

30 January 2025 Weekly Report

1.5 Health workforce

Review of health workforce regulatory settings

The Health Practitioners Competence Assurance Act 2003 (the Act) regulates much of the health workforce. Under the Act, 18 regulatory authorities, such as the Medical Council, regulate certain health professions to ensure they are fit and competent to practice.

The Ministry of Health (the Ministry) has been undertaking a legislative review to deliver changes to health workforce regulation, s 9(2)(f)(iv) [redacted]. This review is part of a broader Ministry work programme to address systemic challenges facing the health workforce.

The review is included in the Government Policy Statement on Health 2024–2027

The future health workforce regulatory system needs to be able to respond to wider system priorities, in addition to ensuring that health practitioners are competent and fit to practice their professions.

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 2024–2027, which includes a review of regulatory settings related to the health workforce.

Status of the review

In 2024, we engaged with the regulatory authorities, professional associations, and other health sector stakeholders to help inform the review. We heard a wide range of views and have found the insights and perspectives shared during free and frank discussions useful.

We have provided you with a Cabinet paper and discussion document for your consideration in advance on ministerial consultation s 9(2)(f)(iv) [H2024059044 refers].

s 9(2)(g)(i)

Deputy Director-General

Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation, s 9(2)(a) [redacted]

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1.3 Health workforce

s 9(2)(g)(i)

Review of health workforce regulatory settings

We have rated this programme of works s 9(2)(f)(iv) as we work through your feedback on the discussion document. We expect to deliver to your expectations.

s 9(2)(f)(iv)

We are preparing a briefing on the next steps with information for you on consultation and engagement process we propose for your consideration. This will include an engagement plan and key messages [refer H2024059044 – *Future of workforce regulation: communications and engagement*].

s 9(2)(f)(iv)



Out of scope



**Deputy Director-
General**

Maree Roberts, Deputy Director-General, Strategy Policy and
Legislation, s 9(2)(a)

PROACTIVELY RELEASED

2.2 Health workforce

s 9(2)(g)(i)

Review of health workforce regulatory settings

s 9(2)(f)(iv)

We are preparing a briefing on the next steps with information for you on the consultation and engagement process we propose for your consideration. This will include an engagement plan and key messages [H2024059044 refers – ‘Future of workforce regulation: communications and engagement’].

s 9(2)(f)(iv)

Upcoming briefings

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|---------------------|--|-------------|------------------|
| For decision | ‘Future of health workforce regulation – consultation process’ | Date | 20 February 2025 |
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| Deputy Director-General | Maree Roberts, Deputy Director-General, Strategy Policy and Legislation, s 9(2)(a) |
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2 Health system strategy and policy issues

2.1 Health workforce

s 9(2)(g)(i)

Review of health workforce regulatory settings

We have sent the Cabinet paper and discussion document to agencies for departmental consultation. We understand that ministerial consultation is underway and that this will end on Friday 21 February 2025. The Cabinet Social Outcomes Committee will consider whether to release the paper at its meeting on Wednesday 5 March 2025.

We are preparing a detailed briefing on the consultation and engagement process we propose. This will include an engagement plan and key messages and will be provided to you along with the final Cabinet paper and discussion document on Tuesday 25 February 2025 [H2024059044 refers – ‘Future of workforce regulation: communications and engagement’].

We sent invitations to responsible authorities on Wednesday 19 February 2025 to begin the next phase of engagement on technical improvements to processes. We will meet with them on Wednesday 26 February 2025.

Cabinet paper – ‘Consultation on options for changes to health workforce regulation’

| Process | Dates |
|-----------------------------------|-------------------------------------|
| Ministerial consultation | beginning 20 February 2025 (1 week) |
| Cabinet paper lodged | 27 February 2025 |
| Cabinet Social Outcomes Committee | 5 March 2025 |
| Cabinet | 10 March 2025 |

Upcoming briefings

| For decision | Date |
|--|------------------|
| ‘Future of health workforce regulation – consultation process’ | 25 February 2025 |

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| Deputy Director-General | Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation, s 9(2)(a) |
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2 Health system strategy and policy issues

2.1 Health workforce

s 9(2)(g)(i)

Out of scope

Review of health workforce regulatory settings

Your office lodged the Cabinet paper seeking approval to release the discussion document on Thursday 27 February 2025. Cabinet Social Outcomes Committee will consider the paper on Wednesday 5 March 2025.

On 25 February 2025 we provided a briefing to your office on the public consultation and engagement process we propose [H2024059044 – ‘Putting Patients First: Modernising Health Workforce Regulation: engagement approach’ refers].

