

Workforce Update

Issue No.4 | May 2023

In this update

- Welcoming new leaders
- Student placement system project completes initial engagement
- Formation of the National Pacific Health Senate
- Additional Health Roles added to Tier 1 of Immigration New Zealand's Green List
- Redeveloped fund to encourage students into Māori healthcare
- Voluntary Bonding Scheme registration statistics
- Pharmacy Technician making a difference for tāngata mauiui patients
- Tackling staff shortages

Welcoming new leaders

This last four weeks, we welcomed two new leaders to Te Whatu Ora, Andrew Slater, and John Snook. We are also commending one of our own, Nadine Gray on an exciting new role with Te Aka Whai Ora.

Andrew joins us as Chief People Officer, he recently completed a part-time secondment with Te Whatu Ora, providing our leadership team with transformation advice and support.

Prior to joining Te Whatu Ora, Andrew was the founding CEO of Whakarongorau Aotearoa // New Zealand Telehealth Services and led the organisation's growth from 100 staff in 2015 (at launch) to over 4,000 at the peak of the organisation's COVID-19 response.

John joins us as our new Director Workforce Development and Planning. The mahi John is leading is critical to addressing workforce pressures and delivering on our commitment to create a better, more equitable, healthcare sector for all New Zealanders.

John brings significant experience in Chief Executive roles within the New Zealand tertiary education sector. He has vast experience leading strategic planning, business development, operational management and building high performance teams.



Our Co-chair, Nadine has begun a position with Te Aka Whai Ora as Chief Nursing Officer.

For those of you who don't know, Nadine is a registered comprehensive nurse with more than 20 years' experience with advanced practice in adult emergency nursing. Her nursing career also includes nursing education, Māori health strategy and policy, and Māori nursing workforce development.

Welcome Andrew and John and congratulations Nadine!



Student placement system project completes initial engagement

The cross-agency project has completed the initial engagement phase. We heard from over 400 people involved in organising or delivering student clinical placements, through surveys, submissions and focus groups covering 16 health professions.

The findings are being used to shape detailed design requirements for a nationwide system, including a proposed digital tool to support more equitable, planned and joined-up coordination of placements. Our current-state analysis shows about 184,000 weeks of placements happen each year for 17,600 pre-registration students, not including medical students. This significantly impacts health services, yet (unlike medicine) we have poor visibility or planning about where these students are placed and no consistent resource allocation or coordination to support clinical supervisors. Resulting inefficiencies and inequities create bottlenecks that limit the growth of domestic health workers.

A broad programme of work will be proposed to address all facets of the student placement system to ensure consistent and equitable coordination and allocation, as well as expanding quality placement settings.

A summary of the current state analysis will be made available on our webpage in June. The next consultation phase will test options for a new system with key stakeholders prior to finalising the business case for improvements.

Formation of the National Pacific Health Senate

Late March, Te Whatu Ora announced the establishment of the National Pacific Health Senate.

The purpose of the National Pacific Health Senate is to provide objective, strategic advice and support us to deliver more equitable health outcomes for Pacific peoples.

The Senate will also provide guidance on our operating model changes as well as providing Pacific leadership advice with a strong focus on the initiatives outlined in Ola Manuia | Interim Pacific Health Plan.

Chief Executive Fepulea'i Margie Apa is delighted at this step forward in Pacific health.

"The Senate will play an important role for Pacific people, as Te Whatu Ora builds a new health system with a focus on achieving equity. The group will provide clinical advice, public health advice and technical advice that is for Pacific, by Pacific," she said.

The establishment of this group helps streamline the Pacific-specific advice the health system received in the past, said Markerita Poutasi, National Director Pacific Health.

"The health and disability reform is an important opportunity to ensure equity in our health system and The Senate will provide the sector with timely, high-quality advice on Pacific health priorities.

Workforce Update | May 2023

“I would like to congratulate and thank Chairperson Sir Collin Tukuitonga, along with all the clinicians that have been appointed to the Pacific Health Senate. We are fortunate to have the depth of expertise and experience they bring from across their specialties.

“We’re looking forward to the impact the Senate will have on improving Pacific health outcomes in Aotearoa.”

Twelve clinicians have been appointed into the National Pacific Health Senate:

- Sir Collin Tukuitonga (Chair)
- Helen Schmidt-Sopoaga
- Dr Hinamaha Lutui
- Tunumafono Fa’amoetaulua Avaula Fa’amoe MNZM
- Dr Kara Okesene-Gafa
- Mr Kiki Maoate
- Makoni Havea
- Ngatepaeru Masters
- Dr Teuila Percival
- Dr Tule Misa
- Fakaola Otuafi
- Tania Mullane



Additional Health Roles added to Tier 1 of Immigration New Zealand’s Green List

Health Minister Dr Ayesha Verrall and Immigration Minister Michael Wood have announced that from 29 May 2023, 32 new health roles will be added to the straight to residence pathway (Tier 1) of Immigration New Zealand’s Green List, and eight health roles that are currently on the work to residence pathway (Tier 2) will be upgraded to Tier 1 – thus raising the total number of Tier 1 health professions from 8 to 48.

