

# Workforce Taskforce Update

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## Co-chairs' roadshows

Our co-chairs Ailsa Claire and Anna-Marie Ruhe have been talking to Te Whatu Ora staff across the motu about the work the Taskforce is doing. The first in a series of roadshows has provided the opportunity for two-way conversations and for people to learn more about the Taskforce. The roadshows covered the role of the Taskforce, the partnership approach with Te Aka Whai Ora, and an update on progress with the initiatives announced by the Minister of Health Hon Andrew Little in August. The co-chairs' next round of roadshows will be with Māori and Pacific regional leads, before wider engagement across the whole of the health system. More information about roadshows will be available early next year.

## Taskforce Future Vision

The Taskforce is finalising its future direction, supported by the vision it has developed - *'to deliver a workforce that is well positioned to ensure a transformed health sector that reflects the vision for Pae Ora'*. Central to achieving this vision is the Te Tiriti and equity approach the Taskforce has developed, as part of its overarching programme principles.

Targeted medium and long-term initiatives are being developed which include new workforce models and training approaches to address the supply and retention of our health workforce. The Taskforce is also working closely with Manatū Hauora as they develop the broader system workforce strategy.

## Equity and Te Tiriti

The Taskforce work is underpinned by the commitment to improve equity and Māori outcomes and embed Te Tiriti ways of working. This is led by taking a Māori partnership approach in addressing workforce priorities, ensuring equity and Te Tiriti is central through the identification and delivery of work the Taskforce will oversee.

The programme principles below reflect the Te Tiriti o Waitangi principles aligned with the Whakamaua: Māori Health Action Plan.

# Overarching Programme Principles

Whakamaua: Māori Health Action Plan 2020-2025 and Te Tiriti o Waitangi principles		
Te Tiriti o Waitangi principles	Tino Rangatiratanga	Are we actively enabling and advocating for Māori self-determination and mana motuhake in the design, delivery and monitoring of workforce activity and initiatives?
	Equity	Are we actively enabling and advocating for equitable access for Māori to workforce programmes and initiatives?
	Active Protection	Are we demonstrating the dedicated effort required to achieve Māori Health equity through increasing Māori within the workforce?
	Options	Are we actively enabling and advocating for Kaupapa Māori Services Workforce needs and hauora Māori models of understanding in our activities and initiatives?
	Partnerships	Are we actively enabling and advocating for partnership with Māori with the governance, design, delivery and monitoring of Workforce activity and initiatives?
Whakamaua: Māori Health Action Plan 2020-2025 and Māori Health & Disability Workforce		
<b>Priority 2 (Whakamaua)</b>	Increase Māori decision-making throughout the Health and disability system's leadership and governance arrangements.	<b>Reflective question for leads, members and its workstreams to utilise:</b> Will this (idea or decision) enable more Māori to participate in leadership and decision-making opportunities?
<b>Priority 3 (Whakamaua)</b>	Develop a Māori Health and disability Workforce that reflects the Māori population, Māori values and Māori models of practice.	<b>Reflective question for leads, members and its workstreams to utilise:</b> Will this (idea or decision) enable the reflection of the Māori population, Māori values and Māori models of practice within the profession?

## Future work models

Developing work models that focus on flexibility and satisfaction of employment is key to retaining and growing our workforce, and ensuring they are well supported. Providing adaptable career options, supported by a strong commitment to training and career development, will strengthen skills and build capability in our workforce. Introducing options such as earn as you learn, internships, and apprenticeships will enable health workers to enter the health workforce, gain qualifications, gain practical experience and valuable skills to be well prepared to work in the health system. These are all areas being addressed by the Taskforce working groups (more information about the working groups is on p3).

## Workforce training

A key priority is to increase the number of Māori in the workforce, support Māori providers' workforce requirements and ensure the principles of Te Tiriti are honoured. Programmes which support Pacific and Tangata Whaikaha/disabled people into our health workforce are also a priority, ensuring they are well supported with training that meets their needs by being equitable, inclusive and enabling success.

Closer alignment with Te Tiriti o Waitangi and guidance on cultural safety need to be integrated into all our workforce training. This extends to developing better cultural awareness programmes for overseas workers to prepare them to work in New Zealand.

To ensure our workforce training is fit for purpose and we are training the right people, with the right skills in the right places, we need to develop training that is more flexible and agile. We need to consider a range of training approaches that include modular training, micro-credentialling (smaller training packages on specific skills/tasks) and cross-crediting of qualifications that support better professional development and enable people to be work-ready more quickly.

Development of micro-credentialled career pathways will encourage people into the health sector who have not traditionally considered roles in health.

A key objective is to remove any barriers that delay or prevent health professionals from gaining registration to work, so they can enter the health workforce earlier. This will involve looking at restrictive practices or processes and is supported by a wider review of existing regulations being carried out by Manatū Hauoro, to which the Taskforce is contributing.

Reducing financial barriers is also a focus, as they can discourage people from enrolling in training and prevent them from completing their studies. Financial support solutions will be further developed looking at scholarships, grants, and bonding initiatives to help ease some of these financial pressures.