We sent out invitations for meetings with responsible authorities on Wednesday 19 February 2025 to begin the next phase of engagement on technical improvements to processes. We met with them on Wednesday 26 February 2025 to clarify our request for information on technical aspects of the regulatory scheme we also updated them on the process for engagement.

Cabinet paper – ‘Consultation on Options for Changes to Health Workforce Regulation’

| Process | Dates |
|-----------------------------------|-------------------------------------|
| Ministerial consultation | Beginning 20 February 2025 (1 week) |
| Cabinet paper lodged | 27 February 2025 |
| Cabinet Social Outcomes Committee | 5 March 2025 |
| Cabinet | 10 March 2025 |

Deputy Director-General

Maree Roberts, Deputy Director-General, Strategy Policy and Legislation, s 9(2)(a)

2 Health system strategy and policy issues

2.1 Health workforce

s 9(2)(g)(i)

Out of scope

PROACTIVELY RELEASED

Out of scope

Review of health workforce regulatory settings

The Cabinet paper that seeks approval to release the discussion document was considered at SOU on 5 March 2025. The decision was to proceed with consultation.

We provided your office design options for the final discussion document and one page summary on 3 March 2025. Pending Cabinet approval on 10 March 2025, the team are on track to upload the document and start the consultation process on **s 9(2)(f)(iv)**

We have drafted the engagement plan to ensure we reach patients. This includes disseminating the discussion document and one page summary via Ministry contacts, social channels, newsletters, magazine columns, and via partner agencies.

Cabinet paper – 'Consultation on options for changes to health workforce regulation'

| Process | Dates |
|-----------------------------------|-------------------------------------|
| Ministerial consultation | beginning 20 February 2025 [1 week] |
| Cabinet paper lodged | 27 February 2025 |
| Cabinet Social Outcomes Committee | 5 March 2025 |
| Cabinet | 10 March 2025 |

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| Deputy Director-General | Maree Roberts, Strategy, Policy and Legislation, s 9(2)(a) |
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2 Health system strategy and policy issues

2.1 Health workforce

s 9(2)(g)(i)

Out of scope

Review of health workforce regulatory settings

Following Cabinet's consideration on 10 March 2025 and agreement to proceed to public consultation on 'Putting Patient First: Modernising Health Workforce Regulation', we are working with your office to confirm the go live date for public consultation.

Deputy Director-General

Maree Roberts, Deputy Director-General, Strategy Policy and Legislation, s 9(2)(a)

2 Health system strategy and policy issues

2.1 Health workforce

s 9(2)(g)(i)

Review of health workforce regulatory settings

The next steps for this work include a four-week consultation period (21 working days), s [redacted]
[redacted] We continue to work with your office to confirm s 9(2)(f)
timeframes and process for consultation. (f)

s 9(2)(f)(iv)