This change allows the New Zealand health sector to attract new workers from offshore to help address some of our immediate workforce pressures and retain onshore workers by giving them a simplified direct pathway to permanently extending their stay in New Zealand.

When these changes come into effect, onshore or offshore health workers in the professions named above can apply for New Zealand residency provided they have an eligible job offer or confirmation of employment from an accredited employer in New Zealand, and that they meet the requirements for their occupation as outlined on the Green List.

Further information on these requirements will be released closer to 29 May 2023. In the meantime, further information can be found on the [Immigration New Zealand website](#) about how to apply under the straight to residence pathway.

If you have any questions about the immigration process, we have an in-house Health Immigration Service that provides free licensed immigration advice for potential or current Te Whatu Ora employees looking to relocate to, or remain in, New Zealand.

You can email internationalrecruitmentcentre@health.govt.nz to learn more.

Below is a breakdown of which health roles have been added or upgraded to Tier 1 of the Green List:

New additions to Tier 1

Addiction Practitioner/Alcohol and Drug Clinician, Audiometrist, Chiropractor, Clinical Dental Technician, Clinical Physiologists (sleep, renal, exercise, respiratory, neurology, and cardiac), Counsellor, Dental Specialists, Dental Technician, Dental Therapist, Dentist, Dietician, Dispensing Optician, Drug and Alcohol Counsellor, Enrolled Nurse, Genetic Counsellor, Medical Laboratory Pre-Analytical Technician, Medical Resonance Imaging Technologist, Nuclear Medicine Technologist, Nurse Practitioner, Optometrist, Oral Health Therapist, Orthotic and Prosthetic Technician, Orthotist/Prosthetist, Osteopath, Paramedic/Emergency Medical Technician, Perfusionist (cardiac), Pharmacist, Physiotherapist, Play Therapist (hospital), Social Worker, Speech Language Therapist and Sterile Processing Technician.

Roles changing from Tier 2 to Tier 1

Anaesthetic Technician, Audiologist, Medical Imaging Technologist, Medical Laboratory Technician, Medical Radiation Therapist, Occupational Therapist, Podiatrist and Sonographer.

Roles already on Tier 1

Clinical Psychologists, Medical Laboratory Scientist, Medical Practitioners, Midwife, Orthoptist, Physicist (Medical), Psychologists and Registered Nurse.

Redeveloped fund to encourage students into Māori healthcare

Te Aka Whai Ora recently announced the [Te Pitomata – The Power of Potential](#) fund designed to support more Māori into health and disability careers by assisting to remove some financial barriers.

“We are at the beginning of a new era in health so it’s an exciting time to choose a career in the health workforce. Our kaimahi Māori are at the forefront to address opportunities in the health workforce and support the expansion of te ao Māori solutions,” Te Aka Whai Ora Chair Tipa Mahuta says.



Te Pitomata has been redeveloped to allow more students equitable access to a grant regardless of the health field that are studying as they all have equal value in improving health outcomes for our people. It reflects the shared goal to increase Māori in the health and disability sector, nearly tripling the investment of the previous Hauora Māori Scholarship.

Research conducted in November told us previous students needed more financial assistance for course and living related expenses such as rent, tuition fees, course books and travel costs and those costs had risen significantly in recent years to the detriment of student wellbeing.

“It is one of several Te Aka Whai Ora workforce initiatives being developed to see Māori voices and hauora expertise at every level of our new health system. Together we are building a sustainable health system that better serves our communities – supports and grows the healthcare workforce, addresses current inequities, and improves health outcomes,” Tipa says.

Workforce Update | May 2023

The programme has been named Te Pitomata – The Power of Potential, which aligns to the pūrākau narrative utilised for the development of both the names of Te Aka Whai Ora and Te Whatu Ora.

Eligible students must currently be enrolled in a programme of study and can apply under the following five hauora categories:

- Midwifery
- Allied Health, Scientific & Technical (such as Pharmacy, Oral Health Therapy, Anaesthetic Tech, Radiation Therapy)
- Nursing
- Medical (such as Dentistry, General Practice)
- Corporate (such as Management, Human resources, Accountancy)

If you have any pātai about [Te Pitomata – The Power of Potential](#) please email [here](#).

