



Midland Network Leadership Day

Tuesday, 27 May 2008

Cathy Cooney, Chief Executive



What are some of the key national DHB developments?



- Chairs' Portfolios:
 - Workforce
 - Employment Relations
 - Procurement
 - Value for Money and Quality Improvement
 - Primary Health
 - Information Systems

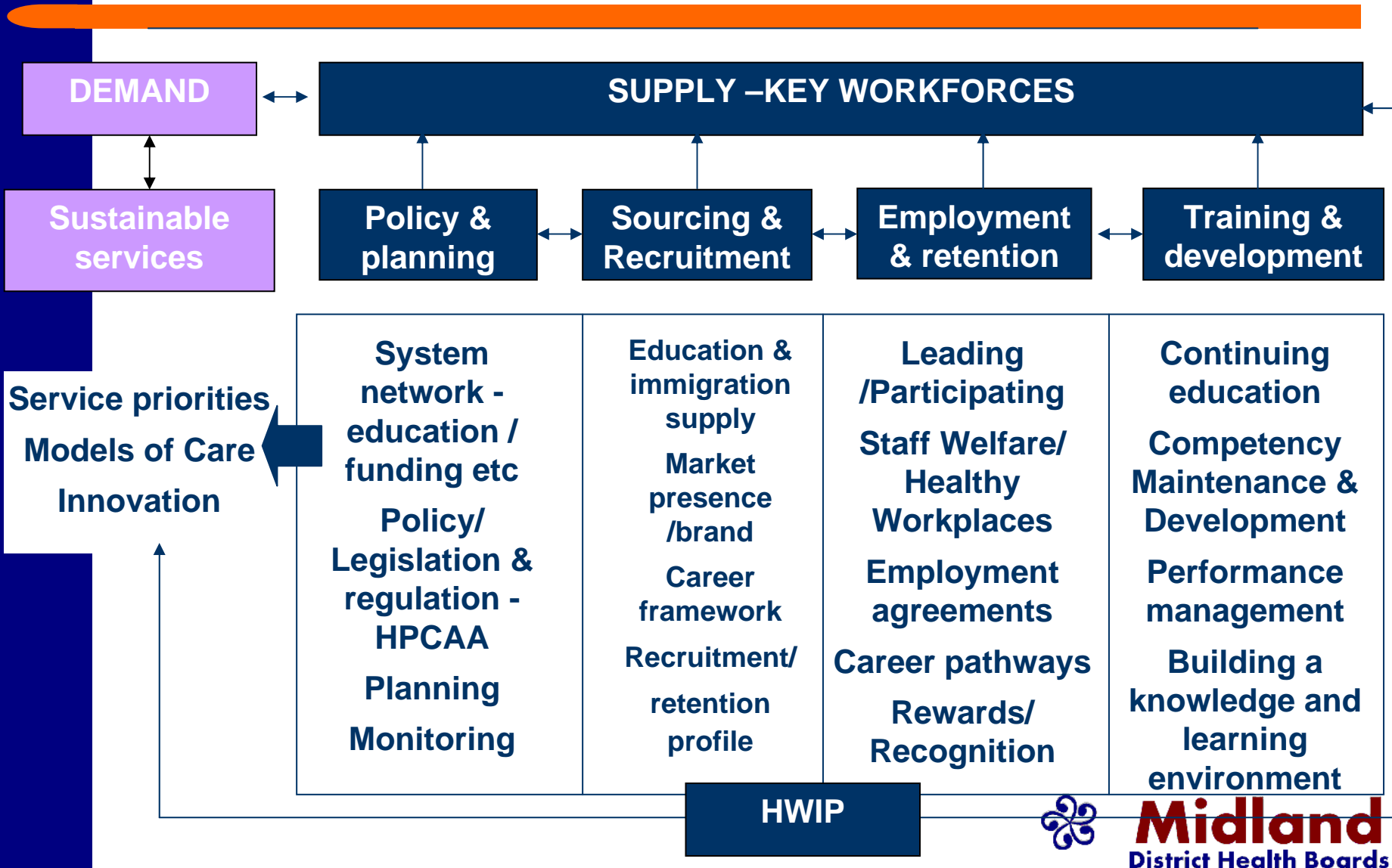
Workforce Portfolio Vision:

“Sector leadership to build a responsive, sustainable, innovative health and disability workforce able to deliver population health outcomes”