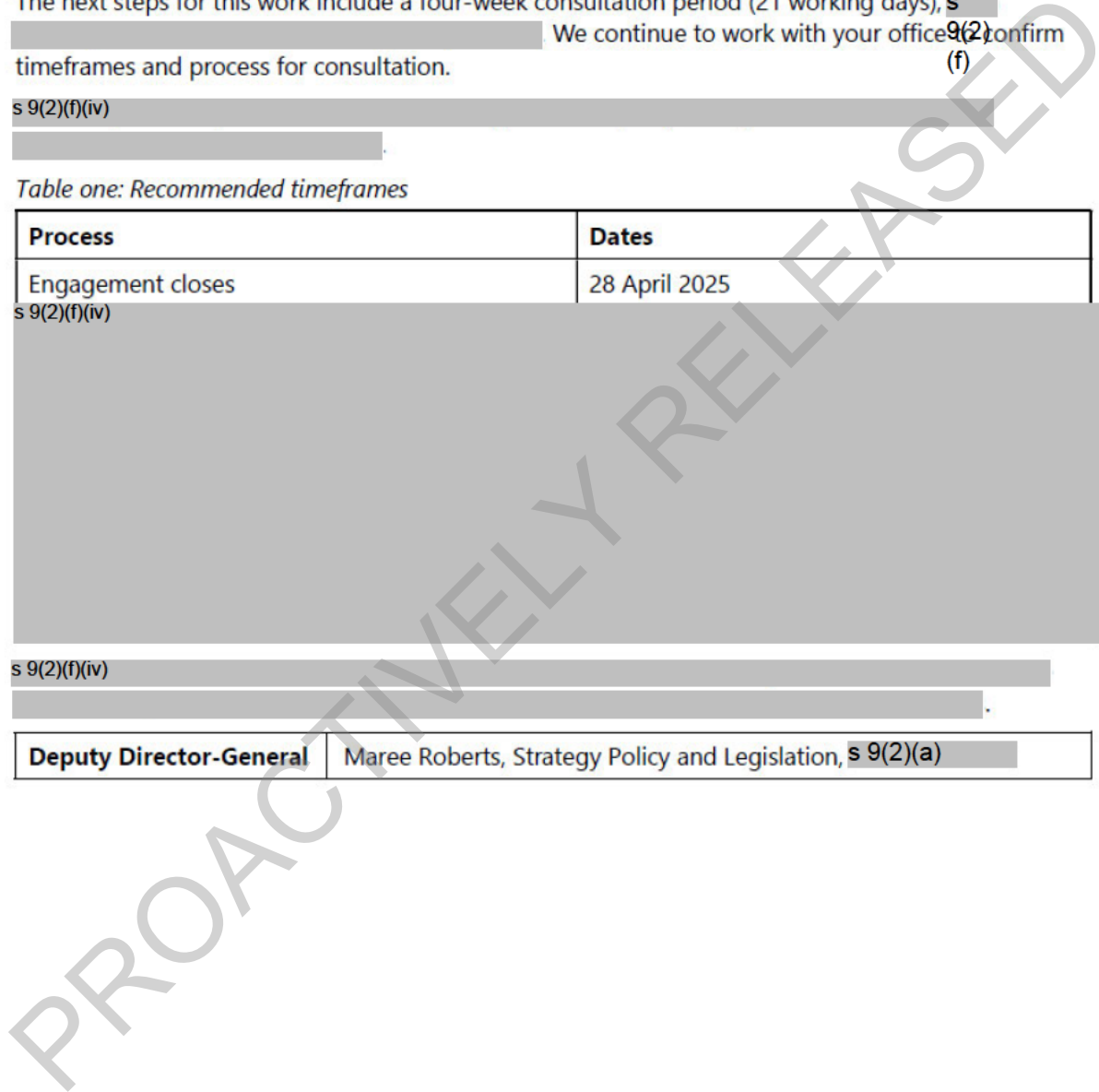
Table one: Recommended timeframes

| Process | Dates |
|-------------------|---------------|
| Engagement closes | 28 April 2025 |

s 9(2)(f)(iv)

s 9(2)(f)(iv)

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| Deputy Director-General | Maree Roberts, Strategy Policy and Legislation, s 9(2)(a) [redacted] |
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2 Health system strategy and policy issues

2.1 Health workforce

s 9(2)(g)(i)

Out of scope

Cabinet paper: 'Review of health workforce regulatory settings.'

Consultation has begun. We will use several channels to publicise the consultation.

| Process | Dates |
|-------------------|---------------|
| Engagement closes | 30 April 2025 |

s 9(2)(f)(iv)

s 9(2)(f)(iv)

Deputy Director-General Maree Roberts, Strategy Policy and Legislation, s 9(2)(a)

2 Health system strategy and policy issues

2.1 Health workforce

s 9(2)(g)(i)

Out of scope

Review of health workforce regulatory settings

Consultation has begun. The Ministry will use multiple channels to publicise the consultation.

As of Tuesday 1 April 2025, the Ministry has received 122 submissions comprising:

- 68 (56%) from members of the health workforce
- 46 (38%) from members of the public or patients.

The Ministry will continue to provide updates on the number of submissions, breakdowns of submitters, and identified themes in future reports.

| Process | Dates |
|-------------------|-------------------------|
| Engagement closes | Wednesday 30 April 2025 |

s 9(2)(f)(iv)

2 Health system strategy and policy issues

2.1 Health workforce

s 9(2)(g)(i)

Review of health workforce regulatory settings

As of Wednesday 9 April 2025, The Ministry has received a total of 563 submissions.

- 56% from individuals identifying themselves as a member of the health workforce.
- 38% from individuals identifying themselves as a patient or member of the public.
- 1% from self-regulating bodies, professional organisations, professional regulators, and patient advocacy groups.
- 4.6% from submitters who did not identify a group.

