

Sector Update from the Office of the Chief Nursing Officer

August 2019

Office Update

The Office of the Chief Nursing Officer's (the Office) work programme continues to evolve and develop in response to changes in the sector and to deliver on Government priorities.

In the past few months the Chief Nursing Officer Margareth Broodkoorn has been networking with international nurse colleagues at the Australian and New Zealand Council of Chief Nurses and Midwifery Officers (ANZCCNMO); representing nursing and the Ministry of Health at the World Health Organisation (WHO) annual assembly; and providing national clinical leadership in a number of forums, including strategic Ministry conversations with DHBs and the Surgical Mesh listening circles.

The Director-General has led changes in order to strengthen the Ministry's role as kaitiaki of the health and disability system and better align the structure and functions with the wider government health sector priorities. The Ministry has undertaken a further intended review of all the Directorates with the clinical cluster being renamed as Office of the Chief Clinical Officers (OCCO). Equity is a priority for this government and the Ministry and the Office is working closely with the Māori Health Directorate across a number of work programmes.

We are delighted to announce that Ramai Lord has now been employed in a permanent Clinical Senior Advisor role.

World Health Assembly

In May Margareth attended the World Health Assembly (WHA) in Geneva. The theme was "Universal health coverage: leaving no one behind". The WHA is the decision-making body of the World Health Organisation (WHO) and is attended by delegations from all 194 WHO Member States, who focus on a health agenda prepared by the Executive Board.

Nursing and Midwifery played a key role at the WHA. WHO's Chief Nursing Officer (CNO) Elizabeth Iro formally launched the 'Strengthening Quality Midwifery Education' document, which identifies strategic priorities for Midwifery education with a seven-step action plan and led the resolution for the WHA to endorse 2020 as the Year of the Nurse and Midwife. Planning is underway to celebrate the year of the nurse and midwife and the Nursing Now campaign. The Office is working with the NNO group to plan a nation wide campaign.

The Office has also worked with NZNC and NZNO to provide workforce data for the first WHO State of the World Nursing (SOWN) report which will be published in April 2019.

Ms Iro also convened a global Chief Nursing and Midwifery Officer's meeting to discuss in more depth the two WHA nursing and midwifery initiatives. It was the first time such a meeting was held at the WHA.

Annual Planning Process

The Ministry is currently reviewing DHB Draft 2020 Annual Plans. This year the Office is involved in reviewing the CCDM and workforce sections of the Annual Plans.

Registered nurse prescribing in community health

The registered nurse prescribing in community health roll out was officially launched in June 2019 by Minister Salesa in Otara South Auckland. Margareth had the pleasure of meeting many of the 56 nurses who had achieved prescribing and acknowledging Karen Sangster, Counties Manukau DHB and Rose Stewart, Family Planning who were integral in supporting this innovation. The prescribing rollout will continue across all Auckland DHBs and PHOs and beyond following the successful trial and evaluation of the prescribing and work-based training model.

Nurse prescribing in the community adds value to the health system by increasing patient access to affordable health care and medicines and to the government's priority on achieving equity.

Budget 2019

The Coalition Government delivered its first Well-being budget. With \$19.871 billion committed to health for 2019/20, the Vote Health Budget 2019 included initiatives for mental wellbeing, equity for Māori and Pacific peoples, workforce and infrastructure, and addressing cost pressures in the health and disability system.

<https://www.beehive.govt.nz/release/new-zealand%E2%80%99s-first-wellbeing-budget>

As part of the commitment made in the Safe Staffing Accord to recruit and train sufficient nurses to meet safe staffing levels, an additional \$24.5 million over four years has been specifically set aside to cover:

- The transition to practice programme for new graduate enrolled nurses
- Additional Nurse Entry to Practice (NEtP) and Nurse Entry to Specialty Practice (NESP) (Mental Health and Addictions) trainees
- Additional nurse coaches, mentors, supervision and coordination that supports new graduates in practice.

More detail on the Safe Staffing Accord is provided later in this update and in a separate Accord sector update. The Office will be working with other directorates within the Ministry to provide advice on nursing focussed budget initiatives.