## **Workforce Working groups**

The Workforce Working Groups established by the Taskforce provide advice and recommendations on how to grow and strengthen the main workforce areas. The six groups are overseen by co-leads across nursing, midwifery, medical, allied health, kaiāwhina (the non-regulated workforce eg, Health Care Assistants, vaccinators) and administration and general management. The groups are in development stage (except for the well-established Nursing Pipeline Programme) and are progressing programme planning. Updates from each group are below.

### **Allied Health, Scientific and Technical**

The group is setting up nine professional steering groups based on the first professions to be prioritised for workforce development – cardiac sonographers, cardiac psychologists, oral health therapists, anaesthetic technicians, physiotherapists, occupational therapists, psychologists, pharmacists, and paramedics. A workforce pipeline audit by these groups is underway to look at education and training, regulatory authorities, demand forecasting and modelling and workforce composition/design.

The Allied Health workforce programme has identified key focus areas that include growing the workforce with a focus on increasing Māori and Pacific participation, supporting and enhancing rural workforce development, improving career pathways through micro-credentialling and bridging opportunities, and considering new roles including utilising the non-regulated workforce.

### **Kaiāwhina**

This group is focused on increasing the mana of the kaiāwhina workforce. Key to this working group is growing, retaining, and supporting the kaiāwhina workforce through establishing and providing more accessible, flexible learning and training pathways for Māori and Pacific communities in partnership with our education partners. Vaccinator health workforce development, oral health, health care assistants, paramedics to anaesthetic technicians, and 'earn as you learn' models are a just a few examples of the staircasing pathway for kaiāwhina.

### **Medical**

The medical group is determining key focus areas. A priority is to support and grow Māori, Pacific, and disabled people in the medical workforce. It will establish workstreams as priorities are identified, with the first being rural health and undergraduate study pathways. The group is providing oversight of the National Rural Hospital Locum Coordination Service and advising on the service specifications being developed.

## **Midwifery**

The group is setting up a steering group and confirming programme structure. It is working closely with Te Whatu Ora Maternity and Kahu Taurima teams and will engage with midwifery leaders from across the sector who are keen to contribute to this work.

The steering group will set up three working groups which will review a range of existing midwifery initiatives and new ideas and provide advice to the Steering Group.

## **Administration and general management**

Work is underway to scope administration and management roles in the health sector and develop programmes and career pathways for these roles. This is in its early stages and more information will be provided as this mahi progresses.

## **Nursing**

The Nursing Pipeline Programme is focusing on initiatives to grow the nursing workforce and meet the needs of our population and demand for nurses in all care settings. It is prioritising a series of initiatives which include developing a national consistent process for staircasing (career progression from Health Care Assistant to Enrolled Nurse to Registered Nurse) and working towards prior learning being formally recognised.

The Programme is developing an early career framework to support new graduates in their first three years of practice to thrive in their nursing careers and move into advance practice roles, eg, nurse prescribers, nurse educators and nurse practitioners. A focus is to improve clinical placement access and experience for all nursing students.

The Programme is also developing a model to predict nursing and supply demand in New Zealand over 10 years and is aiming to publish the first insights from this work shortly.

## **Progress on current initiatives**

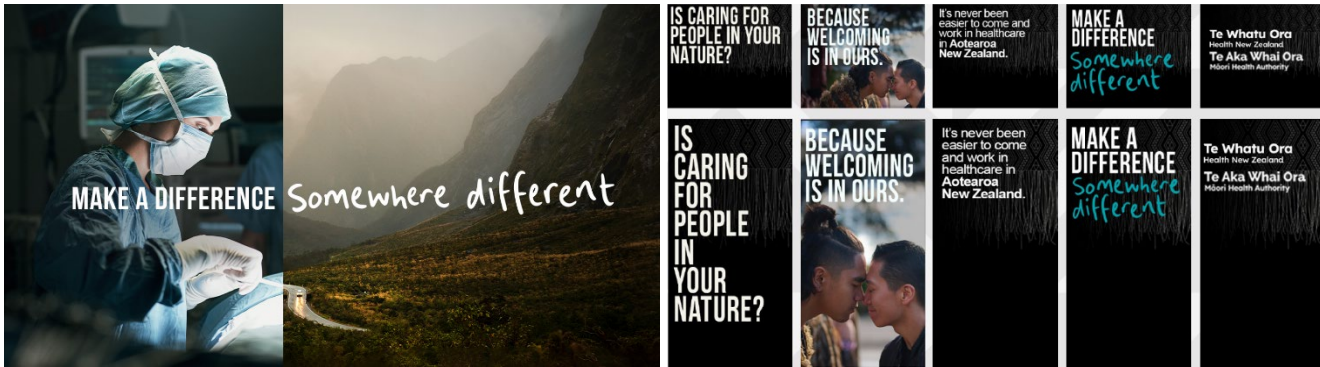
Initiatives to address health workforce pressures were announced by the Minister of Health in early August. These initiatives are focussed on immediate actions providing some relief to workforce pressures in the short-term. For more information on these initiatives visit the [Te Whatu Ora website](#).