Out of scope

PROACTIVELY RELEASED

| Process | Dates |
|--|--|
| Engagement closes | Wednesday 30 April 2025 |
| <p>s 9(2)(f)(iv)</p> <p>[Redacted content]</p> | |
| <p>s 9(2)(f)(iv)</p> <p>[Redacted content]</p> | |
| <p>Acting Deputy Director-General</p> | <p>Steve Barnes, Strategy, Policy and Legislation, s 9(2)(a)</p> |

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2 Health system strategy and policy issues

2.1 Health workforce

s 9(2)(g)(i)

Out of scope

[Redacted content]

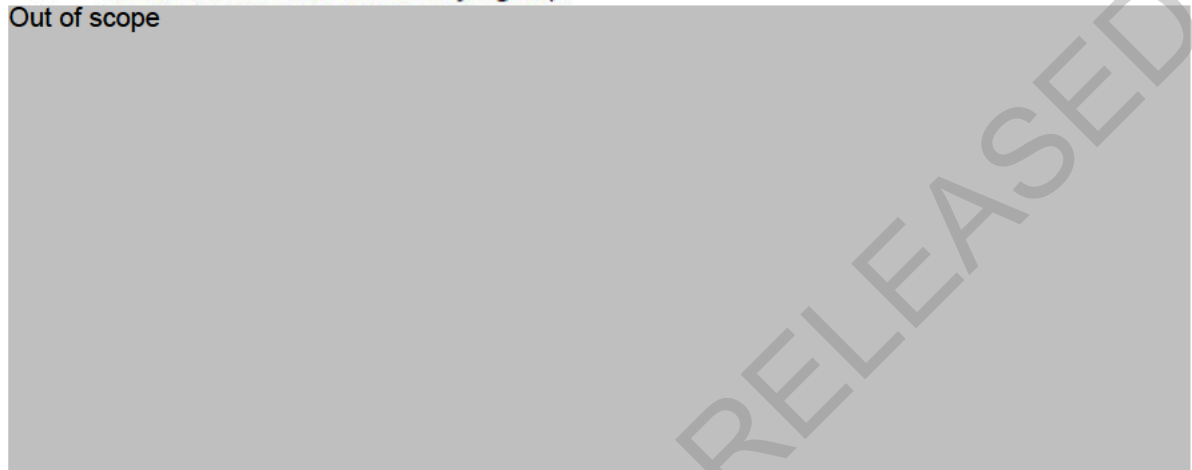
Review of health workforce regulatory settings

Consultation on 'Putting Patients First: Modernising Health Workforce Regulation'

As of Monday 14 April 2025, we had received a total of 758 submissions:

- 58.7% were from individuals identifying themselves as a member of the health workforce
- 33.4% were from individuals identifying themselves as a member of the public or patient
- 1.2% (9) were from individuals who work in a patient advocacy/non-government organisation, a professional regulator, a professional organisation, or a self-regulator
- 5.15% submitters did not identify a group.

Out of scope



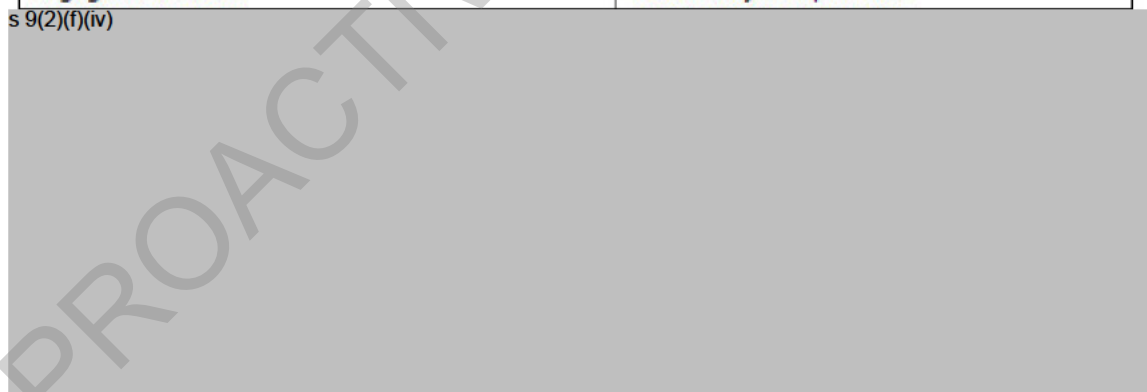
Policy update

s 9(2)(f)(iv)



| Process | Dates |
|-------------------|-------------------------|
| Engagement closes | Wednesday 30 April 2025 |

s 9(2)(f)(iv)



s 9(2)(f)(iv)



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| Acting Deputy Director-General | Steve Barnes, Strategy, Policy and Legislation, s 9(2)(a) |
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