

Date	Health workforce legislation update
13 Dec 2024	<p>Health workforce regulation changes (HPCA)</p> <ul style="list-style-type: none"> On 12 December, we provided the Minister with a draft discussion document on changes to health workforce regulation, and a draft Cabinet paper seeking approval to release the discussion document early next year. To lodge for the intended SOU date ^{s 9(2)(f)(iv)} we will request that the Minister provide feedback on these documents no later than ^{s 9(2)(f)} We have engaged with the Ministry's communications team, and are in the process of arranging for the discussion document to be edited in preparation for publication. If approved, we will be prepared for release of the discussion document on ^{s 9(2)(f)(iv)} We have provided you with a communications plan. This was prepared with support from the Strategic comms team and has been circulated internally. This has also gone to the Workforce Regulatory Reform Steering Group for their comment at the next meeting on 17/12.
20 Dec 2024	<p>Health workforce regulation changes (HPCA)</p> <ul style="list-style-type: none"> On 12 December, we provided the Minister with a draft discussion document on changes to health workforce regulation, and a draft Cabinet paper seeking approval to release the discussion document early next year. To lodge for the intended SOU date ^{s 9(2)(f)(iv)} we will request that the Minister provide feedback on these documents no later than ^{s 9(2)(f)} We have engaged with the Ministry's communications team, and are in the process of arranging for the discussion document to be edited in preparation for publication. If approved, we will be prepared for release of the discussion document on ^{s 9(2)(f)(iv)} We have been focusing this week on ensuring we are in a good position to deliver to key milestones in early 2025. Work is well underway with the comms and engagement team. This will include delivery of an updated comms and engagement plan with detailed workshop planning and a briefing to the Minister. We will be seeking your comfort with the approach on 15 January, and your sign-out is planned for 18 January after the Steering Group has engaged with the material.
17 Jan 2025	<p>Health workforce regulation changes (HPCA)</p> <p>Engagement</p> <ul style="list-style-type: none"> On 12 December, we provided the Minister with a draft discussion document on changes to health workforce regulation, and a draft Cabinet paper seeking approval to release the discussion document early next year. We are waiting for feedback from the Minister on these documents. To lodge for the intended SOU date ^{s 9(2)(f)(iv)} we will request that the Minister provide feedback on these documents no later than ^{s 9(2)(f)}

	<ul style="list-style-type: none"> • Although we are prepared to lodge for ^{s 9(2)(f)(iv)}, and release the discussion document on ^{s 9(2)(f)(iv)}, it is likely we will not receive feedback in time. We have prepared a briefing that provides the Minister a new timeframe ^{s 9(2)(f)(iv)}, should the deadline be missed. • We have also prepared a comms and engagement pack to be signed out along with this briefing. <p>Policy</p> <ul style="list-style-type: none"> • We have received agency feedback on the draft discussion document and Cabinet paper. There were no significant issues raised but some common themes include strengthening of the problem definition and more time for consultation. • The team is currently developing a RIS for policy decisions which will aim to clarify the problem definition and opportunities. We have suggested more time for consultation in the our next advice to the Minister. • Ministry for Regulation has granted a RIS exemption for the discussion document as it does not narrow policy decisions.
24 Jan 2025	<p>Health workforce regulation changes (HPCA)</p> <ul style="list-style-type: none"> • ^{s 9(2)(g)(i)} • We have worked with clinical to develop examples. • We are also working through broader advice for a covering memo on timeframes and the wider approach to engagement. • We have been working closely with the comms, engagement and channels teams. • We are recommending a 6 week, rather than 4 week, engagement process. ^{s 9(2)(g)(i)}
31 Jan 2025	<p>Health workforce regulation changes (HPCA)</p> <ul style="list-style-type: none"> • On Tuesday 28 January, we sent the Minister a briefing with process options (consult or no consult). • On Thursday 30 January the office indicated that the Minister would like to proceed with a paper to Cabinet seeking decisions on whether to proceed with public consultation prior to policy decisions being made on this work. • The team provided a Cabinet paper, discussion document and talking points (for 3/2/25 Ministers meeting) to the DG and DDG on the afternoon of 30 January. • Once the DG and DDG are happy with the materials, the Cabinet paper and discussion document will be provided to the office on Friday 31 January. • The Minister has indicated that he would like to start Ministerial consultation on ^{s 9(2)(f)(iv)} • The talking points provided for the 3/2/25 Ministers meeting include timelines for the legislation for both a consult and no consult option,