A detailed summary of all budget initiatives is available on the Treasury website:

https://treasury.govt.nz/sites/default/files/2019-06/b19-sum-initiatives_1.pdf

Surgical Mesh Restorative Justice Forums

For many individuals and families/whānau, the experience of harm and injury from mesh has led to significant distress and suffering. Anyone affected either directly or as a family member/whānau or friend has been encouraged to participate and share their experience in a series of listening circles co-designed with Mesh Downunder, the restorative justice team at Victoria University, and the Ministry.

Independent analysis of a public survey carried out earlier this year concluded that an opportunity to hear from New Zealanders injured and harmed by surgical mesh is essential. Hearing from mesh injured New Zealanders will assist to better understand the impact, clarify responsibilities and inform action that will improve patient safety in the future.

The Ministry has commissioned the Diana Unwin Restorative Justice team from Victoria University to facilitate and evaluate the process. Using a restorative justice approach to this work is a world first in health.

Margareth and Chief Medical Officer, Dr Andrew Simpson are attending 30 face to face sessions around the country involving over 300 mesh injured people and their support persons, with the possibility of more sessions to follow in September and October. For more information, see the following link: <https://www.restorativehealth.net/>

Safe Staffing Accord Update

The Ministry, NZNO and the DHBs are continuing to work together to progress the commitments of the Accord.

\$24.52 million of funding over four years from Budget 2019 has been specifically set aside for transition to practice programmes for all new graduate registered and enrolled nurses, which will support safe staffing, recruitment and retention, and employment of nurses. The new funding will enable all new graduate registered nurses who apply through the Advance Choice of Employment (ACE) process to enter into NEtP or NESP programmes in their first year of practice. Evidence shows that new graduate registered nurses who have completed NEtP/NESP programmes have higher retention than those who do not participate in the programmes.

The Accord Operations Group will be working with its respective organisations to implement the changes needed to make this happen in time for the new graduates who begin entry to practice programmes in mid 2020. The Ministry will also be working with Central TAS to strengthen data in order to measure success of employment of all graduates within six months.

Central TAS and ACE are also creating a centralised matching process to enable a national enrolled nurse support into practice programme.

The Accord Operations Group is also working with organisations to develop ways of increasing placements in aged care and primary care. As a first step, a workshop to discuss support for new graduates in aged care is being held on Thursday 29 August.

The Accord also focuses on workforce retention (Part C), and advice on this went to the Minister at the end of May. The proposed retention strategy uses a 'bundles of intervention' approach. This acknowledges there are multiple factors influencing nurses' decisions to stay or leave their job, or to return to nursing after time away. The Accord signatories are meeting with the Minister this month to discuss the approach and next steps.

Harkness Fellowship

The Commonwealth Fund and New Zealand's Ministry of Health, as co-sponsors, are calling for applications for the 2020-21 Harkness Fellowships in Health Care Policy and Practice.

Recipients of these prestigious Fellowships are placed with leading experts at organisations such as Harvard University, Stanford University, Kaiser Permanente and the Institute for Healthcare Improvement to study things that support a high performing health care system. The aim is to produce the next generation of health policy leaders in participating countries.

Promising mid-career professionals - government policymakers, academic researchers, clinical leaders, health care system managers and journalists - are invited to apply for this unique opportunity to spend 10-12 months in the United States as a Harkness Fellow in Health Care Policy and Practice.

Each New Zealand Harkness Fellowship provides up to US\$113,000 in support, which covers the airfares, living allowance, project-related travel and travel to fellowship seminars, health insurance and US federal and state taxes. For families, US health insurance and a US\$15,000 travel supplement will be provided.

7 October 2019 is the deadline for receipt of applications from New Zealand. For more information, see the following link: www.harknessfellowships.org

National Hepatitis C Action Plan

The draft National Hepatitis C Action Plan is open for review until 5.00pm on Friday 16 August 2019. To provide feedback email Tracey.Moore@health.govt.nz. Following analysis of sector feedback, the Ministry aims to complete the final draft in September and seek the Ministers approval to publish in October 2019.



Draft National
Hepatitis C Action Pl



Sector Review
Questions and Feed

Immigration

Last year MBIE put out a discussion paper on the government's proposed changes to temporary visa settings (*Consultation on a new approach to employer assisted work visas and regional workforce planning*). The changes would see the skills shortage lists replaced with regional lists. Changes to the Accredited Employer visa category and Labour Market Tests are also proposed.