Midland
District Health Boards

NZ future workforce Strategy 2008 - 2018



Future workforce

Health Careers brand



Health*careers*

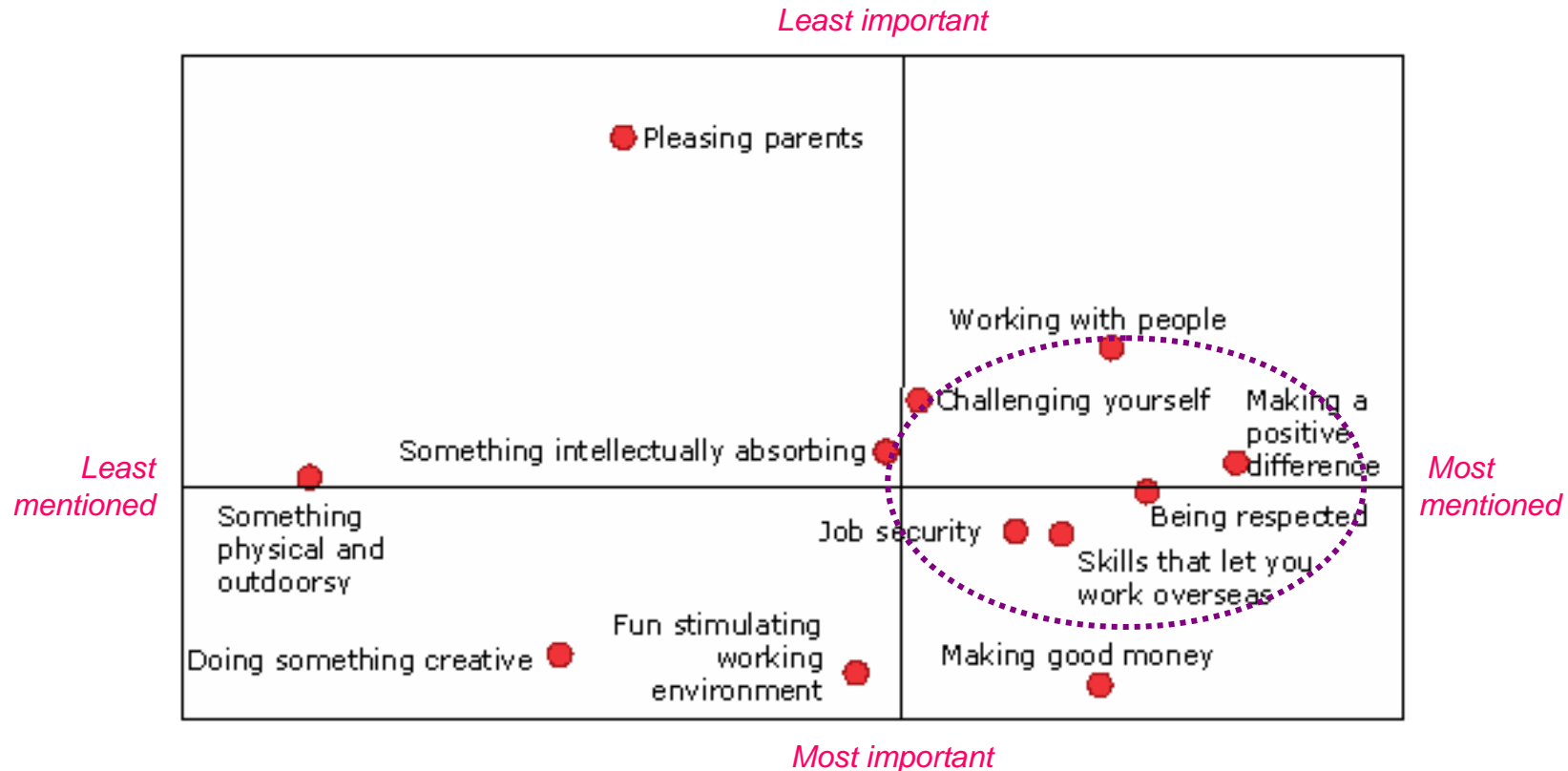
More than you ever imagined



Midland
District Health Boards

Health careers

“Hot Buttons for Health”



The key cluster of motivators for a career in health is circled. Promotion of healthcare as a profession needs to incorporate these values.



Health Careers: Reaching the next generation *Inzone Bus*



Executive leadership development

Goal



Building development pathways for senior management and clinical leaders in the health sector

- Lead by Corporate Workforce Strategy Group
- Two critical components to building senior health sector leadership capability:
 - Sector commitment and investment for long-term
 - Implementing a co-ordinated approach
- Attributes of executive leadership
 - Visionary and able to manage ambiguity and complexity
 - Consistently delivers results – leadership competence
 - Sense of citizenship and social justice
 - Credibility and mana
 - Interpersonal skills at advanced level with strong emotional intelligence



Executive leadership development – next steps

- Establish executive leadership development framework
- Create an environment that consistently supports learning and leadership development, i.e. think tanks with academics/practitioners/managers for shared knowledge
- Agree key competencies
- Identify and support talent via planned career path – “supply chain”
- Provide a clearing house for programmes and courses
- Establish link with academic institution for recognition and evaluation

Tripartite leadership development



Goal: Building Sector Trust and Confidence

- 21 DHBs sign off of Health Sector Relationship Agreement
- Signatories: CTU, DHBs, Minister/Ministry of Health
- Signals new way of engaging constructively including openness of communication
- Leadership competencies and behaviours to support new ways of working together
 - Delegates and line managers training
 - Joint opportunities



Midland
District Health Boards

Sector Activity Examples

Māori Health Workforce

- Leadership development
 - Increasing Māori participation in health sector leadership roles
- Clinical development
 - Increasing the number of Māori nurse practitioners
 - Increasing Māori representation within the clinical workforce
 - Improving rangatahi achievement at secondary school level
- Non-clinical development
 - Development and training of non-clinical support workers
 - Increasing the number of Māori support workers in the sector



Other activity

- Nurse Practitioner facilitation
- Care and support workers' pay, conditions, training
- Career framework progress
- Review HPCAA
- Collaborative overseas recruitment
- Update with Future Workforce Strategy
- Minister's Workforce Strategic Project
 - i.e. Role of centre in Workforce Leadership



Health Workforce Information (HWIP)

- HWIP now delivering base data workforce reports across 21 DHBs
- Workforce modeling and forecasting projects underway
- Extending engagement to include wider health sector – PHOs and NGOs
- Quality development ongoing focus to ensure data is robust

