

# Sector Update from the Office of the Chief Nursing Officer

July 2018

## Office Update

Dr Jill Clendon continues to be acting Chief Nursing Officer. The new Director-General, Dr Ashley Bloomfield, has been welcomed to the Ministry and we are looking forward to working closely with him. A decision regarding recruitment of a new Chief Nursing Officer will be made in due course.

Over the last few months the NZNO MECA negotiations have consumed significant attention, energy and concern right across the nursing sector and most of you will have been affected in some way. The Office of the Chief Nursing Officer (the Office) wants to acknowledge this and we all wish for the best possible resolution for everyone.

## Safer Staffing Accord

Jill Clendon, Ashley Bloomfield, David Clark (Minister of Health), Jim Green (DHB's representative), Memo Musa (NZNO), Claire Austin (Group Manager, Health Workforce New Zealand), other guests and media were present at the signing of the Safe Staffing Accord on Monday 30 July.

The Accord is an agreement between the Ministry of Health, NZNO and DHBs and was witnessed by the Minister. The Accord commits DHBs to fully rolling out the safe staffing tool "Care Capacity Demand Management" (CCDM) by 2021. It also refers to a range of workforce initiatives the Office have been working with Health Workforce New Zealand on with specific reference to exploring options for providing employment and training for all New Zealand nursing and midwifery graduates by the end of November 2018.

In her address to the media, Jill outlined some of the initiatives including building the nurse entry to practice (NETP) and nurse entry to specialist (NESP) programmes, as well as enrolled nurses and their supported entry to practice programme. Jill talked about re-entry to practice and recruitment into nursing, how it will be important to look at the pipeline that starts in our secondary schools, attracting more people into nursing and how we can support those people across the nursing career pathway. The media asked about Māori nurses, and Jill confirmed the work falling out of the Accord will sit alongside the existing work the Office has been doing with their Māori caucus colleagues looking at building the Māori nursing workforce to be equitable with the percentage of Māori in our population.

The Accord includes development of a strategy for retention of the existing nursing and midwifery workforce and re-employment of those who have left the workforce. The Office looks forward to working with Health Workforce New Zealand, the NZNO, DHBs and other stakeholders in the development of this important strategy. We anticipate it will become part of a wider Workforce Strategy with development being led by Health Workforce New Zealand.

## Government Priorities

The Ministry has been working hard to identify and embed a new way of working focused on a set of government and immediate priorities. The four government priorities for health are: achieving equity, mental health, primary health care and a strong, publicly-funded health system. Child wellbeing is part of this and is considered a cross-government priority. There are five immediate system priorities that are also a focus. These include drinking water regulation, the DHB performance framework, maternity care and midwifery, electives and capital asset management. Each of these are seen as more short term priorities and can be replaced with others as needed. The Office will be working to support the Ministry focus on these areas.

Many of you will be aware of the health system review that will be led by Heather Simpson. The Ministry is providing secretariat support for the review. Currently, Heather is working to establish a review panel and has also been meeting with groups across the Ministry to discuss specific areas of interest.

## Māori Nursing Workforce

The National Nursing Organisations group (NNO) Māori caucus are collectively leading the Māori nursing workforce programme. The Office is committed to supporting the Māori caucus to lead the programme. Ramai Lord and Jane Bodkin hold responsibility for this work.

### Māori nursing workforce hui

The NNO Māori caucus recently hosted a hui at the Ministry with a group of 35 Māori nursing leaders from academia, clinical practice, education and management to talk about Māori nursing workforce development.

Discussions confirmed that the aspirational goal for a demographic match between the number of Māori nurses and the proportion of Māori in the population was not just about numbers. Key areas discussed were; building and sustaining āhuetanga, growing the pipeline, Māori nursing leadership and employment of new graduates. Discussions confirmed that support, mentoring and having the right conditions in place for Māori nurses to thrive were equally as important as increasing numbers.

The hui was a first step in collaborating with the sector and most importantly the Māori caucus brought together a wider group of Māori nursing leaders to discuss this work. This was the first time Māori nursing leaders have come together at the Ministry.

### Kotahitanga: Whanganui District Health Board (DHB) and Universal College of Learning (UCOL) Whanganui orientation programme

One of the discussions at the recent Māori Nursing Workforce hui was about how education providers and employers can work more closely together to grow and support Māori nurses and create environments that support them to flourish. Kotahitanga, the Whanganui DHB and UCOL orientation programme, is one approach to this. The programme's whakatauki (saying), "*Kaua e rangiruatia te hāpai o te hoe; e kore tou tātou waka e ū ki uta – Do not lift the paddle out of unison or our canoe will never reach the shore*", articulates the importance of working together.

