principal Advisor – Strategic Communications  
Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)  
[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



**From:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Sent on:** Thursday, March 27, 2025 4:11:11 AM  
**To:** Seamus Brady [Parliament] <seamus.brady@parliament.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Saphron Powell [Parliament] <Saphron.Powell@parliament.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**CC:** Maree Roberts <Maree.Roberts@health.govt.nz>  
**Subject:** RE: Putting Patients First Discussion Document - Scenario Examples

Kia ora Seamus,

Just a quick reply of acknowledgement - we will work on fleshing out the messages.

Thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – Strategic Communications  
Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent:** Thursday, March 27, 2025 5:01 PM  
**To:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Saphron Powell [Parliament] <Saphron.Powell@parliament.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Cc:** Maree Roberts <Maree.Roberts@health.govt.nz>  
**Subject:** RE: Putting Patients First Discussion Document - Scenario Examples

Hi Rebecca

Thank you for this.

The office is still wanting some specific examples included for scenarios, specifically for the now more generalised regional specialist scenario, eg referring to the publicly available examples as the Whakatane obstetrics and gynaecology.

There will also be examples of publicly available actions by some RAs (eg. midwifery and nursing) that have caused public debate.

Can you please update the messages with these.

Cheers

Seamus

**From:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Sent on:** Thursday, March 27, 2025 2:35:15 AM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>; Saphron Powell [Parliament] <Saphron.Powell@parliament.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**CC:** Maree Roberts <Maree.Roberts@health.govt.nz>; Seamus Brady [Parliament] <seamus.brady@parliament.govt.nz>  
**Subject:** RE: Putting Patients First Discussion Document - Scenario Examples  
**Attachments:** Health workforce regulation - messaging on scenarios.docx (37.85 KB)

Kia ora Saphron,

I've attached the messages to accompany scenarios. Please note we are recommending additional changes to 2 scenarios; these are highlighted in the attached.

Conscious there is a meeting now so I am sending these through for speed but will follow up with them bundled into the full comms pack shortly.

Thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – Strategic Communications

Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

**From:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Sent:** Wednesday, March 26, 2025 4:51 PM  
**To:** Saphron Powell [Parliament] <Saphron.Powell@parliament.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Cc:** Maree Roberts <Maree.Roberts@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Seamus Brady [Parliament] <seamus.brady@parliament.govt.nz>  
**Subject:** RE: Putting Patients First Discussion Document - Scenario Examples

Thanks Saphron. We will get onto that and will keep in touch tomorrow as we develop those examples/actions/statements of fact.

Kind regards,

Allison

**From:** Saphron Powell <[Saphron.Powell@parliament.govt.nz](mailto:Saphron.Powell@parliament.govt.nz)>

**Sent:** Wednesday, March 26, 2025 4:45 PM

**To:** Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>

**Cc:** Maree Roberts <[Maree.Roberts@health.govt.nz](mailto:Maree.Roberts@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Seamus Brady [Parliament] <[seamus.brady@parliament.govt.nz](mailto:seamus.brady@parliament.govt.nz)>

**Subject:** Putting Patients First Discussion Document - Scenario Examples

Hi Allison

As discussed, the office has requested examples to accompany each of the scenarios in the *Putting Patients First: Modernising Health Workforce Regulation* discussion document that the Minister can use in the media if required (so for inclusion in the comms pack).

These might be:

- Anonymised real-life examples of something happening or examples from the media
- Action the Government has taken / is taken, e.g. podiatrists prescribing
- Statements of fact or a key message, e.g. statement around proportionate risk.

The office is making further minor suggested amendments to the text of the discussion document, which will include lifting up the scenario examples 2D and 2C. These suggested amendments will be sent through tomorrow morning.

Appreciated

Saphron



**Saphron Powell**

**Private Secretary (Health) | Office of Hon Simeon Brown**

Minister of Health, Minister for State Owned Enterprises, Minister for Auckland

M: s 9(2)(a)

Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

**From:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Sent on:** Thursday, March 27, 2025 7:09:15 PM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>; Media MOH <media@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**CC:** Darin To'o <Darin.To'o@health.govt.nz>; Blair McLaren <Blair.McLaren@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Subject:** RE: Health workforce regulation - key messages and Q&A

Free now – Out of scope [REDACTED] I'm just working through making changes to docs so we'll be ready to get materials online..

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – Strategic Communications

Government & Executive Services | Te Pou Whakatere Kāwanatanga

s 9(2)(a) [REDACTED]

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

**From:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Sent:** Friday, March 28, 2025 8:06 AM  
**To:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Media MOH <media@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Cc:** Darin To'o <Darin.To'o@health.govt.nz>; Blair McLaren <Blair.McLaren@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Subject:** RE: Health workforce regulation - key messages and Q&A

Good Morning!

Thanks Rebecca, when you're free can we discuss we 'things' should go live on the website.

[@Suzanne Townsend](#) can you please pull together key messages and final draft for email to the HNZ chiefs and one for internal stakeholders too.

Kind regards,

Allison

**From:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Sent on:** Thursday, March 27, 2025 6:51:59 PM  
**To:** Media MOH <media@health.govt.nz>  
**CC:** Darin To'o <Darin.To'o@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Blair McLaren <Blair.McLaren@health.govt.nz>; Ben

Clayton <Ben.Clayton@health.govt.nz>; Kate  
Rickerby <Kate.Rickerby@health.govt.nz>

**Subject:** Health workforce regulation - key messages and Q&A

**Attachments:** Modernising health workforce regulation - KMs and Q&A 280325.docx (238.55 KB)

Kia ora koutou,

We've just been advised the MO is putting out the PR on health workforce regulation at 8am, ahead of a stand-up later this morning. I've attached some materials from the pack we provided to the MO yesterday, including key messages and Q&A.

