

## 6 June 2024 Weekly Report

### 1.4 Health workforce

This item updates you on Out of scope [redacted], and work to review health workforce regulatory settings and s 9(2)(f)(iv) [redacted].  
Out of scope [redacted]

#### Review of health workforce regulatory settings

Following your request, we will provide you with end use cases by mid-June 2024 so you can see how proposed changes may affect health service delivery. We are working across the Ministry and Health NZ to develop a range of end use cases as they relate to different professions and consumers, including how a proposed new regulatory system would interact with rongoā Māori.

We are now working on an engagement plan so that we can start to further develop the options with trusted stakeholders.

#### Next steps

Out of scope [redacted]

<b>Deputy Director-General</b>	Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation – Te Pou Rautaki, s 9(2)(a) [redacted]
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## 13 June 2024 Weekly Report

### 1.4 Health workforce

This item updates you on Out of scope [redacted] and work to review health workforce regulatory settings.  
Out of scope [redacted]

#### Review of health workforce regulatory settings

We are working with Health NZ to develop the end use cases that will illustrate how proposed changes would impact the system. We will send the end use cases to you by mid-June 2024.

<b>Deputy Director-General</b>	Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation – Te Pou Rautaki, s 9(2)(a) [redacted]
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## 26 June 2024 Weekly Report

### 1.3 Health workforce

This item updates you on **Out of scope** the review of health workforce regulatory settings.  
**Out of scope**

#### Review of health workforce regulatory settings

We met with the Council of Medical Colleges (CMC) Board on the future of health workforce regulation on 25 June 2024. We discussed the challenges facing the workforce and the opportunity to help improve outcomes through people-centred, right-touch and sustainable regulation. **s 9(2)(ba)(i)**

We will be briefing you with our proposed engagement plan on 3 July 2024. This will include the end use cases you have requested. We are seeking to meet with all responsible authorities on 9 July 2024 to formally start target engagement. We will use the weekly report to keep you updated on the engagement through-out the process.

We are working with your office on key messages and other communications collateral.

<b>Deputy Director-General</b>	Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation – Te Pou Rautaki, <b>s 9(2)(a)</b>
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## 4 July 2024 Weekly Report

### 1.3 Health workforce

This item updates you on **Out of scope**, the review of health workforce regulatory settings, **Out of scope**

#### Review of health workforce regulatory settings

We are preparing a briefing on our proposed approach to engagement and indicative use cases that provide tangible examples of what regulatory changes could mean for consumers, regulated practitioners, self-regulated practitioners, and rongoā practitioners.

We are planning to meet with all responsible authorities in July 2024 to inform them of the engagement process and provide an overview of the work programme. This will include the regulatory shifts discussed with you, namely:

- an approach to scopes of practice that empower practitioners to deliver services in line with their full competence
- an alternative form of regulation for lower risk services
- an efficient and responsive regulatory structure that reflects an inter-disciplinary approach to health service delivery.

We will update you on the initial response to the proposals in the Weekly Report following that meeting.

The Ministry will provide your office with key messages and other communications collateral, which we will update as required.

Out of scope



**Deputy Director-General**

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

## 11 July 2024 Weekly Report

### 1.3 Health workforce

This item updates you on the review of health workforce regulatory settings and **Out of scope**

#### Review of health workforce regulatory settings

We have provided you with a briefing on our proposed approach to engagement and indicative use cases that provides tangible examples of what regulatory changes could mean for consumers, regulated practitioners, self-regulated practitioners and rongoā practitioners [H2024044779 refers].

We are meeting with all responsible authorities (RAs) in the week of 15 July 2024 to inform them of the engagement process and provide an overview of the work programme. This will include the regulatory shifts discussed with you, namely:

- an approach to scopes of practice that empower practitioners to deliver services in line with their full competence
- an alternative form of regulation for lower risk services
- an efficient and responsive regulatory structure that reflects an inter-disciplinary approach to health service delivery.

We will update you on the initial response to the proposals in the Weekly Report for the week commencing 22 July 2024, following that meeting.

We have provided your office with key messages and other communications collateral, which we will update as required.

Following this introductory meeting, we will be holding targeted workshops with RAs, professional associations, Māori health organisations, consumer advocacy groups, and colleges to further develop options for achieving the shifts in workforce regulation.