The Whanganui DHB and UCOL have worked in partnership to develop and deliver this two day programme for student nurses and nursing lecturers. The programme is delivered by Haumoana educators from Te Hau Ranga Ora (WDHB Māori health services), involved local GM Māori Kaiuringi and Service manager Kaihautu and was informed by the Waka Model of Care and Hapai te Hoe cultural awareness programme. Programme outcomes and feedback from participants include an increased awareness of Māori health and local history, Māori world view and models of care and a commitment to equity.

## **Dedicated Education Unit Mental Health and Addictions**

Wintec, Te Awanuiārangi, Ward 35, Adult Mental Health at Henry Rongomau Bennett Centre, Waikato DHB, and the Professional Development Unit at Waikato DHB have worked in partnership to develop a Dedicated Education Unit (DEU) and create a culturally safe learning environment for students to meet the needs of Māori clients and whānau. Māori students from Wintec in nursing, social work and occupational therapy will benefit from this initiative.

While still in its infancy, the model has demonstrated a collaborative and inclusive approach particularly in the planning stages with the best intentions to providing a culturally safe learning space and culturally responsive placement environments for Māori students and graduates in Mental Health & Addictions.

## **Nurse Practitioners**

### **Nurse Practitioner Training Programme (NPTP)**

Health Workforce New Zealand (HWNZ) and the Office sought feedback on the evaluation of the NPTP. 29 submissions were received from professional organisations (n=4), employers (n=10), policy advisor (n=1), individuals/NPs (n=4) and education providers (n=10). The feedback has now been analysed and both the Nursing Workforce Advisory Group and the Office have made recommendations to HWNZ about the future funding of the NPTP. The Office will be discussing the themes and key points for consideration in the next round of nursing sector meetings.

### **Online death documents**

Nurse practitioners and doctors can now complete the medical certificates of cause of death (HP4720 forms) and cremation forms via the new online Death Documents platform, instead of filling in paper forms. Online documents can be filled in on computers, tablets and mobile devices with internet access and are available on the Department of Internal Affairs website <https://deathdocs.services.govt.nz/welcome>

The site reflects that nurse practitioners can now certify cremation.

Please disseminate this information amongst your networks to increase awareness and uptake of this new system.

The Ministry of Health is also taking feedback from users about how the online process can be further enhanced through feedback forms on the Death Documents service at [deathdocs.services.govt.nz](https://deathdocs.services.govt.nz).

### **Nurse practitioner video**

Although the numbers of nurse practitioners are growing, other professions and the general public don't always understand what nurse practitioners do. Feedback from the NPTP reflected concerns about the understanding of the Nurse Practitioner (NP) role and various suggestions were made about raising awareness of the NP role including a national sector wide communications and media strategy.

At a recent media training session, Jill Clendon explained the role of Nurse Practitioners in a video. This can be viewed on the Ministry of Health website at: <https://www.health.govt.nz/our-work/nursing/nurses-new-zealand/nurse-practitioners-new-zealand>.

## **Enrolled Nurse Workforce**

### **Supported orientation framework for new graduate enrolled nurses - Guidance for Employers**

A nationally consistent framework with the essential components for supported orientation for new graduate enrolled nurses in New Zealand was agreed in 2017 by the Nurse Executives of New Zealand (NENZ). This can be found on the NENZ website and linked to the Ministry's site.

<https://www.nurseexecutivesnz.org.nz/resources.html>

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

The employment and embedding of enrolled nurses into models of care continues to be inconsistent across the country. The Office will be talking to the nursing sector in the second half of the year about what more can collectively be achieved.

## **New Graduate Nurse Employment**

The final report on the November 2017 ACE recruitment round is due to be released by TAS later this month. This will confirm the number of graduates employed in the electronic match, manual match and talent pool for that round. Provisional figures indicated more graduates being employed sooner.

An additional source of data is the Nurse Educators in the Tertiary Sector (NETS) New Graduates Destination Survey. This survey gathers information direct from graduates. It provides a wider view than ACE data, as it includes those seeking work outside of ACE and those not seeking nursing positions. Of the 1272 graduates passing state examination in November 2017, 1020 (80%) reported they had found work as at March 31 2018, and 8% were still seeking nursing employment. There were 37 (3%) not seeking work as an RN at the time of the survey, and 120 (9%) whose status was not known. Of the 1020 known to have found work, 5 were working overseas and 94 were working in the private sector. The New Graduate Destination Survey can be found at: <http://nurseducation.org.nz/News>.

## **Older Persons Health**

### **Quality Improvement in Aged Residential Care (ARC)**

Four regional workshops were held in May and June for those working with older people to learn and share about quality improvement in ARC. Information gathered at the workshops will feed into the Health Quality and Safety Commission's (HQSC) new quality improvement in ARC programme. Kathy Glasgow is involved in this work and both she and Andi Shirtcliffe, Chief Advisor Pharmacy from the Office of the Chief Medical Officer and Emma Prestige from HealthCert are on the sector leadership group alongside consumer reps and nursing and medical gerontologists. Six key domains will focus this work – improving the quality and safety culture, promoting person centred care, improving QI capability, measurement for QI, shared learning, and leadership. More information on the programme is available at <https://www.hqsc.govt.nz>.

