

Sector Update from the Office of the Chief Nursing Officer

May/June 2019

Office Update

We would like to acknowledge the individuals who lost their lives and the impact on the community due to the recent terrorist attack in Christchurch. Our hearts go out to the victims of this horrific event and to the people of Christchurch. In particular we would like to acknowledge the courage, bravery and altruism of the nurses and other health practitioners involved in the response. Responding to and recovering from these shocking and horrific acts will take time and require effort and resources from many parts of society. Distress related to the attacks is not limited to those living in Christchurch. In addition to working with Canterbury DHB to coordinate and respond to the immediate needs, the Ministry is developing a plan to guide the longer term response and recovery actions at the national level over the next year.

<https://www.health.govt.nz/our-work/mental-health-and-addictions/mental-health/supporting-people-affected-christchurch-mosque-attacks>

It has been 12 weeks since Margareth started as Chief Nursing Officer with the Ministry of Health. Since then she has hit the ground running and as she describes “while the fog is lifting at times I still feel like a possum in the headlights”. In April she opened the Nurse Practitioners of New Zealand (NPNZ) conference, in May she spoke at Te Kaunihera o ngā Nēhi Māori Taurira (Māori student nurses) conference and Northlands Nursing and Midwifery Awards event.

Margareth is working closely with Chief Medical Officer, Andy Simpson and Chief Allied and Technical Officer, Martin Chadwick to discuss how the three teams can effectively work together under what is currently termed the ‘Clinical Cluster’. Developing and modelling a trans-disciplinary approach by working together to address health equity and improve health outcomes is a key focus for the team.

The Office of the Chief Nursing Officer (the Office) continues to work collaboratively across Ministry Directorates and is redefining its work programme in the midst of changes to better ensure a nursing voice within and across other work programmes.

Safer Staffing Accord

The Accord commits the New Zealand Nurses Organisation (NZNO), district health boards (DHBs) and the Ministry of Health to the following:

- a) to explore options for providing employment and training for all New Zealand nursing and midwifery graduates, taking into account the current model for doctors, 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.

The Ministry, NZNO and the DHBs are working well together progressing the commitments of the Accord.

The Minister has formally indicated his support for matching the number of Nurse Entry to Practice (NEtP) and Nurse Entry to Specialist Practice (NESP) placements with the number of new graduate nurses who apply through Advanced Choice of Employment (ACE) within six months. New graduate nurses are also required to meet the criteria of their employers. The Minister also indicated support for extension of the support into practice programme for enrolled nurses. The Accord Operations Group has emphasised that a whole of systems approach to the employment and training of new graduate nurses is vital.

An analysis of Directors of Nursing, Nursing Executives of New Zealand (NENZ) and nurse educators surveys completed last year have been sent out to the sector. This feedback informed our advice to the Minister on new graduate employment and continues to inform our work.

The signatories to the Accord met with the Minister on 11 March to discuss Part B of the Accord. The Minister was particularly interested in progress towards the implementation of CCDM and the national reporting framework that is currently under development.

The Accord Group, the Ministry and the Safe Staffing Unit and Governance Group are working closely together on monitoring the rollout of CCDM across all DHBs. The Office continues to meet regularly with the Director of the Safe Staffing Healthy Workplaces Unit (SSHW) Bridget Smith. Margareth Broodkoorn and Martin Chadwick, Chief Technical and Allied Officer are both members of the Safe Staffing Governance Group.

The Safe Staffing Healthy Workplaces (SSHW) Unit and SSHW Governance Group (SSHWGG) are providing extra support to those DHBs who are further behind with implementing the TrendCare system and CCDM programme.

For more information on CCDM see here;

<https://www.ccdm.health.nz/>

The Office is working closely with the Accord Operations Group on finalising the advice to the Minister that is due at the end of May on retention and return to practice strategies. This is likely to be high level with options for the Minister and recommending further stages of work. We have asked the DHB DoNs to send us any existing DHB Nursing Strategies so that they may inform our work. Other nursing workforce strategies from the sector will be readily received.

