

FINAL 9 November 2018

Sector update re the Safe Staffing Accord

1. Representatives of the New Zealand Nurses Organisation (NZNO), DHBs and the Ministry of Health signed an Accord on 30 July 2018 committing the parties to there being sufficient nurses and midwives in our public hospitals to ensure both their own and their patients' safety.

Agreed Commitments

2. The accord commits the Parties to the following:
 - a. to explore options for providing employment and training for all New Zealand nursing and midwifery graduates and report to the Minister of Health by the end of November 2018
 - b. to develop any accountability mechanisms that the Parties believe are necessary (over and above those already agreed) to ensure DHBs implement the additional staffing needs identified by CCDM within the agreed timeframe (June 2021) and report to the Minister of Health by the end of February 2019
 - c. to develop a strategy for the retention of the existing nursing and midwifery workforce and the re-employment of those who have left the workforce, and report to the Minister of Health by the end of May 2019.

Progress to date

3. The Accord Operations Group (the group) continues to meet weekly.
4. The group is continuing to draft its first paper exploring options for providing employment and training for all New Zealand nursing and midwifery graduates. At this stage, our focus is primarily on nursing graduates as support is already available for midwives in their first year of practice. We are also working to ensure that all relevant parties are involved in ongoing discussions concerning midwifery.
5. That paper is due with the Minister by the end of November and will highlight advantages and disadvantages of all options.
6. We have received a 100% response rate to our Directors of Nursing (DoNs) survey, which has provided invaluable information to incorporate into our options paper.
7. The same survey has been sent to the Nurse Executives of NZ (NENZ), which includes representatives from aged and residential care and primary care. The response from those sectors has been equally valuable.
8. The group is working on questions for a similar survey to be sent to nurse educators in undergraduate education institutes and Nurse Entry to Practice (NETP) and Nurse Entry to Specialist Practice (NESP) coordinators.
9. It is also important to capture the experiences of new graduate nurses to inform the development of options. Existing surveys of new graduate nurses experience that are completed each year in DHBs will capture insights from new graduate nurses.
10. We are considering using insights from DoNs, NENZ, nurse educators and new graduates to develop into a guidance for best practice document.
11. Please also feel free to distribute this update widely – we are keen to keep everyone informed on our progress and are always happy to receive contributions from people. If you do want to share your thinking, please feel free to email chiefnurse@moh.govt.nz
12. The group intends to provide the next sector update in the week of the 26th of November.