	<p>adjusted to now also include taking a Cabinet paper on the decision to consult to Cabinet.</p> <ul style="list-style-type: none">• While awaiting direction from the Minister, the team is continuing with:<ul style="list-style-type: none">• Ensuring communications and engagement material will be ready in time for key decision points. If Cabinet decides to proceed with public consultation, we will ensure that the planning is in place to start this the day after the Cabinet decision. If Cabinet decides not to consult, comms material will cover the period of time before announcement, anticipating likely questions, and also the announcement itself.• RIS drafting (approach to be tested at February Steering Group meeting)• Coordinating strategic direction with primary sector plan and the workforce strategy and policy team• Implementation planning (paper to be considered at February Steering Group meeting)• Developing policy work on technical amendments• Keeping internal stakeholders in the loop as needed <p>s 9(2)(f)(iv)</p>
7 Feb 2025	<p>Health workforce regulation changes (HPCA)</p> <ul style="list-style-type: none">• As discussed with you on Wednesday, we have planned out the process for the rewrite of the discussion document and are well into the process.• We are working with Clinical to find examples that can be used to illustrate the impact of the changes for patients.• We have good support from the strategic communications and engagement teams. <p>s 9(2)(f)(iv)</p>

	<p>s 9(2)(f)(iv)</p>
<p>14 Feb 2025</p>	<ul style="list-style-type: none"> • s 9(2)(g)(i) • We have worked with clinical to develop examples. • We are also working through broader advice for a covering memo on timeframes and the wider approach to engagement. • We have been working closely with the comms, engagement and channels teams. • We are recommending a 6 week, rather than 4 week, engagement process. s 9(2)(g)(i) • We are preparing for the next stage of engagement with RAs on technical amendments to the HPCA Act s 9(2)(g)(i) <p>We plan to email RAs on Tuesday 18 February, requesting written submissions by Friday 21 March. We will also hold a short Teams meeting (planned for Wednesday 26 February) with RAs to outline our request and answer any questions.</p> <p>s 9(2)(f)(iv)</p>
<p>21 Feb 2025</p>	<ul style="list-style-type: none"> • s 9(2)(g)(i) • Ministerial consultation began on 20 February, running to noon on Wednesday 25 February. • We are also working through broader advice for a covering memo on timeframes and the wider approach to engagement due with the minister 25 February. • We have been working closely with the comms, engagement and channels teams. • We are preparing for the next stage of engagement with RAs on technical amendments to the HPCA Act s 9(2)(g)(i) <p>We emailed RAs on Thursday 2 February, requesting written submissions by Friday 21 March. We will also hold a short Teams meeting (planned for Wednesday 26 February) with RAs to outline our request and answer any questions.</p>
<p>28 Feb 2025</p>	<ul style="list-style-type: none"> • We held a brief meeting with the RAs on Wednesday (26 February), to outline our request for written submissions on technical amendments to the HPCA Act s 9(2)(f)(iv) <p>The meeting</p>

	<p>went well, although some of the RAs expressed concern about the uncertainty of the wider review.</p> <ul style="list-style-type: none"> • The discussion document is intended to go live on s 9(2)(f)(iv), with consultation open until s 9(2)(f)(iv) • Now that the discussion document has been lodged, our focus is on the RIS and options analysis. We intend to provide a first draft of the RIS for internal review on 12 March.
7 March 2025	<ul style="list-style-type: none"> • The release of the discussion document has been approved by Cabinet s 9(2)(g)(i) • We have an extensive and detailed plan for the release and engagement. It includes an email to stakeholders with a link to the document that will go out under your name. • We have developed a plan for managing the submissions analysis. We have a plan to use additional resource for four weeks, if required. • The RIS and options analysis will go out for internal review on 12 March.
14 March 2025	<ul style="list-style-type: none"> • The release of the discussion document has been approved by Cabinet s 9(2)(g)(i) • We have an extensive and detailed plan for the release and engagement. It includes an email to stakeholders with a link to the document that will go out under your name. • We have developed a plan for managing the submissions analysis. We have a plan to use additional resource for four weeks, if required. • A draft RIS and options analysis will go out for internal review by 17 March, with internal discussions on options to begin soon after.
21 March 2025	<ul style="list-style-type: none"> • We have been provided with an indicative go-live date for publication of the document and start of the consultation period of Tuesday 25 March • We are progressing through the relevant communications and engagement work to meet this date, including providing DG visibility over the work via a memo • Work on the RIS is well underway, with the first Ministry-wide discussion on options happening on Thursday 27 March • Work on implementation is underway, with a memo prepared for the Wednesday 26 March Steering Group
28 March 2025	<ul style="list-style-type: none"> • Consultation material went live on 28 March • All relevant Ministry collateral went live on the website. Emails were sent to key external stakeholders from you (Maree) via automated software. Relevant Ministry and HNZ staff were given key information and messages to support them in managing their stakeholder relationships. • RIS work is progressing. We have met with a range of key internal stakeholders to discuss the approach, which was broadly supported. • The Steering Group has agreed to setting up a Working Group for implementation.