Sing out if anything needed. We don't have any supporting materials online yet but will get them up later this morning.

Thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – Strategic Communications

Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



**From:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>

**Sent on:** Tuesday, March 25, 2025 3:45:12 AM

**To:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Allison  
Bennett <Allison.Bennett@health.govt.nz>

**Subject:** Key messages for staff - health workforce regulation

Kia ora kōrua,

I've pasted the longer set of messages into this – from page 2 – for reference.

[Health workforce regulation - Key messages for Ministry staff.docx](#)

Out of scope

I can move over all the Q&A in the Minister's pack if you feel it's needed, but I wonder if it just becomes too long.

Thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – Strategic Communications

Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)

[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

Manatū Hauora, 133 Molesworth Street Thorndon, Wellington 6011



PROACTIVELY RELEASED

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**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent:** Friday, 28 March 2025 10:35 am  
**To:** Rebecca Inoue-Palmer  
**Subject:** RE: HPCA one-page doc

All fixed

---

**From:** Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>  
**Sent:** Friday, 28 March 2025 9:56 AM  
**To:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Cc:** Ben Clayton <Ben.Clayton@health.govt.nz>; Monique Poirier <Monique.Poirier@parliament.govt.nz>; Blair McLaren <Blair.McLaren@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** RE: HPCA one-page doc

Hi Seamus,

Sorry, that probably wasn't very clear!

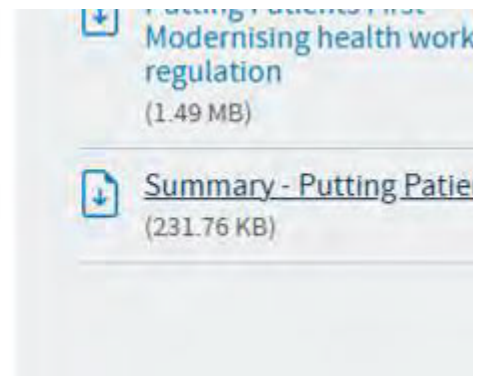
No changes needed to the PR itself.

Under the "related documents" at the Beehive link, there is a PDF version of the summary doc 'Summary – Putting Patients First' that can be downloaded. On that PDF, the QR code on the bottom RH corner doesn't work. (This is only going to be an issue for anyone who downloads that PDF and tries to use the QR code)

The QR code on the attached document works, and will lead directly to the consultation page once it's live.

Hope that makes sense!

Thanks,  
Rebecca



h workforce legislation to ensure the focus is on putting

**Rebecca Inoue-Palmer (she/her)**

Principal Advisor – Strategic Communications  
Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)  
[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

---

**From:** Seamus Brady <Seamus.Brady@parliament.govt.nz>  
**Sent:** Friday, March 28, 2025 9:48 AM

**To:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Cc:** Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Monique Poirier <[Monique.Poirier@parliament.govt.nz](mailto:Monique.Poirier@parliament.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>  
**Subject:** RE: HPCA one-page doc

Thanks Rebecca –

The link Beehive site just links to the MOH homepage for now – do you mean making the Beehive link directly to what goes live?

<https://www.beehive.govt.nz/release/reducing-red-tape-put-patients-first>

Seamus

---

**From:** Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>  
**Sent:** Friday, 28 March 2025 9:29 AM  
**To:** Seamus Brady <[Seamus.Brady@parliament.govt.nz](mailto:Seamus.Brady@parliament.govt.nz)>  
**Cc:** Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Monique Poirier <[Monique.Poirier@parliament.govt.nz](mailto:Monique.Poirier@parliament.govt.nz)>; Blair McLaren <[Blair.McLaren@health.govt.nz](mailto:Blair.McLaren@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>  
**Subject:** HPCA one-page doc

Morning Seamus,

Apologies for this but the QR code on the one-page document wasn't working properly. We have fixed the document and will get the version attached on our website once our content goes live around 10.30am. You will probably want it to be swapped out on the Beehive site.

Please note that while this is going to the correct link, it isn't yet live – and will be at 10.30am.

Happy to chat if any queries.

Thanks,  
Rebecca

**Rebecca Inoue-Palmer (she/her)**  
Principal Advisor – Strategic Communications  
Government & Executive Services | Te Pou Whakatere Kāwanatanga  
s 9(2)(a)  
[Rebecca.inoue-palmer@health.govt.nz](mailto:Rebecca.inoue-palmer@health.govt.nz)

\*\*\*\*\*  
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\*\*\*\*\*

\*\*\*\*\*  
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If you are not the intended recipient, do not read, use, disseminate,

**From:** John McGrath <John.McGrath@health.govt.nz>  
**Sent on:** Thursday, March 6, 2025 3:24:22 AM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** RE: INFO: Final papers for health workforce discussion document

If this hasn't gone out - there is a typo in the exec summary. Patents instead of patients.

**From:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Sent:** Thursday, March 6, 2025 8:33 AM  
**To:** John McGrath <John.McGrath@health.govt.nz>  
**Subject:** INFO: Final papers for health workforce discussion document

Morning again,

As discussed attached is the cab paper and associated discussion document related to our review of workforce regulation.

Look forward to discussing further.

