

# The future of the NZ health workforce

Webinar 10 November 2022

# Karakia

Whāia, whāia, whāia,  
Ngā uaratanga o te Manatū Hauora.  
Ko te manaakitanga  
Ko te kaitiakitanga  
Ko te whakapono  
Ko te kōkiri ngātahi  
Kia tae atu tātou ki pae tata, ki pae  
tawhiti, ki Pae Ora.  
Kia tūturu ka whakamaua kia tīna, tīna!  
Haumi e, hui e! Tāiki ē!

Let us jointly pursue the values of the  
Ministry of Health

We take care of each other

We create an environment for our  
people to thrive

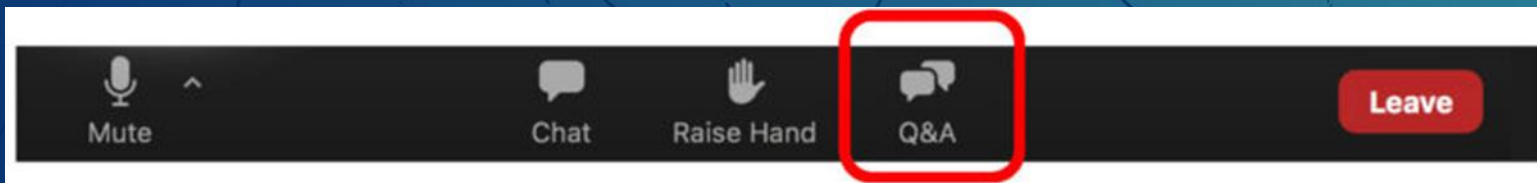
We work in good faith

And we move forward together

If we do this, we will lay hold of  
distant horizons and those near to us,  
and we will create a thriving future  
for all people

# Introduction

- This webinar is a part of our engagement on the Health Workforce Strategy
- All questions and feedback from the webinar will feed into the development of the strategy
- To ask a question here – please use the Q&A button, and ‘thumbs up’ any questions you’d like to be asked.



# Tātou – Engagement platform

- To contribute to the Health Workforce Strategy outside of this webinar, we have a new engagement platform called Tātou.
- The ideas and comments captured through the platform will help us collectively agree on steps to address the long-term challenges facing the health workforce in the reformed health system.
- You're invited to participate at [tatou.health.govt.nz](https://tatou.health.govt.nz)

# Our speakers

**Dr Diana Sarfati:** The role of Manatū Hauora in the reformed health system

**Maree Roberts:** Overview of strategic landscape and the Health Workforce strategic framework

**Allison Bennett:** Discussion on what Health Workforce regulation should look like and the process for a review of the HPCA Act



# Health Workforce Challenges

- **This mahi is very important, we are aware of the significant challenges our workforce is facing**
- **Many of these are long-standing and require new approaches**
- **Manatū Hauora, Te Aka Whai Ora and Te Whatu Ora are committed to substantial system shifts to manage these challenges in the long term**

# Our role in the new system

- Health system is going through significant reforms
- Critical to its success is the 3 agencies working together to achieve Pae Ora
- Manatū Hauora's role is to provide stewardship of the health workforce by setting the strategic direction and bringing together health agencies to move in that direction

# Maree Roberts

Overview of strategic landscape and the Health Workforce strategic framework



# Pae Ora Act 2022

The purpose of the Act is to:

- protect, promote, and improve the health of all New Zealanders; and
- achieve equity in health outcomes among New Zealand's population groups, including by striving to eliminate health disparities, in particular for Māori; and
- build towards pae ora (healthy futures) for all New Zealanders.

# Pae Ora Act 2022

The Acts principles are:

- equitable access to services, equitable levels of service, and equitable outcomes
- engagement with Māori
- opportunities for decision-making by Māori
- choice of services
- protection and promotion of health and wellbeing, including through:
  - preventative health measures
  - work on wider determinants of health

# What are the priorities to achieve Pae Ora?

Interim Government Policy Statement (iGPS) on health 2022-24

Priority 1: Achieving equity in health outcomes.

Priority 2: Embedding Te Tiriti o Waitangi across the health sector.

Priority 3: Keeping people well in their communities.

**Priority 4: Developing the health workforce of the future.**

Priority 5: Ensuring a financially sustainable health sector.

