

FINAL 23 October 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. Initial information for DHBs on the Accord was sent on 3 September stating the commitments of the Accord, governance arrangements, composition and role of the Group.
5. The first report, due with the Minister by the end of next month, is currently being drafted.
6. To aid this report, the Group is exploring a range of areas of relevance including:
 - a. the appropriate support options available to new graduates and how that support may look
 - b. the ways in which DHBs currently employ new graduates and barriers to full employment
 - c. how DHBs are working with other employers such as Aged and Residential Care providers and general practice to support new graduate employment.
7. Work is also happening in relation to the quality of the data to inform our work. These actions will help improve the decisions we make in relation to recruitment, retention and the flow of workforce through our system:
 - a. data analysts from HWNZ and TAS are working together to ensure a consistent approach to workforce data, and analysis to inform the development of options
 - b. HWNZ and Nursing Council data analysts will be meeting shortly to discuss data systems changes to enable improved tracking and monitoring of nursing workforce flows across the whole health system.
8. Work on the project and communication plans is continuing.
9. We are continuing to gather information from a range of stakeholders to inform our thinking. Please keep an eye out for requests for information.
10. 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 Debra Begg on debra_begg@moh.govt.nz.

The group intends to provide the next sector update in the week of the 5th of November.

END.