Kind regards,

Allison

**From:** Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>  
**Sent:** Thursday, February 27, 2025 10:27 AM  
**To:** Amy Russell [TSY] <[Amy.Russell@treasury.govt.nz](mailto:Amy.Russell@treasury.govt.nz)>; Linda Berkett <[linda.berkett@publicservice.govt.nz](mailto:linda.berkett@publicservice.govt.nz)>; [Kim.Stansfield@treasury.govt.nz](mailto:Kim.Stansfield@treasury.govt.nz); [jo.rae004@msd.govt.nz](mailto:jo.rae004@msd.govt.nz); Alice.Campbell021 <[Alice.Campbell021@msd.govt.nz](mailto:Alice.Campbell021@msd.govt.nz)>; Amanda Hinkley-EXT <[Amanda.Hinkley002@whaikaha.govt.nz](mailto:Amanda.Hinkley002@whaikaha.govt.nz)>; Karen Chant <[Karen.Chant@mbie.govt.nz](mailto:Karen.Chant@mbie.govt.nz)>; Julie Nind <[Julie.Nind@mbie.govt.nz](mailto:Julie.Nind@mbie.govt.nz)>; Agency Consultation <[agencyconsultation@regulation.govt.nz](mailto:agencyconsultation@regulation.govt.nz)>; Ben Temple <[ben.temple@regulation.govt.nz](mailto:ben.temple@regulation.govt.nz)>; [publicsectorengagement@acc.co.nz](mailto:publicsectorengagement@acc.co.nz)  
**Cc:** Maree Roberts <[Maree.Roberts@health.govt.nz](mailto:Maree.Roberts@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Kate Rickerby <[Kate.Rickerby@health.govt.nz](mailto:Kate.Rickerby@health.govt.nz)>; Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>  
**Subject:** Final papers for health workforce discussion document

Hello

Final papers for information.

Thank you for feedback, we've addressed as we were able to. Ben, they didn't add the occupational regulation circular reference, but we've added the line: "There are existing government policy principles for occupational regulation in Cabinet Office Circular 99 (06). New regulatory proposals will take those into account, in consultation with the Ministry for Regulation and the Ministry for Business, Innovation, and Employment" to the Minister's talking points for the meeting.

Thanks again  
oliver

**Oliver Poppelwell (he/him)**

Principal Policy Analyst

Regulatory Policy

Strategy, Policy and Legislation

P +64 4 496 2158 | s 9(2)(a)

[oliver.poppelwell@health.govt.nz](mailto:oliver.poppelwell@health.govt.nz)

Manatū Hauora, 133 Molesworth Street

Thorndon, Wellington 6011



PROACTIVELY RELEASED

**From:** Ben Clayton <Ben.Clayton@health.govt.nz> on behalf of Workforce Regulation  
**Sent on:** Thursday, April 3, 2025 10:08:31 PM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**CC:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** RE: Invitation to provide feedback – Putting Patients First: Modernising Health Workforce Regulation

Hi Allison,

Draft response for Maree below.

Cheers,

Ben

---

Kia ora Christine,

Thank you for your email.

We are only able to analyse submissions made through the consultation portal. Please note that the free text boxes do not have a character/word limit, so you are welcome to provide as much information as you like. We will ensure that all information submitted via the portal is appropriately considered.

Please feel free to contact [workforceregulation@health.govt.nz](mailto:workforceregulation@health.govt.nz) if you have any further questions.

Ngā mihi nui,

Signature

**From:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Sent:** Friday, April 4, 2025 9:14 AM  
**To:** Workforce Regulation <workforceregulation@health.govt.nz>  
**Subject:** FW: Invitation to provide feedback – Putting Patients First: Modernising Health Workforce Regulation

**From:** Maree Roberts <[Maree.Roberts@health.govt.nz](mailto:Maree.Roberts@health.govt.nz)>  
**Sent:** Thursday, April 3, 2025 7:43 PM  
**To:** Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>

**Subject:** FW: Invitation to provide feedback – Putting Patients First: Modernising Health Workforce Regulation

For response please

**From:** s 9(2)(a) <[REDACTED]@mcnz.org.nz>

**Sent:** Thursday, 3 April 2025 5:37 pm

**To:** Maree Roberts <Maree.Roberts@health.govt.nz>

**Subject:** RE: Invitation to provide feedback – Putting Patients First: Modernising Health Workforce Regulation

Kia ora Maree

Thanks for your email. While we will complete the survey, we would like to provide additional information by way of written submission, would the Ministry take that into account?

Noho ora mai

s 9(2)(a)

Pouroki

Registrar

+s 9(2)(a) | 0800 286 801 x761

[canderson@mcnz.org.nz](mailto:canderson@mcnz.org.nz) | [www.mcnz.org.nz](http://www.mcnz.org.nz)



**Te Kaunihera  
Rata o  
Aotearoa**

Medical  
Council of  
New Zealand

**Kia whakawhirinakitia ngā rata katoa i Aotearoa**  
A medical profession all New Zealanders can trust

This email may contain legally privileged or confidential information which is intended for the use of the addressee only. If you receive this email in error, please delete it from your system immediately and notify us at either the above email address or on +64 4 384 7635.

**From:** Maree Roberts <maree.roberts@health.govt.nz>

**Sent:** Friday, 28 March 2025 10:32 am

**To:** s 9(2)(a) <[REDACTED]@mcnz.org.nz>

**Subject:** Invitation to provide feedback – Putting Patients First: Modernising Health Workforce Regulation

\* Externally generated email \*

Kia ora koutou,

### Opportunity to improve health workforce regulation

The Government is reviewing health workforce regulation to help make sure all New Zealanders have access to timely, quality healthcare.

As part of this process, the Government wants to understand what New Zealanders think about health workforce regulation, and how it could be improved. A discussion document has been developed for you to share your views.

You can read the [discussion document and one-page summary](#) on our website.

### Have your say

The Government wants to hear your views on:

- Patient-centred regulation: Faster wait times, better outcomes, and a system that truly puts patients first.
- Streamlined regulation: Using resources and administering the rules in the most cost-effective way possible, ensuring value for money for taxpayers and better outcomes for patients.
- Right-sized regulation: The level of regulation should depend on the level of risk to public safety involved.
- Future-proofed regulation: Modernised and adaptive regulation that ensures patients receive the care they need while supporting the workforce to respond to the needs of all New Zealanders.