## **New international recruitment campaign launched in five countries**

A new advertising recruitment campaign '*Make a difference somewhere different*' launched on 21 November. The campaign aims to attract internationally-trained health professionals to come and work in New Zealand in five countries which have equivalent registration approaches to New Zealand – the UK, Ireland, USA, Canada, and Singapore. Further email content is being developed to target Kiwi health workers based overseas, encouraging them to return home.

The first phase of this campaign focuses on targeted social media ads across Facebook, LinkedIn and TikTok, digital banner ads, ads on indeed.com, and search advertising via Google. The second phase starts in January next year with a series of a series of video ads. The campaign links visitors to a website where they can learn more about emigrating to New Zealand and how to contact our team and register their details to be contacted further.





The campaign is getting great engagement – after two weeks, we’ve already seen over 35,000 people click through to our landing page across all ad executions. To see the campaign landing page for yourself, visit [somerheredifferent.co.nz](https://somerheredifferent.co.nz)

### **International Recruitment Centre**

Te Whatu Ora established the new International Recruitment Centre at the end of October offering a streamlined, candidate-centred service. The Centre incorporates the Health Immigration Service, which provides a new national, coordinated approach to health immigration, offering a seamless experience for international candidates.

It provides advice, support and guidelines across immigration, relocation, and settlement. The immediate focus for the Centre is to attract and support the retention of internationally trained health workers and New Zealand trained ex-pats.

For more information visit [Te Whatu Ora’s International Recruitment Centre page](#)

### **The New Zealand Registration Examination (NZREX) pilot programmes**

These pilot programmes are targeting overseas doctors to come and work in New Zealand who have passed their NZREX in the last five years, allowing them to apply for roles in New Zealand that will better equip them to apply for Post Graduate Year 1 (PGY1) roles or lead to full registration as a doctor.

Both programmes have finished their selection process and offers to successful applicants are underway. There was a strong response with 48 applications received for the NZREX Bridging Programme and 50 for the Primary Care Pathway Programme.

The six-month Bridging Programme prepares overseas-trained doctors for the two-year internship training in hospitals and is being run in the Northern Region (based in Auckland), starting in March 2023. The two-year Primary Care Pathway focuses on general practice, and the pilot starts in February 2023 in the Waikato District in partnership with primary providers. Training sites are being finalised with general practices in the area.

For more information visit the [Te Whatu Ora website](#)

### **Internationally Qualified Nursing CAP Fund**

There continues to be strong interest in this fund with more than 528 valid registrations of interest received to date from people who are at different stages of readiness for migration to New Zealand. The fund provides financial support of up to NZ \$10,000 (maximum) for Internationally Qualified Nurses (IQN) required to complete a Competence Assessment Programme (CAP) to be able to work as a registered nurse in New Zealand.

The fund will encourage more overseas nurses to New Zealand enabling them to gain their registration. For more information visit the [Te Whatu Ora website](#)

## Other key workforce initiatives

### Kiwi Health Jobs Generalist Nursing campaign

This international campaign centrally coordinated by Kiwi Health Jobs launched late August. It aims to attract nurses overseas to choose Aotearoa, New Zealand to progress or continue their nursing careers. The campaign promotes Aotearoa, New Zealand as offering world class education, relaxed and friendly people, diverse cultures, and catering to all lifestyles, all making it a 'A Better Place to Nurse' – the call to action. It is designed to appeal to different international audiences and what motivates them.

The campaign is running across various job boards and careers websites overseas with a social media presence across Facebook, Instagram snap chat, TikTok and Google online search activity.



The campaign is part of a wider initiative led by the Nursing Pipeline Group, recruiting for the whole of the nursing sector, which sees Te Whatu Ora, aged residential care organisations and New Zealand Blood Service working collaboratively to increase our nursing capacity and fill positions nationwide. The campaign has received strong social media interest and is gaining traction with 147 applications received and four people placed into roles (as of 21 November). Kiwi Health Jobs is continuing to review all the applications.

For more information about the campaign visit [careers.tewhatauora.govt.nz/nursing-in-nz](https://careers.tewhatauora.govt.nz/nursing-in-nz) or for any queries contact the Kiwi Health Jobs team at [info@kiwihealthjobs.com](mailto:info@kiwihealthjobs.com)

### National Rural Hospital Locum Coordination Service

Work is underway to establish a National Rural Hospital Locum Coordination Service in partnership with Te Aka Whai Ora, Te Whatu Ora and the Hauora Taiwhenua (the Rural Health Network). Service specifications for the contract are being developed with the intention of rolling out this service in the first half of next year.

The Taskforce Medical Working Group is providing oversight to ensure the service will meet the needs of rural whānau and the community. It will focus on supporting and strengthening the rural health workforce to meet ongoing needs, by implementing initiatives to attract and grow a pool of New Zealand based and international locum doctors.

We look forward to keeping you updated on the progress of initiatives to address key workforce challenges and enable the changes needed to build a sustainable health workforce.

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**Te Whatu Ora**

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