

People Pānui

News and updates for
the health workforce.

Issue 16 – 20 October 2022

Chief Executives' update

Tēnā koutou e ngā kaimahi,

As part of our valued kaimahi hauora (health workforce), you're central to our transformation. It's always a privilege – and one of the best parts of our job – to be able to get around the motu and meet as many of you as we can. Where we can't do that in person, technology can help. Thanks to those of you who were able to join our online hui on 6 October. With so many of you in frontline roles or working shifts, we understand this isn't an option for everyone, so we've recorded these sessions (see below for links).

We've recently appointed several people into permanent leadership positions. Please help us give a warm welcome to **Juantia Te Kani**, Deputy Chief Executive – Strategy, Policy, and Monitoring; **Fionnagh Dougan**, National Director, Hospital & Specialist Services; and **Jeremy Holman**, Chief Infrastructure & Investment Officer. Over time, we'll introduce these leaders in our online hui, so you can hear more about them and their vision for achieving an equitable health system. Fionnagh, Abbe Anderson – National Commissioner, and Dr Dale Bramley – National Director Improvement and Innovation, are planning to visit some centres during November, so keep an eye out.

Supporting our frontline workforce is a big priority for both of us. As you may know, we have a Workforce Taskforce focused on how we can

make a difference quickly. You can read about recent progress below. We want to reassure you this important mahi is in addition to addressing other long-standing challenges, including flexible education pathways, more opportunities to learn on the job, and better pathways grounded in Te Ao Māori and Pacific models of care. We will be future-focused, as we develop our workforce to ensure the support is there today, tomorrow and in the future.

Achieving the right culture for our kaimahi hauora is a priority as we build the future of health. We need your voices and views, as we determine what that culture looks like and how we capture it in Te Mauri o Rongo, our health charter. We'll be communicating more information about the process soon.

It's great to be able to share some of the fantastic work happening in different areas across the motu. We'd like to acknowledge all the work you do and the sacrifices you make. We know the pressures continue, from the front line through to those in support roles.

Ngā mihi,

Margie and Riana

Margie Apa
Te Whatu Ora CE

Riana Manuel
Te Aka Whai Ora CE

Operational Updates

COVID-19 public health settings remain the same for the time being

Cabinet met yesterday to review the COVID-19 measures and agreed to retain the 7-day isolation period for cases and mask wearing requirements for visitors in certain healthcare settings.

These core public health measures remain important, with indications of an upward trend in cases in Aotearoa and new Omicron subvariants arriving from overseas.

Case isolation and mask wearing continue to prove effective for protecting our most vulnerable people and for reducing the impact of the virus on the health system.

These key public health decisions were announced on Wednesday:

- 7-day isolation period for cases will be retained.
- Mask-wearing requirements in certain healthcare settings will be retained.
- Travellers flying into New Zealand will no longer need to complete the online New Zealand Traveller Declaration (NZTD) from Thursday, 20 October. The New Zealand Customs Service is working with border agencies to replace the paper arrival card with the online NZTD system by June 2023.
- The Epidemic Notice, used to give effect to broad COVID-19 measures such as lockdowns and border closures, has ended.
- The COVID-19 Public Health Response Act 2020 will be narrowed down to allow for a limited set of public health measures, as a guard against new COVID-19 waves or variants.

The next review of these measures will take place by the end of November 2022.

You can read more about these changes in Acting Minister for Covid-19 Response Chris Hipkins' press release: [Extraordinary COVID-19 powers to be wound down | Beehive.govt.nz](#)

Additional support for GP trainees announced

Last week Health Minister Andrew Little announced [additional support](#) for registrars training to become GPs.

The package will see registrars specialising as GPs paid broadly in line with their hospital counterparts in their first year (from 2023 onwards). Additional funding will also go to the Royal College of General Practitioners to support teaching supervisors and to GPs who host 12-week community training modules.

Review of General Practice Education Programme Training Funding

Manatū Hauora has published a [review](#) of the General Practitioner Education Programme funding model. This review assesses whether the current contract supports outcomes for the recruitment and retention of the GP workforce.

Executive Appointment Te Whatu Ora

[Fionnagh Dougan, National Director, Hospital & Specialist Services](#)

[Jeremy Holman, Chief Infrastructure & Investment Officer](#)

Executive Appointment Te Aka Whai Ora

[Juanita Te Kani, Deputy Chief Executive – Strategy, Policy, and Monitoring](#)

Workforce Taskforce Updates

Supporting our frontline workforce is a key priority. As well as working on some of the long-standing challenges, our Workforce Taskforce is focused on how we can make a difference in the short term.

Keep an eye out for our teams. They'll be coming to a place near you soon to start engaging on various strategies and plans.

New Zealand Registration Exam (NZREX) General Practice Pathway Pilot

Applications for the pilot internship programme (led by Te Whatu Ora Waikato) are on track to open by November and begin the selection process by December. The Steering Group and Clinical Governance Group are currently developing the admission and selection criteria.