Out of scope



Deputy Director-General	Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation – Te Pou Rautaki, s 9(2)(a)
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## 18 July 2024 Weekly Report

### 1.3 Health workforce

This item updates you on the review of health workforce regulatory settings and **Out of scope**

#### Review of health workforce regulatory settings

We met with responsible authorities on 16 July 2024. All 18 RAs were represented at the meeting.

The purpose of the meeting was to start discussing how regulatory settings can help alleviate challenges faced by the health workforce and to support the delivery of timely and quality care to our communities.

We provided an overview of the Ministry's thinking to-date, introduced some ideas that will be consulted on in the coming months, and talked about the engagement approach that will be used to develop ideas for the future of health workforce regulation.

The meeting provided the opportunity for RAs to immediately feed back on the proposed work and engagement approach. The discussions centred around the broad shifts in workforce regulation that the Ministry is proposing with a range of views across the 18 RAs. The RAs expressed great interest in exploring alternative forms of regulation for low-risk professions and options for improving RA sustainability. The RAs were eager to continue the conversation on these shifts to better understand the opportunities in this work.

The Ministry will be holding workshops with the RAs, and wider health workforce stakeholders, throughout July and August 2024 to further develop proposals.

**Out of scope**



<b>Deputy Director-General</b>	Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation – Te Pou Rautaki, <b>s 9(2)(a)</b>
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## 25 July 2024 Weekly Report

### 1.3 Health workforce

This item updates you on the review of health workforce regulatory settings and **Out of scope**

#### Review of health workforce regulatory settings

The Ministry of Health (the Ministry) will be holding workshops with the responsible authorities (RAs) and wider health workforce stakeholders throughout July and August to further develop proposals.

We have sent invitations to RAs for workshops with Ministry officials on 29 and 31 July 2024 to discuss the specific shifts and develop proposals for public consultation later in the year. In these workshops we will discuss options to:

- improve recognition of practitioner competencies to better enable our workforce to deliver timely and quality health services
- design alternative forms of regulation for lower risk services
- improve the delivery of regulatory functions.

We expect a lot of interest as it will provide more detail on the proposed changes and give them their first chance for feedback.

Out of scope



<b>Deputy Director-General</b>	Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation – Te Pou Rautaki, s 9(2)(a)
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PROACTIVELY RELEASED

## 1 August 2024 Weekly Report

### 1.3 Health workforce

This item updates you on the review of health workforce regulatory settings and **Out of scope**

#### Review of health workforce regulatory settings

Ministry of Health (the Ministry) officials held workshops with responsible authorities (RAs) on the proposed regulatory shifts on 29 and 31 July 2024. There has been a lot of interest in these workshops. All RAs are attending, some with more than one participant.

There was a high level of engagement from the workshop participants, with positive comments on the openness on the outcomes being sought. The feedback was that they appreciated the opportunity to be involved and felt that we were engaging in an open way.

This engagement is on the objectives of the review and the shifts we have identified. There was a lot of positive engagement on where there may be benefits in structural change. We were clear that professional distinctions remain important, and they will be able to help shape proposals.

You will be consulted on the options before any public conversations on them occur.

Out of scope

Deputy Director-General	Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation – Te Pou Rautaki, s 9(2)(a)
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## 8 August 2024 Weekly Report

### 1.4 Health workforce

This item updates you on the review of health workforce regulatory settings and **Out of scope**

#### Review of health workforce regulatory settings

Ministry officials are continuing targeted engagement on proposed regulatory shifts.

We have provided responsible authorities (RAs) with a summary of the 29 and 31 July 2024 workshops and arranged follow-up meetings with those who requested them, the Nursing Council, the Medical Council and the Midwifery Council. RAs have expressed that the current timeframes to develop detailed proposals for public consultation may not be sufficient. We are reviewing our consultation and engagement approach to enable you to receive more tangible and refined change proposals to consider and discuss with your Cabinet colleagues by the end of the year. This would remain in line with the existing indicative timeline of Cabinet policy decisions in late 2024. We will brief you on proposed engagement process changes in light of this feedback from RAs.

Officials will continue discussions with wider health workforce stakeholders including professional associations, colleges, Māori health organisations, rural health organisations and service providers.

We will update you on these engagements in future Weekly Reports.

Out of scope

s 9(2)(g)(i)

<b>Deputy Director-General</b>	Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation – Te Pou Rautaki, s 9(2)(a)
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Out of scope

## 22 August 2024 Weekly Report

### 1.4 Health workforce

This item updates you on the review of health workforce regulatory settings. Out of scope

#### Review of health workforce regulatory settings

This week Ministry officials met with Hauora Taiwhenua, professional associations, and had a follow-up meeting with the Nursing Council. The conversations continue to be constructive and useful. There is growing agreement that the regulators need to be more system focussed and consider government priorities. The discussion on joint decision making and second tier regulation is ongoing.