### Making your submission

The consultation is open until 11.59 pm Wednesday 30 April 2025. If you would like to make a submission, please use the [online feedback form](#).

Please contact [workforceregulation@health.govt.nz](mailto:workforceregulation@health.govt.nz) if you have any questions.

Ngā mihi nui

Maree Roberts

Deputy Director-General, Strategy Policy and Legislation

Ministry of Health | Manatū Hauora

Ministry of Health - Manatū Hauora

 133 Molesworth Street, Thorndon

 [workforceregulation@health.govt.nz](mailto:workforceregulation@health.govt.nz)

 [health.govt.nz](http://health.govt.nz)

[Unsubscribe](#)

**From:** Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Sent on:** Wednesday, April 9, 2025 4:51:40 AM  
**To:** Joe Bourne <Joe.Bourne@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>; Heather Muriwai <Heather.Muriwai@health.govt.nz>; Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>; Kevin Lampen-Smith <Kevin.Lampen-Smith@health.govt.nz>; Tom DeKoning <Tom.O'Brien@tewhatuora.govt.nz>; Rob McHawk <Rob.Mchawk@health.govt.nz>; Steve Osborne <Steve.Osborne@health.govt.nz>; Pam Doole <Pam.Doole@health.govt.nz>; Amanda Rosenberg <Amanda.Rosenberg@health.govt.nz>; Zoe Bristowe <Zoe.Bristowe@health.govt.nz>; Chris Mitchell <Chris.Mitchell@health.govt.nz>; Tessa Bercic <Tessa.Bercic@health.govt.nz>; Fergus Welsh <Fergus.Welsh@health.govt.nz>; John Whaanga <John.Whaanga@health.govt.nz>; Simon Medcalf <Simon.Medcalf@health.govt.nz>; Ruihua Gu <Ruihua.Gu@health.govt.nz>; John McGrath <John.McGrath@health.govt.nz>; Diana Suggate <Diana.Suggate@health.govt.nz>  
**CC:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>; Tara Thurlow-Rae <Tara.Thurlow-Rae@health.govt.nz>; Eddy Sommers <Eddy.Sommers@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Robert McIlroy <Robert.McIlroy@health.govt.nz>  
**Subject:** Health workforce regulation - new FAQs  
**Attachments:** Workforce reforms process FAQs as at 090425.docx (28.26 KB)

Kia ora koutou

Following some questions that some of you have received on the workforce reform consultation process, the team has put together the attached FAQ document.

This is intended to support you all to answer any questions you get.

If there are any questions not currently covered in the attached, please let us know. We are keen to build on this set.

We are also considering whether we should publish FAQs on the website, but that would be a future step.

Ngā manaakitanga  
Kate

**Kate Rickerby (she/her)**

Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
DDI +64 4 280 4283

[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)

Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



PROACTIVELY RELEASED

**From:** Kate Rickerby

**Sent:** Friday, March 28, 2025 10:38 AM

**To:** Joe Bourne <Joe.Bourne@health.govt.nz>; Martin Chadwick <Martin.Chadwick@health.govt.nz>; Heather Muriwai <Heather.Muriwai@health.govt.nz>; Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>; Kevin Lampen-Smith <Kevin.Lampen-Smith@health.govt.nz>; Tom DeKoning <Tom.O'Brien@tewhatauora.govt.nz>; Rob McHawk <Rob.Mchawk@health.govt.nz>; Steve Osborne <Steve.Osborne@health.govt.nz>; Pam Doole <Pam.Doole@health.govt.nz>; Amanda Rosenberg <Amanda.Rosenberg@health.govt.nz>; Zoe Bristowe <Zoe.Bristowe@health.govt.nz>; Chris Mitchell <Chris.Mitchell@health.govt.nz>; Tessa Bercic <Tessa.Bercic@health.govt.nz>; Fergus Welsh <Fergus.Welsh@health.govt.nz>; John Whaanga <John.Whaanga@health.govt.nz>; Simon Medcalf <Simon.Medcalf@health.govt.nz>; Ruihua Gu <Ruihua.Gu@health.govt.nz>; John McGrath <John.McGrath@health.govt.nz>; Diana Suggate <Diana.Suggate@health.govt.nz>

**Cc:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Rebecca Inoue-Palmer <Rebecca.Inoue-Palmer@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>; Tara Thurlow-Rae <Tara.Thurlow-Rae@health.govt.nz>; Maree Roberts <Maree.Roberts@health.govt.nz>; Eddy Sommers <Eddy.Sommers@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>

**Subject:** RE: Health workforce regulation - announcement today

Kia ora koutou

Consultation is live on the website at the below links. The email to key stakeholders from Maree is also now sent, attached for your reference.

<https://consult.health.govt.nz/regulatory-policy/putting-patients-first>

<https://www.health.govt.nz/publications/putting-patients-first-modernising-health-workforce-regulation>

<https://www.health.govt.nz/regulation-legislation/health-practitioners/updates>

Ngā mihi

Kate

**Kate Rickerby (she/her)**

Principal Policy Analyst

Regulatory Policy

Strategy, Policy and Legislation

DDI +64 4 280 4283

[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)