The International Recruitment Centre

Te Whatu Ora's International Recruitment Centre will be open by the end of this month.

Adelle Curtis has been appointed to lead the Immigration Establishment team. Adelle is a licensed Immigration Advisor with many years of experience at Waitematā DHB.

Gareth Grigg has been seconded from Immigration New Zealand to provide specialist immigration support.

The International Recruitment Campaign

The international recruitment campaign is due to be in market by mid-November.

The campaign team has commissioned a research agency to find out what makes health and disability workers choose Aotearoa as a destination. We're also working with Immigration New Zealand and New Zealand Story to gain similar insights, including what people think of New Zealand post-COVID-19 and what motivates them to move here. These findings will be used to refine campaign messaging.

Mental health respite centre opens in Dunedin

The specialist home, which opened in September, will provide 24-hour residential support to adults experiencing acute mental distress.

Located near Dunedin Hospital, the five-bedroom property has a dedicated team of clinical staff and trained mental health support workers. It accommodates clients referred by Mental Health, Addiction and Intellectual Disability (MHAIDS) or General Practice teams.

The new service will be run by the community service provider Pact (on contract from Te Whatu Ora Southern). Pact specialises in helping people recovering from mental illness through supported 24/7 accommodation, respite care and community support. The organisation manages a similar home in Lower Hutt.

The home significantly increases the city's capacity for emergency respite care – from 365 bed nights per year to 1,825 bed nights per year – and will help free up hospital beds and staff. Inpatient hospital services will continue to be available for those who need them.

Staff transfers to Te Aka Whai Ora

This month some functions and roles are transferring from Te Whatu Ora to Te Aka Whai Ora. This affects just over 100 people from a range of different roles, including Hauora Māori, commissioning, mental health, workforce and strategic roles.

Some of our frontline and operational staff will stay in Te Whatu Ora, as we realign our functions across the two organisations. The transfers took effect on 17 October, with most transferring staff maintaining their current reporting lines. A second group of functions and roles will move across in December 2022. This will be the final transfer.

The transfers are enabled under the Health Sector Transfers Act to support the new entities with the necessary functions and skills to enact Pae Ora.

This is an exciting opportunity, as we continue to deliver our mahi together. But we also acknowledge that this is an unsettling time for some people. *Tō tātou waka hourua* reminds us that we are on the same journey, travelling in our fleet to the destination of Pae Tawhiti. We are one national system, determined to provide the best care for all our people, with two organisations to map, chart and sail our way to the destination.

Lifting the voices of our ethnic communities

On 4 October Riana and Margie attended a workshop hosted by the Ministry of Ethnic Communities to discuss how ethnic communities can help shape our work.

These are the next steps:

- Convening a Te Whatu Ora national network of colleagues who are working with ethnic communities. This network will assess what is working well and where we need to improve.
- The Ministry of Ethnic Communities will support us to better understand what ethnic community services are available and how we can ensure they are connected with our local services.
- We will also explore opportunities to improve access to interpreting services.

Milestone of half a million mental health sessions delivered

Congratulations to the team behind 'Access and Choice' for delivering half a million sessions to Kiwis needing mental health support.

Access and Choice is the Government's flagship primary mental health and addiction programme, which comprises Integrated Primary Mental Health and Addiction (IPMHA) and Kaupapa Māori, Pacific and Youth providers.

As part of the programme, Te Whatu Ora Southern has delivered nearly 32,000 sessions to approximately 11,000 people over the past financial year.

Thanks for supporting Cyber Smart Week 2022

In the health sector, it's particularly important to observe good cyber security practice. As part of Cyber Smart Week (10–16 October), CERT NZ identified [four simple steps](#) to help you increase your online security, and Te Whatu Ora, in partnership with Manatū Hauora, acknowledged the week with a series of online events. Check out the recordings below:

- [A Cyber Security Awareness update](#), presented by Manatū Hauora Manager ICT Security Services, Mark Foster.
- [An 'Edutainment' session](#), with a collection of high-quality cyber security videos.
- [Managing cyber threats](#), presentation by Jenna Whitman, the Chief Information Security Officer from Callaghan, on what led her to become the youngest Chief Information Security Officer in the New Zealand's public service, and the unique challenges involved in managing cyber threats.

Remember to 'Think before you click'

Email communications make us particularly vulnerable to criminals pretending to be someone we trust. If we accidentally respond to one of these emails, we open the door for criminals to access our systems and data. Often these types of emails request an urgent response, which is intended to prevent us from looking closely at the email. Therefore, always 'think before you click.'

If you think you've found a suspicious email, contact your IT helpdesk.

Any questions? Email Amelia at amelia.langford@health.govt.nz.

Te Whatu Ora Board meeting – 23 September 2022

A Te Whatu Ora Board meeting was held on Friday 23 September. The meeting focused on delivery and monthly performance, particularly in hospitals. The Board acknowledged that the whole system had been busy over the past month. [Find out more about what was discussed.](#)

All-staff hui

For those of you who couldn't make the hui on 6 October, you can watch the recording [here](#).