The next meetings will be with primary health organisations (PHOs), Health NZ, and the Council of Medical Colleges (CMC).

We will be providing you with advice on the range of choices you have for regulatory change next week following engagement with the HWSEC.

Out of scope

s 9(2)(g)(i)

Deputy Director-General	Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation – Te Pou Rautaki, s 9(2)(a)
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## 29 August 2024 Weekly Report

### 1.4 Health workforce

This item updates you on the health workforce regulatory settings review and Out of scope

#### Review of health workforce regulatory settings

During the week beginning 26 August 2024, Ministry officials met with Health New Zealand's commissioning team, Tū Ora Primary Health Organisation (PHO) and the Council of Medical Colleges.

These discussions have been constructive and are informing the development of options to improve regulatory settings. There is consistent agreement from stakeholders that the regulatory structure could be streamlined to be more efficient, focused on the health system and collaborative.

The next engagements will include Māori health professional organisations and a meeting on ensuring safety with the Health Practitioners Disciplinary Tribunal, the Health and Disability Commissioner, and the Health Quality and Safety Commission.

Out of scope

s 9(2)(g)(i)

Deputy Director-General	Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation – Te Pou Rautaki, s 9(2)(a)
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**5 September 2024 Weekly Report**

**1.4 Health workforce**

This item updates you on the review of health workforce regulatory settings. Out of scope

**Review of health workforce regulatory settings**

s 9(2)(ba)(i)

Out of scope

s 9(2)(g)(i)

**Deputy Director-General**

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

## 12 September 2024 Weekly Report

### 1.4 Health workforce

This item updates you on the review of health workforce regulatory settings, Out of scope

Out of scope

#### Review of health workforce regulatory settings

We have briefed you on the range of options for changing workforce regulation.

We are continuing our targeted engagement. We intend briefing you on engagement outcomes in early October.

Out of scope

s 9(2)(g)(i)

**Deputy Director-General**

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

## 19 September 2024 Weekly Report

### 1.4 Health workforce

This item updates you on the review of health workforce regulatory settings, Out of scope

Out of scope

Out of scope

**Review of health workforce regulatory settings**

Ministry officials are drafting a work plan to expedite the workforce regulation programme s 9(2)(f)(iv)

The Ministry continues to hold targeted engagement with key stakeholders. This week the Ministry held a meeting with Māori practitioners and has scheduled meetings with unions. We have been in contact with Te Kahui Rongoā to arrange a meeting to discuss opportunities for rongoā practitioners.

Out of scope

s 9(2)(g)(i)

<b>Deputy Director-General</b>	Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation – Te Pou Rautaki, s 9(2)(a)
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## 26 September 2024 Weekly Report

### 1.4 Health workforce

This item updates you on the review of health workforce regulatory settings, **Out of scope**

#### Review of health workforce regulatory settings

We have provided your office advice on options and risks for expediting the health workforce regulation review on 27 September 2024.

Out of scope

s 9(2)(g)(i)

Deputy Director-General

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

## 3 October 2024 Weekly Report

### 1.4 Health workforce

This item updates you on work relating to the health workforce.

#### Review of health workforce regulatory settings

We have provided advice to your office on options and risks for expediting the health workforce regulation review.

Ministry officials met with the NZ Nurses Organisation (NZNO) on Wednesday 2 October to discuss the review. We are meeting with other unions (ASMS, MERAS, NZRDA, APEX, STONZ and PSA) on 8 October 2024. These meetings provide the unions with an overview of the work programme and an opportunity for them to advise us on any changes they would like to see in the regulatory system. We will update you on these meetings in a

future Weekly Report.

Out of scope

s 9(2)(g)(i)

**Deputy Director-General**

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

PROACTIVELY RELEASED

**10 October 2024 Weekly Report**

**1.4 Health workforce**

This item updates you on the health workforce portfolio of work.