Manatū Hauora, 133 Molesworth Street

Thorndon, Wellington 6011



**From:** Kate Rickerby

**Sent:** Friday, March 28, 2025 9:21 AM

**To:** Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Martin Chadwick <[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Kevin Lampen-Smith <[Kevin.Lampen-Smith@health.govt.nz](mailto:Kevin.Lampen-Smith@health.govt.nz)>; Tom DeKoning <Tom.O'Brien@tewhatauora.govt.nz>; Rob McHawk <[Rob.Mchawk@health.govt.nz](mailto:Rob.Mchawk@health.govt.nz)>; Steve Osborne <[Steve.Osborne@health.govt.nz](mailto:Steve.Osborne@health.govt.nz)>; Pam Doole <[Pam.Doole@health.govt.nz](mailto:Pam.Doole@health.govt.nz)>; Amanda Rosenberg <[Amanda.Rosenberg@health.govt.nz](mailto:Amanda.Rosenberg@health.govt.nz)>; Zoe Bristowe <[Zoe.Bristowe@health.govt.nz](mailto:Zoe.Bristowe@health.govt.nz)>; Chris Mitchell <[Chris.Mitchell@health.govt.nz](mailto:Chris.Mitchell@health.govt.nz)>; Tessa Bercic <[Tessa.Bercic@health.govt.nz](mailto:Tessa.Bercic@health.govt.nz)>; Fergus Welsh <[Fergus.Welsh@health.govt.nz](mailto:Fergus.Welsh@health.govt.nz)>; John Whaanga <[John.Whaanga@health.govt.nz](mailto:John.Whaanga@health.govt.nz)>; Simon Medcalf <[Simon.Medcalf@health.govt.nz](mailto:Simon.Medcalf@health.govt.nz)>; Ruihua Gu <[Ruihua.Gu@health.govt.nz](mailto:Ruihua.Gu@health.govt.nz)>; John McGrath <[John.McGrath@health.govt.nz](mailto:John.McGrath@health.govt.nz)>; Diana Suggate <[Diana.Suggate@health.govt.nz](mailto:Diana.Suggate@health.govt.nz)>

**Cc:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>; Rebecca Inoue-Palmer <[Rebecca.Inoue-Palmer@health.govt.nz](mailto:Rebecca.Inoue-Palmer@health.govt.nz)>; Ben Clayton <[Ben.Clayton@health.govt.nz](mailto:Ben.Clayton@health.govt.nz)>; Tara Thurlow-Rae <[Tara.Thurlow-Rae@health.govt.nz](mailto:Tara.Thurlow-Rae@health.govt.nz)>; Maree Roberts <[Maree.Roberts@health.govt.nz](mailto:Maree.Roberts@health.govt.nz)>; Eddy Sommers <[Eddy.Sommers@health.govt.nz](mailto:Eddy.Sommers@health.govt.nz)>; Oliver Poppelwell <[Oliver.Poppelwell@health.govt.nz](mailto:Oliver.Poppelwell@health.govt.nz)>

**Subject:** Health workforce regulation - announcement today

Kia ora koutou

Please find attached, workforce regulation documents for your information. These have all just been sent out to media.

1. Press release is here <https://www.beehive.govt.nz/release/reducing-red-tape-put-patients-first>
2. Final discussion document.
3. One page summary.
4. Key messages for Ministry and HNZ staff.

Below are key messages to support you in any questions you may get.

Our apologies that this email didn't get to you sooner. We were working late last night making changes to the documents and things are evolving fast this morning.

Expected milestones today are as follows. We will use this thread to keep you up to date.

- 10:15 am Minister media stand up at Auckland Policy Office (likely to stream on RNZ and/or Stuff)
- 10:30 am consultation goes live on MoH website (we will send a follow up email to you with link when this happens)
- 12 pm email from Maree to wide set of sector stakeholder (please wait until this email sent before discussing with your sector contacts)

Our team will be available for you as needed as the day progresses, in particular if any further need for supporting material (like QAs) is identified. Please let us know if you get any unexpected questions so that we can keep tabs. We will be putting together FAQs for the website if there is a need.

We are also keen for your help in getting the key messages to any further relevant MoH or HNZ people. If you identify a need for someone within your area to have access to the key messages, if they are likely to be asked questions about this work, please share this material with them.

Ngā mihi  
Kate

**Kate Rickerby (she/her)**

Principal Policy Analyst

Regulatory Policy

Strategy, Policy and Legislation

DDI +64 4 280 4283

[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)

Manatū Hauora, 133 Molesworth Street

Thorndon, Wellington 6011



PROACTIVELY RELEASED

**From:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Sent on:** Wednesday, April 2, 2025 12:25:29 AM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** FW: Question on HPCA Act consultation

**From:** s 9(2)(a) @asms.org.nz  
**Sent:** Wednesday, April 2, 2025 12:39 PM  
**To:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** RE: Question on HPCA Act consultation

Kia ora Suzanne,

Just following up on the below again. I'm in the middle of pulling together feedback and it would be helpful to know if the patient quotes and the scenario boxes are hypothetical to help frame the discussion document, or if they are direct quotes from patients or consumer groups.

It's helpful to know this – in terms of understanding whether these are concerns consumers / patients have raised with the Ministry at some point, or if they are scenarios generated by staff for the purposes of illustration / framing of the questions in the document.

Ngā mihi

s 9(2)(a), ACTING DIRECTOR OF POLICY & RESEARCH, *she/her*

**T:** +64 (4) 499 1271 **M:** s 9(2)(a)

*Monday 10.30am-2.30pm, Tuesday 10am-2pm, Wednesday to Friday, 9am-5.30pm*



**From:** s 9(2)(a)  
**Sent:** Monday, 31 March 2025 2:13 pm  
**To:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>  
**Subject:** RE: Question on HPCA Act consultation

Thanks Suzanne, that's useful to understand.

The document has a few quotes in it, and also it has the pop out scenario boxes that sound like they are written in the patient voice. I was wondering how the scenarios were developed – are they hypothetical scenarios developed for the paper?

The quotes also read like they're from patients / consumers – but the source of the quotes is not labelled (e.g. if patient, health worker, or something pulled from reports etc). Can you let me know if these are patient / consumer quotes and where they have been sourced from?

Thanks very much.