Priority 6: Laying the foundations for the ongoing success of the health sector

# Pae Ora Strategies

- The Pae Ora Act requires that six strategies be made from July 2023
- Manatū Hauora (the Ministry of Health) is developing a New Zealand Health Strategy and five population-specific health strategies
- They are a core feature of the health reforms and will set out the direction for our new health system
- Manatū Hauora is also leading the development of a Health Workforce Strategic Framework to enable system change and prioritise decision-making in the medium term
- In 2023, a broader Health Workforce Strategy will be finalised which will guide investment and delivery aligned with direction of the Pae Ora Strategies

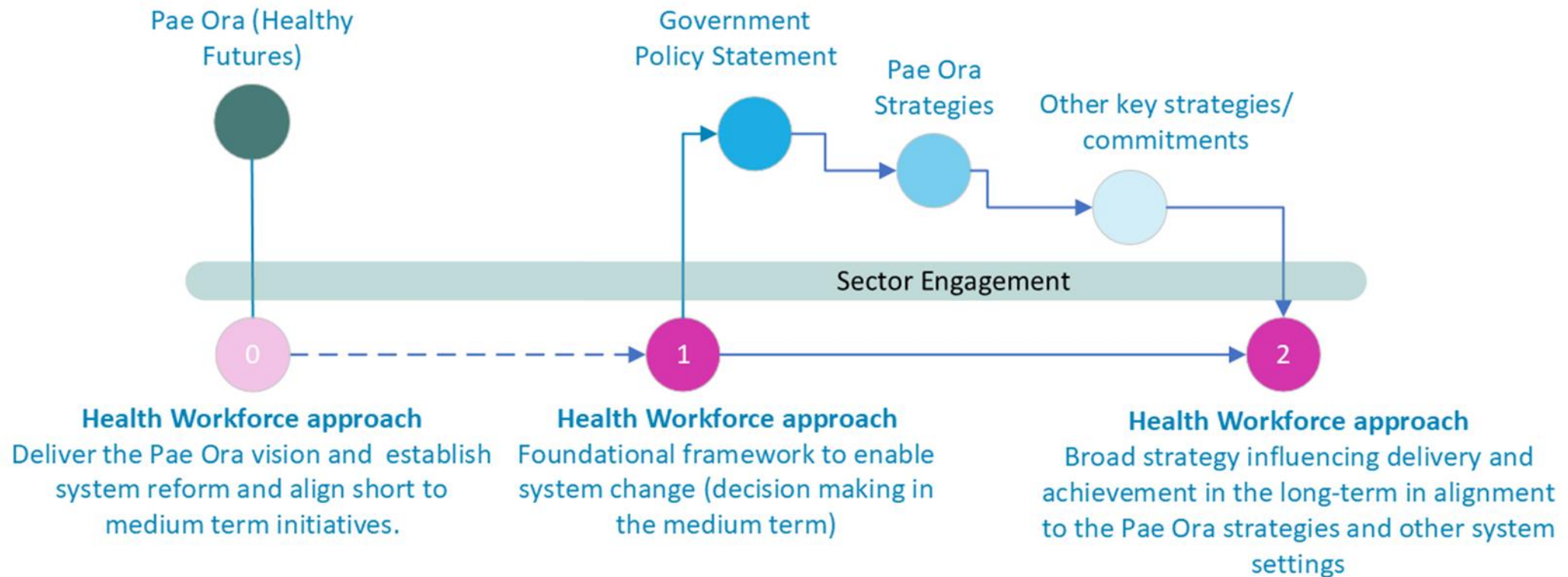
# We are delivering a coordinated programme to align the strategies

Our approach is aimed at coherence and alignment on the role of the health strategies and the direction set across them.

- We are setting common expectations across all strategies on areas where consistency is critical (e.g. ensuring a common approach to Te Tiriti and equity).
- We have put in place oversight arrangements with Te Whatu Ora and Te Aka Whai Ora to ensure visibility on progress and input to the detail of strategies.
- We are designing a coordinated programme of engagement on the health strategies to manage discussions with stakeholders and communities.
- We are working with both entities to coordinate our engagement programme so that feedback is shared and issues are appropriately raised where necessary.