	<ul style="list-style-type: none"> • AHPRA (Australian regulator) is visiting, representatives from our team will attend two meetings with them 1. Internal with the Reg. Stewardship team and 2. external with the Medical Council.
4 April 2025	<ul style="list-style-type: none"> • Consultation material went live on 28 March • All relevant Ministry collateral went live on the website. Emails were sent to key external stakeholders from you (Maree) via automated software. Relevant Ministry and HNZ staff were given key information and messages to support them in managing their stakeholder relationships. • RIS work is progressing. Following internal workshop on options RIS was updated and recirculated. We will begin external discussions on options on Monday. We will be discussing options with Minister's advisory committee on Wednesday. • We have met with Legal and the Regulatory Stewardship Team on their roles. • AHPRA (Australian regulator) visit, representatives from our team attended two meetings with them 1. Internal with the Reg. Stewardship team and 2. external with the Medical Council. <p>Out of scope</p>
11 April 2025	<ul style="list-style-type: none"> • Consultation material went live on 28 March 2025 and is due to close on 30 April 2025 • As of 11 April 2025, we have received 637 responses (the majority coming from member of the health workforce) - we will be providing regular weekly reports on the number of submissions and initial identification of themes for you and the Minister. • RIS work is progressing. Following internal workshop on options RIS was updated and recirculated. We discussed the RIS with the Minister's advisory committee on Wednesday. We will begin external discussions on options on Monday. We have met with Legal and the Regulatory Stewardship Team on their roles. • AHPRA (Australian regulator) visit, representatives from our team attended two meetings with them 1. Internal with the Reg. Stewardship team and 2. external with the Medical Council. <p>Out of scope</p> <ul style="list-style-type: none"> • Planning for the next phase of policy delivery is underway, with a series of policy briefings being planned for May. • Implementation work is underway, with a table drafted on workstream planning. The first working group will meeting will be next week.
18 April 2025	<ul style="list-style-type: none"> • Consultation went live on 28 March 2025 and is due to close on 30 April 2025. • As of 16 April 2025, we have received 855 responses (the majority coming from members of the health workforce) - we will be providing regular weekly reports on the number of submissions and initial identification of themes for you and the Minister.

	<p>s 9(2)(f)(iv)</p> <ul style="list-style-type: none"> • We have developed an outline for a suite of papers to go to the Minister in May. For the key policy decisions paper due to go to the Minister on 9 May, we have developed an outline that is being socialised to enable early conversations on scope and approach. • RIS work continues. A series of workshops with external stakeholders were completed this week. • Implementation work is underway. A table has been drafted on workstream planning. The first working group meeting happened this week. <p>PSC have written to DG requesting we review the consultation document in conjunction with the Government's Advertising Guidelines, Stasha is currently undertaking this review. An internal meeting has been put in place for 9.30am on Monday with DDGs/GMs to discuss the outcome and agree next steps.</p>
<p>ANZAC 2025</p>	<ul style="list-style-type: none"> • Consultation material went live on 28 March. • As of 23 April, we have received a total of 1551 submissions (the majority coming from members of the health workforce). Weekly reports on the number of submissions and initial identification of themes for the Minister will continue after ANZAC weekend. • s 9(2)(f)(iv) <p>Finalising proposals for technical amendments.</p> <ul style="list-style-type: none"> • We have developed an outline for a suite of papers to go to the Minister in May. The first set are on policy decisions and outcome of submissions process, planned for 9 May. • RIS work continues. Backfill resource is being on boarded to progress this. • Implementation work is underway. The working group has met and will be reporting to the Steering Group this week.
<p>2 May 2025</p>	<ul style="list-style-type: none"> • Consultation closed on 30 April 2025. 3322 submissions were received. • Weekly reporting to the Minister on submissions will continue this week after a gap over easter / ANZAC. • s 9(2)(f)(iv) •

s 9(2)(f)(iv)

- [REDACTED]
- Drafting of the policy paper due to the Minister 16 May is underway. RIS development is also progressing, led by new PPA resource now on boarded.
- Scoping for the submissions analysis report due to the Minister 16 May is also underway. An outline of this paper will be socialised early this week before detailed writing begins.

PROACTIVELY RELEASED