Ngā mihi

s 9(2)(a) ACTING DIRECTOR OF POLICY &  
RESEARCH, *she/her*

T: +64 (4) 499 1271 M: +s 9(2)(a)

Monday 10.30am-2.30pm, Tuesday 10am-2pm, Wednesday to Friday,  
9am-5.30pm



**From:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>

**Sent:** Monday, 31 March 2025 1:53 pm

**To:** s 9(2)(a) <[s 9\(2\)\(a\)@asms.org.nz](mailto:s 9(2)(a)@asms.org.nz)>

**Subject:** RE: Question on HPCA Act consultation

Kia ora s 9(2)

This is the patient consultation.

We will be using this as input into our advice to the Minister later in the year.

The public will also be able to make a submission to the Select Committee.

Suzanne

Suzanne Townsend  
Manager, Regulatory Policy  
Strategy, Policy and Legislation | Te Pou Rautaki  
M s 9(2)(a)  
E [suzanne.townsend@health.govt.nz](mailto:suzanne.townsend@health.govt.nz)

Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



**From:** s 9(2)(a) <[s 9\(2\)\(a\)@asms.org.nz](mailto:s 9(2)(a)@asms.org.nz)>

**Sent:** Monday, March 31, 2025 1:44 PM

**To:** Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>

**Subject:** Question on HPCA Act consultation

Kia ora Suzanne,

I'm looking at the *Putting Patients First: Modernising health workforce regulation* consultation document published last week, and will be pulling together the response from ASMS.

I had a couple of quick questions for you. Did the Ministry undertake any patient / consumer consultation in developing the consultation document? Or is the current consultation how patient feedback is being sought? If you did undertake consumer / patient consultation previously, how did you go about it? E.g. focus groups, or connecting with Consumer Advisory Groups etc?

I've seen on your website a list of organisations consulted that was released under the OIA awhile ago, which covers off the professional groups but didn't seem to include consumer groups. I realise this may have happened since that OIA was released – and wanted to clarify the process for this / stage at which consumer voice is being sought.

Thanks for your help.

Ngā mihi  
s 9(2)(a), ACTING DIRECTOR OF POLICY & RESEARCH  
she/her

T: +64 (4) 499 1271 M: +s 9(2)(a)



L 9 Bayleys Building, 36 Brandon Street | PO Box 10763, Wellington 6140

Monday 10.30am-2.30pm, Tuesday 10am-2pm, Wednesday to Friday, 9am-5.30pm

\*\*\*\*\*

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\*\*\*\*\*

PROFITABLY RELEASED

**From:** Maree Roberts <Morag.Hatcher@health.govt.nz>  
**Sent on:** Friday, April 4, 2025 4:53:14 AM  
**To:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** FW: Invitation to provide feedback – Putting Patients First: Modernising Health Workforce Regulation

FYI

**From:** Maree Roberts  
**Sent:** Friday, 4 April 2025 5:53 pm  
**To:** s 9(2)(a) @mcnz.org.nz  
**Subject:** RE: Invitation to provide feedback – Putting Patients First: Modernising Health Workforce Regulation

Kia ora s 9(2)(a)

Thank you for your email.

We are only able to analyse submissions made through the consultation portal. Please note that the free text boxes do not have a character/word limit, so you are welcome to provide as much information as you like. We will ensure that all information submitted via the portal is appropriately considered.

Please feel free to contact [workforceregulation@health.govt.nz](mailto:workforceregulation@health.govt.nz) if you have any further questions.

Ngā mihi nui,  
Maree

**From:** s 9(2)(a) @mcnz.org.nz  
**Sent:** Thursday, 3 April 2025 5:37 pm  
**To:** Maree Roberts <Maree.Roberts@health.govt.nz>  
**Subject:** RE: Invitation to provide feedback – Putting Patients First: Modernising Health Workforce Regulation

Kia ora Maree

Thanks for your email. While we will complete the survey, we would like to provide additional information by way of written submission, would the Ministry take that into account?

Noho ora mai

s 9(2)(a)

**Pouroki**  
Registrar

+s 9(2)(a) 0800 286 801 x761

s 9(2)(a) [@mcnz.org.nz](mailto:@mcnz.org.nz) | [www.mcnz.org.nz](http://www.mcnz.org.nz)



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**From:** Maree Roberts <[maree.roberts@health.govt.nz](mailto:maree.roberts@health.govt.nz)>

**Sent:** Friday, 28 March 2025 10:32 am

**To:** s 9(2)(a) [@mcnz.org.nz](mailto:@mcnz.org.nz)

**Subject:** Invitation to provide feedback – Putting Patients First: Modernising Health Workforce Regulation

\* Externally generated email \*



**Te Kāwanatanga o Aotearoa**  
New Zealand Government



Kia ora koutou,

### Opportunity to improve health workforce regulation

The Government is reviewing health workforce regulation to help make sure all New Zealanders have access to timely, quality healthcare.

As part of this process, the Government wants to understand what New Zealanders think about health workforce regulation, and how it could be improved. A discussion document has been developed for you to share your views.

You can read the [discussion document and one-page summary](#) on our website.

### Have your say

The Government wants to hear your views on:

- Patient-centred regulation: Faster wait times, better outcomes, and a system that truly puts patients first.
- Streamlined regulation: Using resources and administering the rules in the most cost-effective way possible, ensuring value for money for taxpayers and better outcomes for patients.
- Right-sized regulation: The level of regulation should depend on the level of risk to public safety involved.
- Future-proofed regulation: Modernised and adaptive regulation that ensures patients receive the care they need while supporting the workforce to respond to the needs of all New Zealanders.

### Making your submission

The consultation is open until 11.59 pm Wednesday 30 April 2025. If you would like to make a submission, please use the [online feedback form](#).

Please contact [workforceregulation@health.govt.nz](mailto:workforceregulation@health.govt.nz) if you have any questions.


