

FINAL 11 December 2018

## 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. The Accord operational group (the group) continues to meet weekly.
4. The group completed its first paper exploring options for providing employment and training for all New Zealand nursing graduates.
5. Signatories to the Accord met with the Minister Thursday 29 November, ahead of the first deadline to discuss the three options proposed and the advantages and disadvantages of each.
6. The options paper was well received by the Minister and all parties will continue to work together on progressing the most preferred option. Work has also started on the next commitment of the accord.
7. The options identified include employment for all new graduate nurses, providing employment within eight months; and implementing a new programme to assist Enrolled Nurses into practice. The paper also signalled further work with the sector in 2019 to develop a more integrated approach to new graduate nurse placement.
8. We incorporated into the options paper feedback from surveys to Directors of Nursing, Nurse Executives of NZ, nurse educators and new graduates.
9. 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 our office at [chiefnurse@moh.govt.nz](mailto:chiefnurse@moh.govt.nz).
10. The group wishes you all a good break and intends to provide the next sector update in the week of the 21 January 2019.

**END.**