We have added a link to the Ministry of Health's website, referring to Kiwi Health Jobs and its current drive to recruit international nurses keen to work in New Zealand. Central TAS has sponsored this work on behalf of the DHBs.

<https://www.health.govt.nz/our-work/nursing/nurses-new-zealand/working-nurse-new-zealand>

Regular updates on the Accord work are posted regularly on the Ministry's website:

<https://www.health.govt.nz/our-work/nursing/developments-nursing/safer-staffing-accord>

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.

Additional funding to address workforce capacity issues and CCDM programme implementation

As part of the government's commitment to addressing issues raised by nurses during the 2017/18 MECA negotiations, \$38 million was made available to address immediate staffing issues and \$10 million for CCDM implementation support. Plans were required to be approved by CCDM Councils and the SSHWGG. DHBs are reporting bi-monthly to the Ministry on progress towards recruitment and the Office is keeping the Minister informed.

By the end of January, six DHBs had completed recruitment of the additional staff and another six have almost completed recruitment 80-99% of their recruitment. Most DHBs have filled their CCDM Coordinator, TrendCare Coordinator and data analyst positions earmarked for implementation of CCDM.

Almost all reports have been received so far for the reporting due in April. A number of DHBs have made significant progress towards recruitment since January. Where positions remain unfilled this is mostly due to a lack of suitable applicants. The reporting shows there are particularly issues with recruiting mental health nurses in some DHBs.

Health Workforce Strategic Priorities

The Ministry of Health is working in collaboration with the sector to develop a small number of key strategic health workforce priorities for the next five years (2019 – 2024). The strategic priorities will provide a clear and pragmatic shared direction in the medium term for the overall health workforce, while allowing and enabling initiatives across the sector that will grow, support and develop specific workforces. They will contribute to the wider health priorities of improving equity, improving child wellbeing and developing a primary care focused health system. Recommendations on the workforce priorities and action plan will be made to the Minister of Health by the end of June 2019. The approach will be underpinned by He Korowai Oranga, Māori Health Strategy.

Margareth Broodkoorn is on the Workforce Strategy Steering Group. To contribute to this work and more information see the following link:

<https://www.health.govt.nz/our-work/health-workforce/health-workforce-strategic-priorities>

Nursing workforce data

The nursing workforce is continuing to grow. At 31 March 2019, there were 58,206 nurses practising in NZ, comprising 55,343 registered nurses, 2,490 enrolled nurses and 373 nurse practitioners. That compares to 56,356 nurses to the end of March 2018 and 55,290 working in the sector the previous year.

The nurse practitioner workforce has grown at the rate of about 30% in the last three years. As of 31 March 2019 ethnicity data shows that 34 identify as Māori and 7 as Pacific. Sustained efforts are needed to support the enrolled nurse workforce as there was a net decrease of 73 nurses as at 31 March 2019 compared to the previous year.

The latest Advanced Choice of Employment (ACE) data shows the trend of new graduate registered nurses being employed at higher rates earlier in the ACE process continues.

Nurse Practitioner Training Programme (NPTP)

For the last three years, the Ministry has funded a Nurse Practitioner Training Programme pilot. This has added to the steady increase of nurse practitioner numbers. The evaluation of the programme was positive. The Ministry analysed feedback from the sector responding to the evaluation and recently held a workshop with the nurse practitioner education providers on the future of the nurse practitioner training programme pilot.

Since the pilot was developed the environment for nurse practitioner training and registration has changed. We need to take this into account. Careful consideration should be given to all the options, such as whether one rather than two training programmes is preferable, how better to support Māori and Pacific nurse practitioner interns and what is best for the whole nurse practitioner-in-training workforce.

The Ministry will be working together with the nursing sector to discuss and develop options for future funding of nurse practitioner training.

