Health Workforce New Zealand

Brenda Wraight - Director
About us

Established in 2009 to lead and co-ordinate the planning and development of the country’s health and disability workforce. Our aims are to:

• ensure that we have a sustainable, fit-for-purpose, high quality and motivated health workforce
• ensure investment decisions are informed by strategic policy and aligned with changing models of care, IT and service delivery
• keep pace with clinical innovations and the growing needs and expectations of service users and the public
• promote the NZ health sector as an exciting and challenging place to work
• enable improved career opportunities for existing and future staff of all disciplines and from all parts of the community.
Delivery in Community Hospitals
Residential care

Population health needs

Models of Care and Service delivery

Workforce New roles
Scopes of practice

Education Training Recruitment retention
Whole of health and disability sector
Areas of need and shortage
Equity of service and quality
Maori and Pacific workforces
Disability workforce
Aged care
Developing potential
Spreading innovation

Demonstration sites

Workforce Centres
Training hubs

Models of care & service delivery

Extended scopes of practice

New workforce roles

Projects Innovations Programmes

Workforce Centres
Training hubs

Developing potential
Spreading innovation

Demonstration sites

Models of care & service delivery

Extended scopes of practice

New workforce roles
Training hubs
Workforce Centres
Medical
Nursing
Midwifery
Allied
Public health…
Apprenticeship
Internship
Simulation
Training models
Career planning
Mentoring
Curriculum
Unregulated workforce
Planning, analysis… Projects innovation… Education, training…

- Investment, funding, purchasing
  - Contracts
  - Payments
  - Relationship management
  - Data monitoring & management
HWNZ has made recruitment and retention of doctors an early priority

• GP training reform
• Advanced Trainee Scheme – HWNZ Fellowship
• Career guidance & planning

Other workforce areas in focus

• Expanding voluntary bonding criteria and workforce groups
• Mentoring scheme – initially developed for pharmacy
• Career plans – from 2011 all trainees in receipt of HWNZ funding will be required to have an active career plan
• Regional training hubs
• Aged care nursing – additional training places
Regional training hubs

- Co-ordinate and integrate health workforce education and training, “owned” by DHBs
- 4 regional DHB hubs - implementation from March 2011
- Initial focus is on medical training from PGY1 to vocational registration; other groups to follow
- Professional colleges and associations are responsible for content and accreditation of training programmes
- HWNZ will provide strategic health workforce priorities and direction
- And once implemented, will have a monitoring and oversight role
Career planning

• HWNZ will require career plans to be in place for trainees that it funds in 2011 (mandatory from 2012)
• Guiding principles have been circulated for consultation
• Many organisations already do career planning in whole or in part - intention is to build on existing processes, not replace them
• HWNZ will develop resources (guidelines, tools, enhanced workforce information) to assist trainees and employers
Workforce “service” reviews

Aims: Clinician-led; 2020 vision for the health workforce; align workforce policy planning; inform purchasing (investment and disinvestment), IT, service delivery and capital decisions

Multiple specialties: anaesthesia, gastroenterology, eye health, diabetes care, women and babies health, aged care, mental health, rehabilitation, oral health, musculoskeletal medicine, acute hospital admissions, primary care ……..

Parameters:
- 100% increase in demand and no additional funding (3% per annum)
- no loss of access or quality
- regional or national service configurations and models of care
- multi-disciplinary teams; public and private sectors

Timeframe: Phase 1 – December 2010
Eg: Aged care service review: emerging high level strategies

- increasing emphasis on geriatric medicine and gerontology at undergraduate level
- increasing the specialised gerontology workforce
- promoting specialised community gerontology teams that include GPs as well as specialist gerontology clinicians, clinical nurse specialists and nurse practitioners and allied health professionals
- promoting GPs developing a special interest in geriatric medicine
- promoting the training of home support workers in restorative care and also including components on dementia, elder abuse and oral hygiene
- training family/whanau caregivers, particularly carers of people with dementia.
Innovations include....

Practice assistants
Based at CMDHB, and working under the supervision of a surgeon, the pilot tests the utility of a theatre practice assistant role in NZ settings.
Further pilots in 3 DHBs will test a broader scope of practice.
Development of a NZ training programme is underway, informed by the pilots and supported by HWNZ.

Community Pharmacy Anticoagulant Management Services
Pharmacists in 15 demonstration sites use standing orders for dispensing of warfarin to selected patients and have the authority to modify a prescription in collaboration with GP colleagues.

Diabetes Specialist Nurse prescribing
The project involves extending the role of suitably qualified nurses employed in diabetes services to allow them to become designated prescribers.
Clinical & health leadership

Clinical leadership forum June 2010
Agreement for national “home” of health leadership
HWNZ facilitating establishment of an “Institute” for Health Leadership by end 2010
In partnership with: NZ Universities, DHBs, Health Quality & Safety Commission; international partners (Universities, Australian Health Workforce Institute, Harvard business school) and others
Health Intelligence Unit

Virtual
International partners
Issue specific
Responsive
Creative
Informed