

FINAL 27 March 2019

Sector update re the Safe Staffing Accord

1. Representatives of the New Zealand Nurses Organisation (NZNO), district health boards (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. Work is now progressing on the final part C of the Accord commitments. This includes looking at challenges impacting on New Zealand's ability to attract internationally qualified nurses.
4. The Accord group's discussions have focused on how the global shortage of nurses impacts on New Zealand, the rising demand for nurses in New Zealand; and how we grow this country's graduate numbers.
5. We have added a [link](#) to the Ministry of Health's website, referring to Kiwi Health Jobs and its current push to recruit international nurses keen to work in New Zealand. Central TAS has sponsored this work on behalf of the DHBs.
6. The Accord group's signatories have now met with the Minister to discuss the options paper for Part B.
7. Feedback from the Minister was positive. The Minister was particularly interested in progress towards implementation of CCDM and the national reporting framework that is currently under development.
8. We have sent out our analysis of feedback received from Directors of Nursing, Nurse Executives of NZ, and nurse educators in surveys last year to the sector. This feedback informed our advice to the Minister on new graduate employment and continues to inform our work.
9. We recently requested an update from DHBs on the recruitment of nurses, midwives and health care assistants as part of the additional funding to address workforce capacity issues and support CCDM implementation.
10. Good progress has been made so far. As at 13 March, 260 registered and enrolled nurses (221.75 FTE), 28 midwives (19.1 FTE), and 54 Health Care Assistants (41.96 FTE) have been employed as a result of the additional \$38 million and 37 (34.9 FTE) CCDM and TrendCare Coordinators as a result of the additional \$10 million.
11. A further 118.04 FTE are either in active recruitment processes or DHBs intend to recruit before the end of the financial year 30 June. Some DHBs have recruited all their allocated FTE, others have recruited most of it and some have asked to defer a portion of their funding to the 2019/20 financial year.

12. We note many DHBs have already recruited into the CCDM coordinator and TrendCare coordinator roles – indicating a serious commitment to implementation.
13. Please also feel free to distribute this update widely and we will be posting this to our Safe Staffing Accord section on the Ministry's website.
14. 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 our office at chiefnurse@moh.govt.nz.
15. Please note this update will move from once every three weeks to once a month.

END.