Ngā mihi nui

Maree Roberts

Deputy Director-General, Strategy Policy and Legislation

Ministry of Health | Manatū Hauora

Ministry of Health - Manatū Hauora

 133 Molesworth Street, Thorndon

 [workforceregulation@health.govt.nz](mailto:workforceregulation@health.govt.nz)

 [health.govt.nz](http://health.govt.nz)



[Unsubscribe](#)

PROACTIVELY RELEASED

**From:** Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Sent on:** Monday, April 7, 2025 4:08:50 AM  
**To:** Eddy Sommers <Eddy.Sommers@health.govt.nz>; Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>  
**Subject:** RE: Health Workforce Regulation Policy Programme

Here you go, look forward to chatting tomorrow.  [implementation table .docx](#)

Ngā mihi  
Kate

**Kate Rickerby (she/her)**  
Principal Policy Analyst  
Regulatory Policy  
Strategy, Policy and Legislation  
DDI +64 4 280 4283  
[kate.rickerby@health.govt.nz](mailto:kate.rickerby@health.govt.nz)  
Manatū Hauora, 133 Molesworth Street  
Thorndon, Wellington 6011



**From:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Sent:** Monday, April 7, 2025 4:06 PM  
**To:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Kate Rickerby <Kate.Rickerby@health.govt.nz>  
**Subject:** Health Workforce Regulation Policy Programme

Hi Guys,

Sorry Neha had to reschedule our meeting to discuss the health workforce regulation policy programme, is there something can peruse in advance of 1.30pm tomorrow?

Kind regards,

Allison

**Allison Bennett**

Group Manager, Health System Settings

Strategy, Policy and Legislation

§ 9(2)(a)

[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)

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Thorndon, Wellington 6011



PROACTIVELY RELEASED

**From:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Sent on:** Monday, April 7, 2025 8:18:10 PM  
**To:** Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>  
**CC:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** RE: UPDATE: Putting Patients First - Modernising Health Workforce Regulation Consultation 070425

Morning,

I'll get the team to share our standard lines. I don't think we're in a position to give a summary on the consultation. I will check in with the team how we're going with the FAQs as these may help.

Kind regards,

Allison

**From:** Lorraine Hetaraka <Lorraine.Hetaraka@health.govt.nz>  
**Sent:** Tuesday, April 8, 2025 8:10 AM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Cc:** Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**Subject:** RE: UPDATE: Putting Patients First - Modernising Health Workforce Regulation Consultation 070425

Kia ora Allison,

Thank you so much for the update.

I will be meeting the Nursing Council Board this Thursday, they have asked me to provide an update on the consultation process.

Would you be able to provide some lines which I can share at the board meeting?

Happy to discuss further if needed,

Ngā mihi,

**Lorraine Hetaraka**

Ngāti Kahu, Tapuika, Ngāti Pikiao, Ngāti Ranginui, Ngāi Te Rangi

Chief Nursing Officer

Te Pou Whakakaha | Clinical, Community & Mental Health

s 9(2)(a)

[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)

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Thorndon, Wellington 6011



**From:** Allison Bennett <[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)>

**Sent:** Monday, April 7, 2025 2:54 PM

**To:** Executive Governance Team <[Executive.Governance.Team@health.govt.nz](mailto:Executive.Governance.Team@health.govt.nz)>; Seamus Brady [Parliament] <[seamus.brady@parliament.govt.nz](mailto:seamus.brady@parliament.govt.nz)>; Jess.Smaling [Parliament] <[Jess.Smaling@parliament.govt.nz](mailto:Jess.Smaling@parliament.govt.nz)>

**Cc:** DG Advisory <[dgadvisory@health.govt.nz](mailto:dgadvisory@health.govt.nz)>; Steve Barnes <[Steve.Barnes@health.govt.nz](mailto:Steve.Barnes@health.govt.nz)>; Suzanne Townsend <[Suzanne.Townsend@health.govt.nz](mailto:Suzanne.Townsend@health.govt.nz)>; Martin Chadwick

<[Martin.Chadwick@health.govt.nz](mailto:Martin.Chadwick@health.govt.nz)>; Joe Bourne <[Joe.Bourne@health.govt.nz](mailto:Joe.Bourne@health.govt.nz)>; Lorraine Hetaraka <[Lorraine.Hetaraka@health.govt.nz](mailto:Lorraine.Hetaraka@health.govt.nz)>; Heather Muriwai <[Heather.Muriwai@health.govt.nz](mailto:Heather.Muriwai@health.govt.nz)>

**Subject:** UPDATE: Putting Patients First - Modernising Health Workforce Regulation Consultation 070425

Good afternoon,

**Putting Patients First: Modernising Health Workforce Regulation Consultation**

Due to the level of interest and priority of the agenda, the team and I thought it would be helpful to provide a high level summary of activity since consultation went live on the 28 March 2025.

**General Update**

- The Ministry, particularly the Chief Clinical Advisors have received significant discord from stakeholders through BAU engagements regarding the consultation
- Through the projects inbox, stakeholder groups have requested meetings with the Ministry and questioned whether written submissions would be considered. To date the team, continue to direct people to the online platform.
- The Association of Salaried Medical Specialists (ASMS) have written to the Director General seeking to meet to outline their concerns with the consultation.

**Summary of Submissions**

- As of 7 April we have received a total of 487 submissions
  - 54% from individuals identifying themselves as a member of the health workforce
  - 44% from individuals identifying themselves as a member of the public or patient
  - 1.4% submitters who did not identify a group.

