

FINAL 25 January 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. The Accord operational group (the group) has held its first meeting for 2019.
4. The group has now turned its attention to parts B and C of the Accord commitments (as per above under bullet point 2). Work has begun on drafting the advice to the Minister due in February. At its first meeting for 2019 the Accord Group received an update from the Safe Staffing Healthy Workplaces Unit on implementation of CCDM.
5. We are summarising the themes from surveys sent late last year to Directors of Nursing, Nurse Executives of NZ, nurse educators and new graduates. Those summaries will shortly be sent out to the sector as feedback.
6. Key themes from surveys on new graduate employment included system capacity, funding and contracting issues; feedback on national variation of process; barriers related to the availability and timing of placements, curriculum and leadership; additional challenges in non-DHB practice settings and for smaller employers; impact of expectations, attitudes and beliefs; and suggestions for collaboration, guidance and learning from success.
7. We are continuing to consult on challenges in the aged and residential care sector to ensure the needs of that sector are also addressed.
8. We also welcome Nelson Marlborough's Director of Nursing Pamela Kiesanowski to the accord group, to provide a rural DHB perspective.
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.
10. We expect to be in a position to provide a further update in the week beginning 18 February, after the Ministry's new Chief Nursing Officer Margareth Brodkorn has started in the position.

END.