[Join our next all-staff hui](#)

Friday 21 October, 9.30–10am

[Click here to join the virtual hui for All Staff](#)

[We want your feedback!](#)

Please help us make the most of our staff hui by [answering some multi-choice questions](#) about the session. We'll use this feedback to tailor upcoming hui.

Help shape how data and digital technologies are used in the health sector

Te Whatu Ora and Te Aka Whai Ora are looking for clinicians and community representatives with an interest in data and digital and to join the new Whānau, Consumer and Clinician Digital Council. Expressions of interest are open until Monday 7 November at 5.30pm. To find out more, visit the [Te Whatu Ora website](#).

Health sector updates

Celebrating Allied Health Professions Day – 14 October



Friday, 14 October, was World Allied Health Professions Day, where we recognise the fantastic work of our allied health, scientific, and technical workforce.

This diverse group is made up of more than 50 professions, including dietitians, social workers, occupational therapists, physiotherapists, pharmacists, laboratory technicians, anaesthetic technicians, radiographers, and oral health therapists. In fact, it's the second-largest clinical group in the wider health sector, comprising around 30,000 people.

[Check out Dr Martin Chadwick's shout out to allied health workers.](#)



Winners at the Team of the Year award at Counties Manukau Allied Health Awards on Friday, 14 October.

Breast Cancer Awareness Month

It's [Breast Cancer Awareness Month](#). Breast cancer is the most common cancer affecting women in Aotearoa, with more than 3,000 women diagnosed each year. As we know, early detection and treatment can save lives. Women aged between 45 and 69 years can get a free mammogram every two years. To learn more about breast cancer symptoms and more about mammograms go to <https://www.timetoscreen.nz/.../why-go/about-breast-cancer/>.

Workforce survey for health practitioners

Manatū Hauora (the Ministry of Health) is conducting a survey of abortion services in Aotearoa.

The survey is open to health providers of these services, including medical practitioners, nurses, midwives, social workers, and counsellors.

Results will be used to better understand current services and help shape future services. They will also be shared with the workforce at a later date.

The survey takes ten minutes to complete and closes on 31 October.

[Access the workforce survey here.](#)

Feel free to forward this link on to any colleagues who might be interested.

For further information, please reach out to abortionsservices@health.govt.nz.

New videos on Te Whare Tapa Whā model

The NPHS has launched a video series on Te Whare Tapa Whā, the four dimensions of wellbeing (physical wellbeing, mental wellbeing, spiritual wellbeing and whānau wellbeing).

The five-part video series comprises interviews with Emeritus Professor Sir Mason Durie, the creator of the Te Whare Tapa Whā model. The first interview can be found on [YouTube](#).

Healthy Homes evaluation released

The findings of the Healthy Homes Initiative [evaluation](#) were shared at a national hui on 27-28 September. Nevil Pierse, Lead Researcher of University of Otago's He Kainga Oranga programme, presented the key findings, which show the initiative is helping to reduce health inequities and improve wellbeing for participants. Read more about the [Healthy Homes Initiative](#)

Stories from around the motu

Helping hand for children having radiation treatment



The Radiation Therapy team at Christchurch Hospital is committed to making radiation treatment for children as 'fun' as possible.

Before treatment begins, each child is given a '3-D Countdown' poster to help him or her count down to their final treatment. Each calendar is unique, having been designed and made according to the child's likes or interests. Recent creations include a wooden poster and a dinosaur model.

"[The calendars] can help some children to be confident enough to avoid having weeks of daily anaesthetic (used to keep the child still) for their treatment" says Paediatric Radiation Oncologist Chris Harrington.

The calendars are made by volunteers at the Y's (formerly YMCA) 4C Centre, a free technology

space for young people, which comes equipped with 3D printers, robotics, computers, and augmented and virtual reality equipment.

Centre Coordinator Clark Williams says that once they receive the name and interest of the child, they have a brainstorming session to come up with the right concept. "We'll often look back at other designs and think about how we can top the last one."

SUPP team tackles teen vaping



The [SUPP team](#) in Whanganui has taken on the challenge of educating rangatahi about the dangers of vaping.

The initiative is a response to concerns raised by schools about increased vaping among students. Vape products have high nicotine levels and were designed to help people quit smoking. However, many young people are taking up vaping instead of smoking cigarettes. This is having a noticeable impact on young people's behaviour such as difficulties concentrating in class because of the nicotine cravings.

Michele, Sam, Helen and Paul (pictured) from the Adolescent Co-Existing Problems Service regularly visit teens in schools and community groups to talk about vaping. Their presentation covers a range of topics, including the impact of vape marketing, the effects on the brain and potential side effects of vaping, and how to spot the telltale signs of a nicotine overdose.

Feedback has been positive, with many teens expressing shock about what they've learned about vaping.

Great job team!