### **Emerging themes to date**

- The overall sentiment is largely negative towards changes to the current regulatory system and the role of responsible authorities.
- There is strong sentiment that is not appropriate for Government to take a greater role in the development and setting of regulatory requirements, particularly clinical standards and qualifications.
- Increasing public involvement and consultation in regulation, particularly professional standards and qualifications, was largely considered to be inappropriate due to the lack of understanding the public has regarding workforce regulation.
- Although the majority of submissions, do not consider change necessary or appropriate, a number of submissions proposed combining of regulatory bodies.
  - some saw opportunity for smaller regulators to combine, however, the majority recommended against merging larger professional groups and those that present higher risk e.g. Doctors, nurses and midwives.
- Risks regarding larger professional groups having greater influence on the decision making of a single or combined regulatory body.

### **Media Interest** (update 4 April)

- Interest in the topic has slowly increased, with more content on social media sites such as BlueSky and Reddit discussing what the consultation may mean. There has been an increase in content encouraging people to engage with the consultation
- Social media posts have questioned proposed changes to the composition of the boards of the regulators, and the references to 'cultural requirements' in the discussion document.
- There was an increase in content following a press release from the New Zealand Nurses Organisation [Workforce legislation review another attack on health workers](#).
- The PSA has also issued a press statement urging the Minister to work closely with unions and protect their role in the health system [Minister - Hear The Voice Of Health Unions If You Want A Better Health System | Scoop News](#).
- NZSMIRT, the professional body representing medical imaging technologists and radiation therapists, has also recently shared the consultation encouraging members to share their views.
- NZ Doctor has reported on the review <https://www.nzdoctor.co.nz/article/undoctored/reducing-red-tape-put-patients-first>

The consultation period is open until 30 April, upon which a full analysis of submissions will be undertaken.

If you have any questions or would like further information on the consultation please do not hesitate to get in touch.

Kind regards,

Allison

**Allison Bennett**

Group Manager, Health System Settings

Strategy, Policy and Legislation

+s 9(2)(a)

[Allison.Bennett@health.govt.nz](mailto:Allison.Bennett@health.govt.nz)

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PROACTIVELY RELEASED

**From:** Eddy Sommers <Eddy.Sommers@health.govt.nz>  
**Sent on:** Tuesday, April 8, 2025 1:22:40 AM  
**To:** Kate Rickerby <Kate.Rickerby@health.govt.nz>; Oliver Poppelwell <Oliver.Poppelwell@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>; Ben Clayton <Ben.Clayton@health.govt.nz>; Bruce Asher <Bruce.Asher@health.govt.nz>  
**CC:** Allison Bennett <Allison.Bennett@health.govt.nz>  
**Subject:** Proposed reforms for health workforce regulation in Australia  
**Attachments:** independent-review-of-complexity-in-the-national-registration-and-accreditation-scheme-terms-of-reference.pdf (128.2 KB), consultation-paper-1-review-of-complexity-in-the-national-registration-and-accreditation-scheme\_0.pdf (2.3 MB)

Hi all

Just bringing to your attention work that is underway in Aus.

Australia is currently carrying out a review of their National Registration and Accreditation Scheme (their version of HPCA).

There is considerable overlap with our work - similarities in the Terms of Reference to our govts aims "to identify areas of unproductive and unnecessary complexity within the National Scheme and recommend changes that will improve regulatory outcomes for health practitioners and the community."

The other attachment is their consultation document. This is quite long but note the 3 reform concepts they are proposing:

- Applying a stewardship model (strengthen connection between workforce strategy and regulation)
- Enhance accountability and governance
- Tiered model of regulation (including a proposed accredited register and a code of conduct for non-regulated).

Take a look if you get a chance.

Cheers

**Eddy Sommers (he/him)**

Senior Policy Analyst

Health System Settings

Strategy Policy and Legislation | Te Pou Rautaki

[eddy.sommers@health.govt.nz](mailto:eddy.sommers@health.govt.nz)

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PROACTIVELY RELEASED

**From:** Darin To'o <Darin.To'o@health.govt.nz>  
**Sent on:** Monday, April 14, 2025 3:13:02 AM  
**To:** Allison Bennett <Allison.Bennett@health.govt.nz>; Suzanne Townsend <Suzanne.Townsend@health.govt.nz>  
**CC:** Peter Abernethy <peter.abernethy@health.govt.nz>; Giorgia Giorgioni <Giorgia.Giorgioni@health.govt.nz>  
**Subject:** HPCA Health workforce regulation media update 14 April 2025

Kia ora kôrua,

As requested, here's the HPCA Health workforce regulation review media update for 5 - 14 April 2025.

- Interest in the topic has continued over the last week. Content on social media sites such as BlueSky, Instagram and Reddit have continued to share the consultation document and encourage people to have their say.
- The Ministry has received queries on our social media posts around the way the questions in the online consultation form are presented and whether there are alternative ways to make a submission. There are concerns from some members of the public that the questions may appear leading.
- News outlets have reached out to the Ministry surrounding the use of quotes and scenarios in the document.  
Social media posts have continued to question proposed changes to the composition of the regulatory boards, and the references to 'cultural requirements' in the discussion document. Posts on Instagram from a nutrients company have encouraged followers to have their say around naturopath regulations.
- Questions following the annual review on whether additional associate roles will be created following associate psychologists.
- At the annual review the Ministers were asked whether there were any plans to create more associate health roles, similar to associate psychologists. This has prompted social media interest in this topic.

Will you need weekly updates for the next couple of weeks?

Let us know if you need anything else.

Ngâ mihi nui  
Darin

**Darin To'o (he/him)**

**Kaitohutohu Matua Tûhononga | Senior Advisor Engagement**

**Communications and Engagement Team**

Government and Executive Services | Te Pou Whakatere Kâwanatanga

îmçra: [Darin.To'o@health.govt.nz](mailto:Darin.To'o@health.govt.nz)

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**Your path to successful engagement starts here: Check out the [Toolkit](#)**