This includes the review of health workforce regulatory settings, Out of scope

[Redacted text]

**Review of health workforce regulatory settings**

s 9(2)(f)(iv)

[Redacted content]

PROACTIVELY RELEASED

PROACTIVELY RELEASED

s 9(2)(f)(iv)

Out of scope

PROACTIVELY RELEASED

Out of scope

s 9(2)(g)(i)

**Deputy Director-General**

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

## 17 October 2024 Weekly Report

### 1.4 Health workforce

This item updates you on the health workforce portfolio of work. It includes the review of health workforce regulatory settings, **Out of scope**

#### Review of health workforce regulatory settings

Further to the conversation at last week's meeting, and following discussions on timing with you, we will be preparing briefings on:

- direction for the new regulatory system (by the end of October), including information on:
  - the level of regulatory independence
  - clarifying the government's roles and responsibilities (strategic direction and priorities)
  - the Ministry's role in monitoring and supporting workforce regulation
  - the patient-facing role of the regulator
- options to achieve the new regulatory system, including information on:
  - high level structural changes required to deliver accountability change and sustainable regulation
  - consideration of amalgamation
  - where discipline roles sit.

s 9(2)(f)(iv)

Out of scope

s 9(2)(g)(i)

**Deputy Director-General**

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

## 1.4 Health workforce

This item updates you on:

- the review of health workforce regulatory settings

Out of scope

### Review of health workforce regulatory settings

We are on track to provide you with two briefings on:

- the direction for the new regulatory system (on 31 October 2024), which will cover:
  - level of regulatory independence
  - clarifying the government's roles and responsibilities (strategic direction and priorities)
  - the Ministry's role in monitoring and supporting workforce regulation
  - the patient-facing role of the regulator.
- options to achieve new regulatory system (November 2024), covering:
  - high level structural changes required to deliver accountability change and sustainable regulation
  - the number/shape of regulatory authorities (RAs)
  - disciplinary functions
  - consideration of amalgamation
  - where discipline roles sit.

Out of scope

PROACTIVELY RELEASED

Out of scope



s 9(2)(g)(i)

**Deputy Director-General**

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

## 31 October 2024 Weekly Report

### 1.4 Health workforce

This item updates you on:

- the review of health workforce regulatory settings

Out of scope

#### Review of health workforce regulatory settings

We have provided you with a briefing seeking your views on high-level settings of future health workforce regulatory settings, namely the:

- purpose of the regulatory system
- design principles for the regulatory system
- approach to regulatory governance [H2024054398 refers].

Your guidance and preferences on these matters will inform the briefing you will receive in November 2024 with design options for the new regulatory system, including:

- high-level structural changes required to deliver accountability change and sustainable regulation
- consideration of amalgamation
- where discipline roles sit.

The decisions made here will feed into a s 9(2)(f)(iv) Cabinet paper that will seek approval for a discussion document and the timeframe for legislation.

Out of scope

s 9(2)(g)(i)

Deputy Director-General

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

## 7 November 2024 Weekly Report

### 1.4 Health workforce

This item updates you on the review of health workforce regulatory settings, **Out of scope**

#### Review of health workforce regulatory settings

We have provided you with a briefing seeking your views on high-level settings of future health workforce regulatory settings, namely:

- purpose of the regulatory system
- design principles for the regulatory system
- approach to regulatory governance.

Your guidance and preferences on these matters will inform the briefing you will receive this month with design options for the new regulatory system, including:

- high level structural changes required to deliver accountability change and sustainable regulation
- consideration of the functions and how they undertaken
- consideration of roles and responsibilities in the disciplinary process (e.g. role of regulators in discipline, interaction with HDC, etc.).

**s 9(2)(f)(iv)**

The Ministry will further refine the purpose, principles and regulatory governance proposals based on your feedback and through the public discussion document, for engagement **s 9(2)(f)(iv)**

**Out of scope**

**s 9(2)(g)(i)**

**Deputy Director-General**

Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation – Te Pou Rautaki, **s 9(2)(a)**

## 14 November 2024 Weekly Report

### 1.4 Health workforce

#### Review of health workforce regulatory settings

The next briefing and draft discussion paper will be with you on 22 November 2024 with design options for the new regulatory system, including:

- consideration of the functions required in the regulatory system, how they are undertaken, and who should be accountable
- high level structural changes that could support accountability change and sustainable regulation
- high level thinking on provisions from the current Act to be retained (in updated form).

s 9(2)(f)(iv)

Out of scope

s 9(2)(g)(i)

**Deputy Director-General**

Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation – Te Pou Rautaki

s 9(2)(a)

## 21 November 2024 Weekly Report

### 1.4 Health workforce

#### Review of health workforce regulatory settings

Following on from our briefing 'High level settings for future health workforce regulation' [H2024054398 refers], we are seeking guidance on the following regulatory components:

- the governance framework
- consultation requirement changes
- options for proportionate regulation
- amalgamation of responsible authorities
- changes to complaints processes
- how strategic direction might be delivered.