## **International Pressure Injury Consumer Survey**

The International Pressure Injury Guideline is currently under review and is due to be published in 2019. In order to ensure the needs of the health consumer are fully considered in this document the Guideline Governance Group (GGG) are asking patients and carers what they would like to know about pressure injuries. Their answers will also be used to make information sheets available for patients and carers around the world. Information about the survey and the online survey can be accessed on line via <http://internationalguideline.com>.

We encourage you to bring this survey to the attention of interested patients and carers, to ensure they have the opportunity to participate in this international survey.

## **Primary Health Care**

### **Primary health care hui**

NNO and the Office recently hosted a hui with nursing leaders from primary health care (PHC). The purpose of the hui was to develop a cohesive narrative of nursing's perspective on PHC and develop a set of key messages to support the health system review. The discussions from the hui have now been collated and a set of key messages developed. These are currently being reviewed by attendees at the hui before being made publicly available. A set of actions will also be developed based on the key messages.

A sub-group of PHC nurse leaders will be formed to act as a key point of contact for the Ministry, the health systems review panel and any other organisations or individuals seeking nursing's view on PHC.

Within the Ministry, work continues on implementing the government's PHC initiatives including free under 14 care and improving access for those with community services cards.

## **Mental Health Update**

The Ministry is taking a portfolio approach to deliver on the key government priorities. Dr John Crawshaw is the Senior Responsible Officer and Sonya Russell is the Programme Manager for mental health and addictions. The programme will have different components including delivering on priority initiatives such as Tu Kotahi (suicide prevention pilot) and Mana Ake (mental health support to Canterbury schools), cross agency work and other work that emerges from the Inquiry into Mental Health and Addictions.

The Ministry has made a submission into the Inquiry. While waiting for the release of the findings in October the Ministry is working with an interim advisory group of key stakeholders to develop terms of reference for the Health Sector Leadership group and engagement approach. The process will be inclusive. The Health Sector Leadership group will not be a closed room and will seek a broad range of voices beyond those that sit at the table.

The Office of the Director of Mental Health and Addiction Services (ODMHAS) are working on statutory guidance for the use and guidance for reporting restraint. Jane Bodkin will be involved in this work which aligns with one of the SPEC (Safe Protection Effective Communication) programme's priority outcomes to provide "improved national oversight of restraint through consistent national reporting". It also aligns with the HQSC mental health quality improvement programme and aspirational 'zero seclusion' work.

The new Guidelines for nurse practitioner, registered nurse prescribers, and pharmacist prescribers are at the final editing stage. Expect to see them on the Ministry's website any day.

## Care Capacity Demand Management (CCDM) Website

The CCDM website has been launched: [www.ccdm.health.nz](http://www.ccdm.health.nz).

The website provides open access to CCDM resources. Current resources available are:

- CCDM governance
- Core data set, and
- FTE calculation

The Safe Staffing Healthy Workplace unit (SSHW) aim to have this website easy to navigate.

To make recommendations for improvement, please contact: Jane Patterson, [jane.patterson@tas.health.nz](mailto:jane.patterson@tas.health.nz) or one of the SSHW unit staff.

## DHB Planning Workshops

The Ministry has been holding a series of workshops with DHBs as they go through their annual planning process. The purpose has been to hear from DHBs about their challenges, issues and future plans so the Ministry can identify ways to support DHBs further. Jill Clendon and Andy Simpson (Chief Medical Officer) have been representing the clinical voice in the meetings, taking turns to attend. The meetings have been very successful for all parties and have helped provide context for the way the system is working in the different regions.

## Volunteer Awards

Jill Clendon was a judge at the Ministry of Health Volunteer Awards this year and spent a wonderful afternoon at Parliament celebrating with all of the award recipients. Nurses and midwives featured strongly in the awards with the overall award for Health Volunteer of the Year going to retired registered nurse Kim Gosman from Turangi. Kim also received the Māori Health Individual Volunteer award. Other nurses included Pacific nurse Sonya Apa Temata who received the Pacific Health Individual Volunteer award and registered nurse Pam Mitchell who was runner-up in the Long Service awards for her work with the New Zealand Wound Care Society. Jean Te Huia, a Māori midwife and LMC was runner up in the Māori Health Individual Volunteer Award. Further information and pictures can be found on the Ministry's website: <https://www.health.govt.nz/new-zealand-health-system/minister-health-volunteer-awards/2018-minister-health-volunteer-award-recipients>.