Child and Youth Wellbeing Strategy

The Government is delivering a Child and Youth Wellbeing Strategy as part of the commitment to reducing child poverty and enhancing child wellbeing. The report on 'What makes a good life? Children and young people's views on wellbeing' by the Office of the Children's Commissioner and Oranga Tamariki – Ministry for Children provides the platform from which children and young peoples' voices will be heard in the development of the strategy. See the following link for the report:

<http://www.occ.org.nz/publications/reports/what-makes-a-good-life/>

The Ministry is working closely with the Department of the Prime Minister and Cabinet (DPMC), Education, Oranga Tamariki, and the Social Investment Agency (SIA) on developing an outcomes framework.

Health's key contributions to improving health outcomes for all children and young people will initially focus on two areas; the Early Years (conception to age 5) and Youth Mental Health. The work programme will include; the Well Child Tamariki Ora (WCTO) Review (2019), Maternity Services Improvement Programme (2019-2023), Nurses in schools with a special focus on mental health, and Child and youth mental health services.

The Office is represented across this important programme of work with Margareth at governance level and Ramai Lord working with the Maternity Child and Youth steering group and the WCTO Review team.

A planned phased approach on how the WCTO Review will progress was completed in late March and evidence and data gathering, 'Early analysis phase', to inform the shape of the Review is expected to be complete by the end of June 2019. Possible improvements to the WCTO programme will be tested during the 'Options phase' from June to October 2019 and the 'Implementation phase' (October 2019 to July 2020) will see the first changes to WCTO being implemented.

Achieving Equity

Achieving equity is a government aspiration with a strong mandate to create a strong and equitable health system. The following definition of equity has been mandated by Director General Dr Ashley Bloomfield and can be found on the Ministry's website:

"In Aotearoa New Zealand, people have differences in health that are not only avoidable but unfair and unjust. Equity recognises different people with different levels of advantage require different approaches and resources to get health equitable outcomes."

This is a clear signal that the Ministry is committed to achieving health equity across the health and disability system starting with creating a common understanding of equity. This is also a call for action: noting different responses and resources are needed. The Office will assist to embed this definition across the sector by working closely with the Māori Health Directorate. It is important equity is owned and lead by all within the system.

Mental Health and Addictions

The Ministry is working on its response to Te Ara Oranga, the Inquiry into Mental Health and Addictions. This has been delayed due to events in Christchurch as many of the people who are working leading the mental health response in Canterbury are also involved in finalising the Government's response to the Inquiry. The next steps will require engagement with a number of stakeholder and advisory groups in order to develop an action plan for the next few years. The Ministry has also been building its internal capacity sector secondments including for Clinical, Māori and Lived Experience expertise.

Implementing the Inquiry recommendations will have workforce implications. Jane Bodkin is part of the Ministries Mental Health and Addictions Workforce Planning Group.

Health and Disability Standards Review

The Ministry has begun work reviewing the Health and Disability Services Standards (NZS 8134:2008) and the Fertility Services Standard (NZS8181:2007). These standards are used to certify hospitals, rest homes and residential disability, mental health and addiction services. HealthCERT is the team within the Ministry responsible for certification and is leading this piece of work.

The Ministry of Health and Standards New Zealand are adopting a partnership approach to reviewing the standards. This approach will allow the Ministry to undertake significant sector engagement to determine the changes needed to the standards. NZNO are also formally involved with the Review. Andi Shirtcliffe, Chief Advisor - Pharmacy, is the Clinical Cluster's representative on this work and the Office will keep in close contact with Andi as the work progresses. A series of scoping workshops are planned over the next few months. For more information see here.

<https://www.health.govt.nz/our-work/regulation-health-and-disability-system/certification-health-care-services/services-standards/health-disability-services-standard-and-fertility-service-standard-review>

Therapeutic Products Bill Update

Consultation has now closed for the Therapeutics Bill. Over 430 submissions were received. The Policy team is working to analyse submissions. Next steps will be a Report back to Cabinet on the outcome of consultation and whether increased regulation of direct-to-consumer advertising is warranted and a recommended approach to pharmacy licensing criteria by mid-August. The Draft Bill will be amended as a result of consultation and it is intended that the Bill be introduced to Parliament by approximately the end of 2019. Watch progress here.

<https://www.health.govt.nz/our-work/regulation-health-and-disability-system/therapeutic-products-regulatory-regime>