The intent of proposals is to simplify the temporary work visa system; reduce the number of application pathways; better reflect regional skills shortages; and introduce sector agreements. The aim is to reduce employer reliance on migrant labour while increasing flexible access where there is genuine need. The aged care sector is proposed to be one of the first to be considered for a sector agreement.

The consultation closed on 18 March 2019. Decisions are now expected by the Government in a few weeks. Our office and Health Workforce have provided feedback to MBIE seeking maximum visa length and a pathway to residence for health occupations experiencing skills shortages.

Well Child Tamariki Ora Review

The four phases of the Well Child Tamariki Ora (WCTO) review were shared in the last update. The analysis phase is well underway and options for possible improvements to the WCTO programme will be developed as a result. Further face to face engagement with the sector is in progress until the end of August. This engagement process will focus on ensuring the issues that need to be addressed have been understood and seeking possible solutions.

Identifying the issues that need to be addressed is key to achieving the Review's aims of a better, more equitable Well Child Tamariki Ora programme. For more information, see the following link: <https://www.health.govt.nz/our-work/life-stages/child-health/well-child-tamariki-ora-services/well-child-tamariki-ora-review/well-child-tamariki-ora-review-update-june-2019>

Margareth will be chairing the Well Child Tamariki Ora advisory group. The first meeting of this group will be held on the 28 August 2019.

Medicinal Cannabis Scheme consultation

Public consultation on the proposals for the medicinal cannabis regulations needed to support the Medicinal Cannabis Scheme closes **Wednesday 7 August 2019 at 5.00pm**. The scheme aims to improve patient access to quality medicinal cannabis products:

- enabling domestic cultivation and manufacture of medicinal cannabis products, and
- enabling the setting of minimum quality standards for products and all stages of production, and
- reviewing how cannabis is prescribed

Medicinal cannabis products will only be available as prescription medicines, prescribed by a medical practitioner (doctor). When approved CBD (cannabidiol) products become available, these will also be able to be prescribed by a nurse practitioner.

Kaiāwhina workforce

The current five year Kaiāwhina Action Plan has a year left to go and the Kaiāwhina Taskforce is busy reviewing completed actions and remaining work to be done. You can see the current version of the Plan at www.workforceinaction.org.nz

As part of the work of the Kaiāwhina Taskforce, Careerforce sent a submission to Stats NZ for the review of Australia and New Zealand Standard Classification of Occupations (ANZCO) codes. They note the current occupation codes fail to adequately address the breadth and diversity of the kaiāwhina workforce in New Zealand. The document provides an up to date description of this workforce and is useful reading which Careerforce is happy to be shared. For more information, see the following link: <http://www.workforceinaction.org.nz/wp-content/uploads/2019/06/Kaiawhina-and-the-ANZSCO-Workforce-Intelligence-Advice-1.pdf>

A Qualifications Review of current Health and Wellbeing qualifications at levels 2, 3 and 4 was completed last year. A high level of support was received for expanding the level 4 New Zealand Certificate in Health and Wellbeing. The changes are expected to better reflect the responsibilities of carers working at this level and to support career progression of carers into nursing. Proposed changes will require approval by NZQA.

Therapeutic Products Bill

The Policy team, within the Ministry have reviewed feedback from public consultation on the draft Bill. Most submitters expressed general support for the purpose and principles of the Bill. A report has been prepared on the overall outcomes of the consultation process and the recommended policy settings for direct-to-consumer advertising of prescription medicines and pharmacy licensing. This is currently with other agencies for feedback before it goes to the Minister and Cabinet next week. Regulations, rules and notices will need to be set up under the legislation in time and the Ministry will engage with nursing stakeholders in the development of these. For more information, see the following link: <https://www.health.govt.nz/our-work/regulation-health-and-disability-system/therapeutic-products-regulatory-regime>

Health Workforce

The Health Workforce Directorate is working in collaboration with the sector to develop key strategic health workforce priorities for the next five years (2019-2024). These are still in draft at this stage. The interim Health Workforce committee have completed the terms of reference for the new Section 11 Committee. The membership of this new committee is in the process of confirmation.