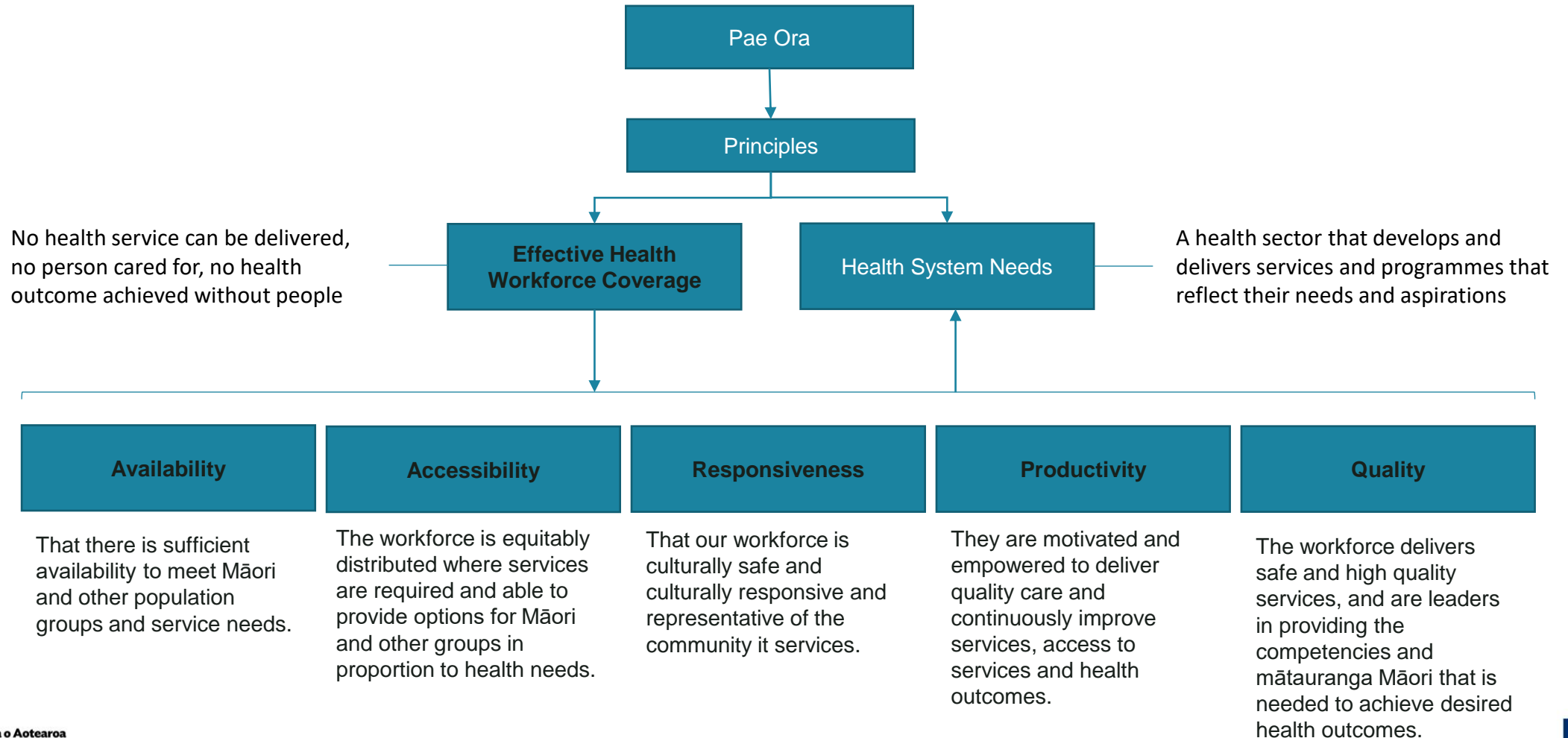


# The Strategic Landscape for Health Workforce



# Workforce Strategic Framework

Ensuring that it is our people we see delivering the services and programmes that reflect our needs and aspirations



# Allison Bennett

What our Health Workforce regulation should look like

# Health workforce legislation

**Our primary health workforce legislation is the Health Practitioners Competence Assurance Act 2003 (the HPCA Act)**

**The purpose of the Act is to protect the public by ensuring health practitioners are competent and fit to practise**

**The HPCA Act establishes 18 separate entities (Responsible Authorities) that regulate the health professions**

**The RAs are responsible for overseeing registration, setting scopes of practice, accrediting education providers and defining professional standards**

World Health Organisation guidance on occupational regulation:

**“...should not only respond to the imperative of patient safety, but also is a core mechanism to ensure health workforce availability, accessibility, acceptability, and quality.”**



# A review of the HPCA Act

- The Minister of Health has asked for a review of health workforce regulation to ensure the aims of Pae Ora are met
- The intent of this review will be to determine how the workforce regulatory environment could be improved to deliver better health outcomes
- We have heard from the workforce that a more responsive system is needed to allow for **changing models of care** (how care is delivered)
- Changes will focus on establishing more **coordinated, flexible and transparent** health workforce regulation

# Regulation should be flexible and future focused

Encourage/enable new models of care

Protecting safety through proportionate focus on risk

Enabling people to provide the best possible care – models designed for people who use them, not unnecessarily restricted by the regulatory system

Enable innovation without having to change law each time

Embed Te Tiriti

# What legislative reform is intended to achieve

Removing regulatory barriers that create silos, restrict flexibility and innovation

Ensure practitioners are equipped with competencies and skills to provide appropriate healthcare

Enable the workforce to participate effectively in changing operating environments – for example digital systems, kaupapa Māori models of care

Encourage collaboration with health agencies, professional groups and service providers

Maximise the ability of health practitioners to provide a wider range of services

# Where do we go from here?

# Questions



# Thank you for attending!

[tatou.health.govt.nz](https://tatou.health.govt.nz)

# Karakia

**Kia whakairia te tapu**  
**Kia wātea ai te ara**  
**Kia turuki whakataha ai**  
**Kia turuki whakataha ai**  
**Haumi e. Hui e. Tāiki e!**

Restrictions are moved  
aside  
So the pathways are clear  
To return to everyday  
activities.