These decisions will inform the content of the discussion document.

After considering the draft discussion document, our assessment is that it needs further work. We have discussed timeframes and propose to provide you with the draft discussion document and Cabinet paper for your Christmas reading.

s 9(2)(f)(iv)

Out of scope

s 9(2)(g)(i)

**Deputy Director-General**

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

## 28 November 2024 Weekly Report

### 1.4 Health workforce

#### Review of health workforce regulatory settings

On 2 December 2024, we will provide you with a briefing seeking your views on options for consultation on health workforce regulatory reform. These options include the following regulatory components:

- options for proportionate regulation
- amalgamation of responsible authorities
- improved monitoring and reporting mechanisms
- how strategic direction might be delivered.

These decisions will inform the content of the discussion document, which we will release in s 9(2)(f)(iv). We will provide you with the draft discussion document and Cabinet paper for your Christmas reading.

Out of scope

s 9(2)(g)(i)

**Deputy Director-General**

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

## 5 December 2024 Weekly Report

### 1.4 Health workforce

#### Review of health workforce regulatory settings

On 3 December 2024, we provided you with a briefing seeking your views on options for consultation on health workforce regulatory reform. These options include the following regulatory components:

- options for proportionate regulation
- future shape and functions of responsible authorities
- Improved monitoring and reporting mechanisms
- how strategic direction might be delivered [H2024056015 refers].

Following your feedback on these key areas, this will inform the content of the discussion document that the Ministry will release in s 9(2)(f)(iv)

s 9(2)(f)(iv)

Out of scope

s 9(2)(g)(i)

**Deputy Director-General**

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

## 12 December 2024 Weekly Report

### 1.4 Health workforce

#### Review of health workforce regulatory settings

We have provided the draft discussion document and Cabinet paper for your review. Following your feedback on board appointments we have included a range of options for the appointment process in the discussion document, including options for a more typical level of ministerial oversight. We have also added a question on occupations tribunals. The discussion document is clear about the concerns with the current situation but is neutral in tone. The Government's concerns with the current regulation will be included in the foreword to the discussion document, which explains why the review was sought.

s 9(2)(f)(iv)

During the week beginning 16 December 2024 we will update responsible authorities on the current state and then next steps in the new year.

s 9(2)(g)(i)

<b>Deputy Director-General</b>	Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation – Te Pou Rautaki, s 9(2)(a)
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## 16 January 2025 Weekly Report

### 1.4 Health workforce

#### Review of health workforce regulatory settings

The Ministry of Health (the Ministry) is continuing a work programme to deliver changes to health workforce regulatory settings, s 9(2)(f)(iv)

s 9(2)(f)(iv)

To date, we have received feedback on the draft Cabinet paper and discussion document from the Treasury and ACC, encouraging us to gain further clarity on the problem definition for this work. We are currently drafting the regulatory impact assessment, which will include a focus on problem definition.

#### *Communications and engagement*

We will provide you with a briefing on 21 January 2025, which will outline the planned engagement following the release of the discussion document. This will include information on risks and mitigations for this work, in particular, around the speed of this process given the delivery dates that we are working towards.

We expect there to be a significant level of public interest in the discussion document. We will provide your office with material to support you with any media enquiries.

We will also be providing communications and engagement material including the discussion document, to the Health Workforce System and Efficiencies Committee for their feedback.

s 9(2)(g)(i)

<b>Deputy Director-General</b>	Maree Roberts, Deputy Director-General, Strategy, Policy and Legislation – Te Pou Rautaki, s 9(2)(a)
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## 1.4 Health workforce

### Review of health workforce regulatory settings

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

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

### This review is included in the Government Policy Statement on Health 2024-27

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 2024-27, which includes a review of regulatory settings related to the health workforce.

### Status of the review

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

Following this engagement, the next step was to issue a draft discussion document for public engagement. At the end of 2024, we provided the previous Minister of Health a draft discussion document, which outlines the objectives of the review and proposals for reform.

### Next steps

We will provide you with a briefing in the week beginning 27 January 2025 with further detail on the review of the Act, which seeks your feedback on the proposals and on the process choices you have. A key first choice for you is whether you want to proceed with consultation.

If you wish to discuss this work with officials, we will work with your office to organise a meeting.

s 9(2)(g)(i)

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