

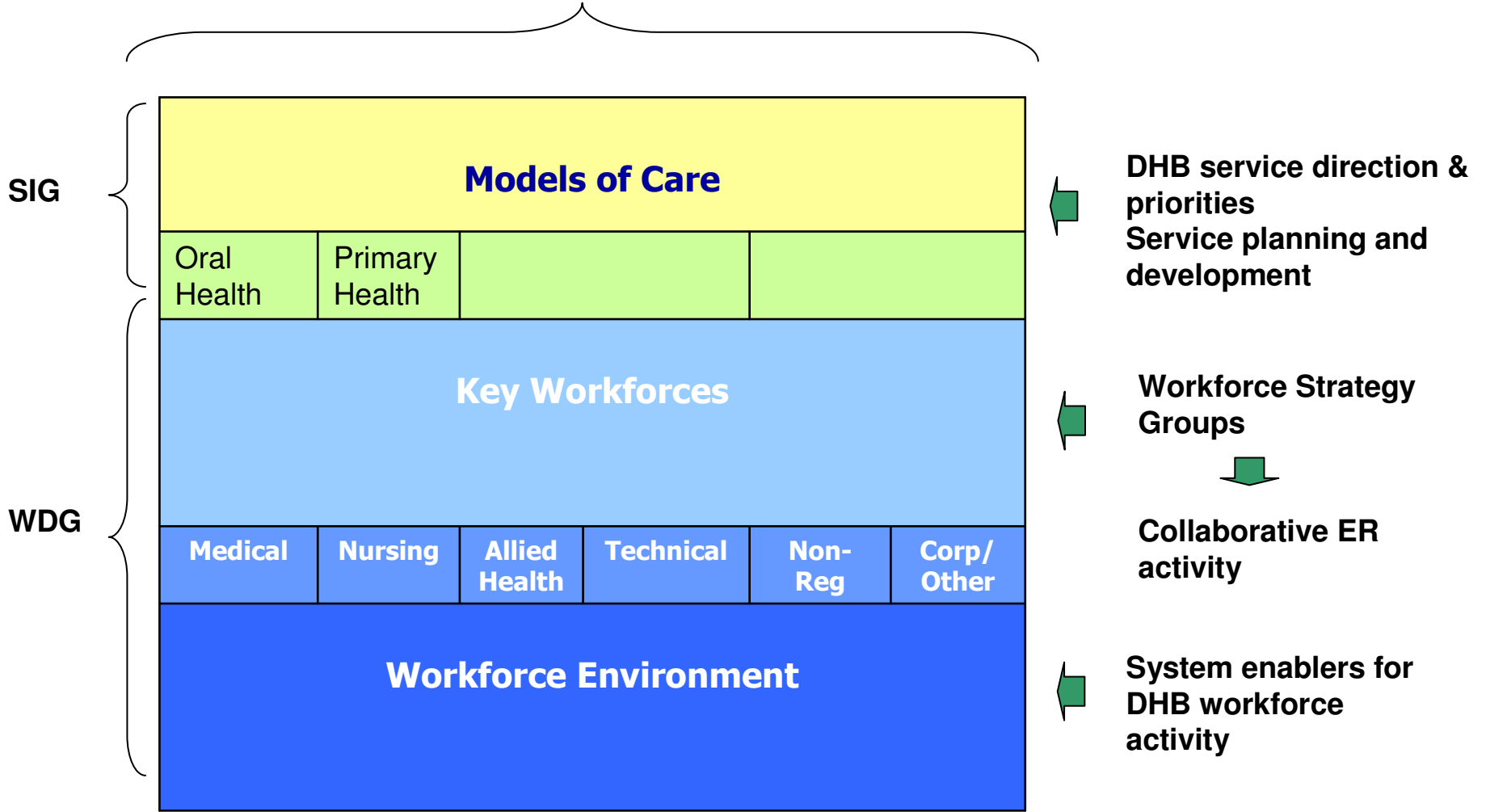


# Presentation to the Midland Network Day

3 May 2007

## Health Sector Future Workforce Overview

**Future Workforce**

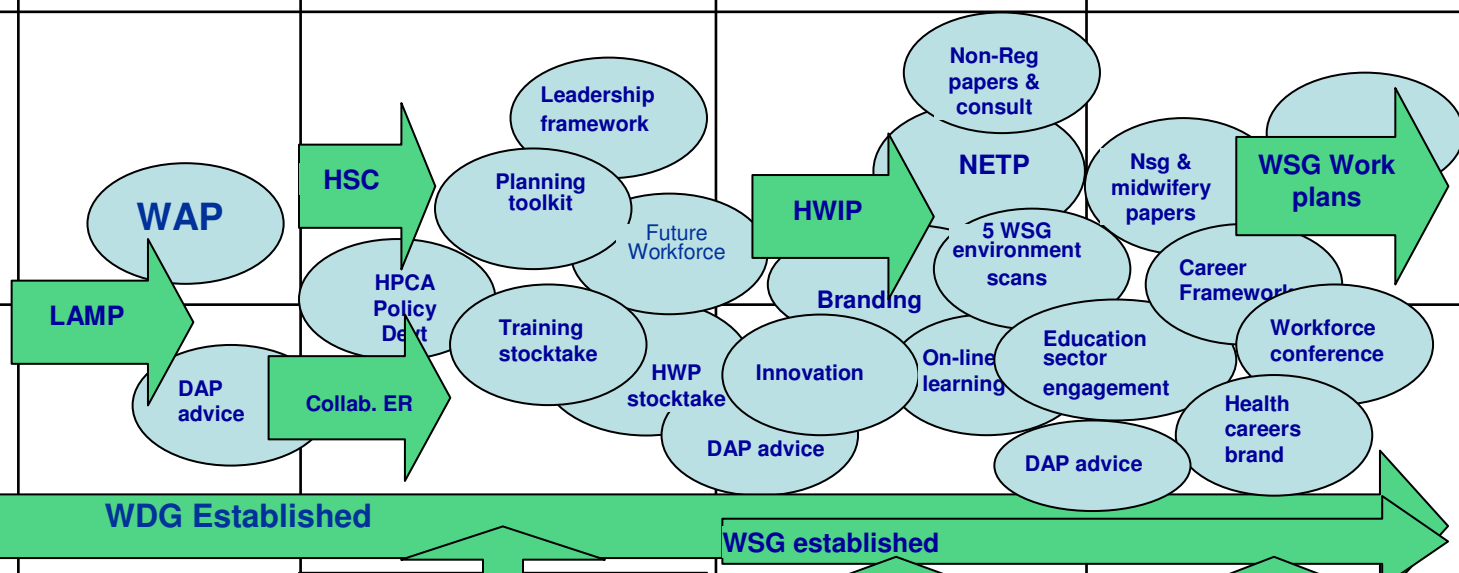


# Workforce Activity

	03/04	04/05	05/06	06/07
<b>Value/ Delivery</b>				
<b>Network Development</b>				
<b>Support/ Resource</b>				

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- DHB champions network
- WDG multidisciplinary
- HWAC & MOH recognize WAP/Future Workforce
- Wider sector linkages
- Project teams

- WSG networks begin
- DHB and sector networks strengthened
- Minister engaged
- Primary health/NGO network

- Chair portfolio roles
- Strengthened Minister & Ministry relationship
- WSG networks developed
- Build on DHB networks supporting local and collaborative activity

•In kind resource

- Dedicated resource DHBNZ 1FTE
- WDG projects (\$)
- HWAC (\$)

- WDG projects (\$)
- CTA (\$)
- Dedicated resource DHBNZ 1.3FTE

- WDG projects (\$)
- Joint MOH/DHB activity
- Dedicated resource DHBNZ 2-3FTE
- In kind resource

# In 2006/07 ...

	Dec 06	Mar 07	Jun 07	Oct 07
Health careers brand	.....→		▲	
Workforce Group advice to TEC	→		▲	→▲
Health careers framework Basis for planned innovation	→			→▲
HPCAA value analysis	→			→▲
Primary health stocktake (aligned to joint MOH/DHB project)	→		→▲	
At least 2 workforce innovation/job redesign projects (via WSG)	→▲	.....→		→▲
Workforce conference	→			→▲

# Workforce Conference

## WORKFORCE ACTION: READY FOR THE FUTURE

**Dates:** Thursday 28 and Friday 29 June 2007

**Venue:** Wellington Convention Centre

### Conference themes:

- Coordinating and leading workforce change
- Growing the Workforce: Promoting health careers
- Sustaining and retaining the workforce
- Flexible workforce: New approaches, new skills