Voluntary Bonding Scheme registration statistics

The Voluntary Bonding Scheme's 2023 intake registration period closed 2nd April 2023. We received 488 registrations, against a provisionally capped volume of 415 places (or equivalent costs). Should all 488 placements be accepted this has additional cost implications in years 2025–2028.

Workforce will be looking to recommend that all registrations be accepted so that the intake will feature:

- 18.6 percent of total registrations from Māori (91), the second highest number of Māori registrants within any intake, just behind the record 2021 intake (94)
- 14.1 percent of total registrations from Pacific peoples (69), the highest number and percentage within any intake of the Scheme and a 25% increase on last year (55)
- the highest number of mental health nurses within any intake of the Scheme (204) and a 9.6% increase on 2022
- 71 new-graduate midwives, including 17 Māori midwives (24%), the 2nd highest volume within any intake of the Scheme, and 6 Pacific midwives (8.5%), 2nd-equal highest volume within any intake.
- 30 rural and regional general practice trainees, 5 of whom are Māori (16.7%)
- strong results across other Scheme categories, all of which strongly align with the Government's key workforce priority areas

Pharmacy Technician making a difference for tāngata mauiui patients

Equitable access to medicine is a key goal for Emergency Departments (ED) across the motu, and to help make a positive change in this area, Te Toka Tumai has employed their first ever ED-based Pharmacy Technician.

Until now, patients seen in ED at Te Toka Tumai have often been provided with prescriptions to fill themselves. We know from studies done by Manatū Hauora that whānau circumstances such as transport issues, financial constraints, or other challenges – can prevent a patient from filling a required script and that this, in turn, can lead to further complications and re-presentation to ED.

In March, the department employed their first ever Pharmacy Technician, Diana Luong. As a Pharmacy Technician, Diana can dispense 'To Take Away medication' (TTA) at no cost to the patient/whanau.



L-R: TE TOKA TUMAI'S DIANNE GULLIVER, DIANA LUONG, SARAH BULLER, AND MARK DEOKI

This ensures that where possible, patients leave with the medications they need. Diana also ensures that the ED is using the best available medicinal options for common ailments, and they are re-stocked when required.

“I am really enjoying my Pharmacy Technician role in AED and CDU” says Diana. “I feel like the contribution I can make is significant and is much welcomed by the nursing and clinical staff. It is good to know that together we can help to make our patients’ journey through our emergency and assessment departments as stress-free and rapid as possible.

All the teams have been amazing in their acceptance and support of myself, and the role and I look forward to further developing this relationship to provide the best care we can to the patients that present to our emergency areas at Te Toka Tumai in the future.”

Adult Medical Services Māori Health lead, Elizabeth Kanivatoa, says “He Ara Whiria Māori Health Team fully support and welcome Diana in her role as the Pharmacy Technician, because we know that access to the right care at the right time assists better health outcomes. Providing take away medications means tāngata mauui leave ED with what they need to get well, and at the same time, have a positive experience of our service.”

Welcome to the Te Toka Tumai ED whānau Diana and thank you for your mahi!

Tackling staff shortages

Te Whatu Ora - Health New Zealand and Te Aka Whai Ora - the Māori Health Authority are working together on initiatives to address significant workforce pressures and to deliver a simpler, more equitable and coordinated health system.

A range of initiatives are being progressed to address workforce shortages. Over the past 6 months, we’ve invested in immigration pathways to practice in New Zealand, including establishing a national immigration campaign and service to make it easier to get internationally qualified staff working here. We’ve also invested in making it easier for nurses to return to practice, and for overseas-trained doctors and nurses to get ready to practice here.

Here’s an overview of some of the other initiatives under way:

Investing in the GP pathway

Investing to increase the number of GP’s trained each year to **300** by **2026**

Funding to general practices that offer community-based attachments for post-grad year 1 and 2 interns

Salary increases for GP Registrars in training employed by the Royal New Zealand College of General Practitioners

\$9,100 accommodation allowance for GPEPI trainees living within 30km of their rural practice

Creating more educational pathways

Approved accreditation across Te Whatu Ora, for Anaesthetic Technicians to move into a broader range of clinical practice across NZ

Establishing a Post Graduate Diploma in Cardiac Sonography with the University of Auckland

Two pilot programmes to support overseas-trained doctors from non-comparable health systems join ours

Supporting our nursing professionals

Approved funding applications for NZ nurses wanting to practice or IQN’s who are residents or citizens and working as Healthcare Assistants/Support workers to gain NZ registration **225**

Doubling the number of nurse practitioner training places from 50 to 80 in the 2023 academic year, and to 100 in 2024