# Health Careers Framework

## Timeline

- Three consultation meetings late 2006. Over 250 attendees
- May 2007 - Draft report to cabinet
- June and July – Sector consultation
- October – Minister’s sign off

## Principles

- Shows learning and competency pathways
- Acknowledges knowledge held by each profession
- Values knowledge and skills by recognising competency and prior learning
- Recognises transportability across profession
- Enables new types of worker
- Enables multiple points of entry and movement between groups

# Workforce Strategy Group Activity

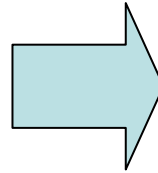
## 2007 (examples)

Non-Regulated	Nursing and Midwifery	Medicine
<ul style="list-style-type: none"> <li>• Progress unified strategic industry based training framework for support workers</li> <li>• Link with Low paid workers initiative</li> <li>• Participate in development of NZ Carers Strategy</li> <li>• Advice to HPCAA value project on issues around supervision and role boundaries</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a sector position on a second tier workforce supporting registered nurses</li> <li>• Nurse Practitioner facilitation project – increase number of NPs</li> <li>• Safe Staffing Unit implementation</li> <li>• Model future Midwifery workforce needs via HWIP</li> <li>• Share DHB best practice for midwifery leadership and workforce innovation</li> </ul>	<ul style="list-style-type: none"> <li>• Implement RMO operational projects:               <ul style="list-style-type: none"> <li>➤ Workforce redesign toolkit</li> <li>➤ Fatigue management</li> <li>➤ RMO booklet</li> </ul> </li> <li>• Strategy Group established covering wider sector medical workforce including GPs</li> </ul>

# WSG Projects Example: Nurse Practitioner Facilitation

## Project

- Minister sponsored
- Aims to increase sector recognition of value of NP expanded scope of practice to future services
- Support sector uptake of NP roles focusing on primary and community health
- Build on and link existing sector NP initiatives



## Benefits

- Supports workforce innovation and new/emerging models of care
- May reduce pressures some components of the on medical workforce
- Provides a career development pathway for some nurses
- Raises profile of DHB local and collaborative DHB workforce activity with key stakeholders

# Workforce Strategy Group Activity

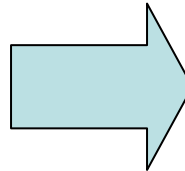
## 2007 (examples)

Allied Health	Technical	Corporate
<ul style="list-style-type: none"> <li>• Analysis and forecasting of future dental therapist workforce needs</li> <li>• New Graduate transition to practice: Share best practice across DHBs for key allied health workforces</li> <li>• Promote development of allied health leadership and networks supporting workforce activity</li> </ul>	<ul style="list-style-type: none"> <li>• Operating theatre workforces: Support and share DHB workforce innovation</li> <li>• Explore opportunities for role development/ expansion for MRT and medical scientist roles</li> <li>• Scope development of a unified career framework for emerging technical roles</li> </ul>	<ul style="list-style-type: none"> <li>• Human resource management: Assess current capability as basis for internal DHB and sector wide planning</li> <li>• Explore options for leadership development: Top talent pool, review LAMP TMP</li> <li>• Primary health portfolio managers capability development regional workshops</li> </ul>

# WSG Projects Example: Dental Therapists

## Project

- Key priority group for Allied Health WSG
- Strong ageing workforce profile
- Current workforce pressures and high future risk
- Analysis and modeling of future needs via HWIP



## Benefits

- Accurately establish future workforce needs to advise education sector and MoH
- Clear basis for workforce planning
- Effective targeting of recruitment and retention initiatives
- Achievement of Oral Health Strategy

# Workforce Leads

## Portfolio Chairs

- Pat Snedden
- Lynette Stewart

## Workforce Group

- Cathy Cooney
- Margot Mains
- Tony Foulkes

## Programmes

- **ER/IR:** Nigel Murray
- **HWIP:** David Meates
- **Learning Sector:** TBC

## Workforce Strategy Groups

- **Nursing and Midwifery:** Jim Green
- **Non-Regulated:** Tony Foulkes
- **Allied Health:** Tony Foulkes
- **Technical:** Phil Cammish
- **Corporate:** Chris Clarke
- **Medical:** Margot Mains and David Meates