

Nursing and Midwifery WSG



Progress to Date

- Midwifery and nursing environment scans completed
- Draft discussion documents finalized early June
- Sector consultation July/August
- Recommendations September 2006

Draft Recommendations: Nursing

- **Develop an Overarching Strategy for the Nursing Workforce**
- Improved nursing workforce information a priority in Year 2 HWIP
- Identify top service priorities to focus nursing workforce development
- Agree future structure of the nursing workforce including the role of second level nurses and non-regulated health workers
- Confirm that current undergraduate programmes /curricula are appropriate to future health needs
- Match student numbers with predicted workforce needs

Draft Recommendations: Nursing

- **Increase ethnic diversity**
- Identify target percentages for Maori, Pacific and Asian in undergraduate programmes
- Support Maori and Pacific students to complete undergraduate programmes

- **Develop the primary health nursing workforce**
- Implement 10 pilots of generalist Nurse Practitioner roles in primary and rural health teams by July 2008
- Extend the NETP programme to include primary health and aged & residential care

Draft Recommendations: Nursing

- **Support development and retention**
- Give priority to nurses completing assessment for PDRPs by July 2007
- Use results of national PDRP picture to identify continuing education priorities for the nursing workforce
- Work with the CTA with a view to devolving responsibility for nursing post-clinical training to DHBs
- Share results from sector healthy workplace initiatives to develop viable models encouraging nurses to remain in the health workforce, especially older nurses

Draft Recommendations: Midwifery

- **Identify the numbers & distribution of midwives required for the next 10 years.**
- Undertake a gap analysis on present workforce participation and predicted service needs
- Via Service Improvement Group and working with the profession & MoH recommend future models of maternity care supporting integrated care for women
- Implement a national action plan for a sustainable midwifery workforce based on findings from above

Draft Recommendations: Midwifery

- **Retention of midwives**
- Establish and evaluate 2 pilots – one rural, one urban- on retention of midwives through flexible deployment and employment/ contracting models.
- Promote and share best practice across DHBs in supporting core midwives to maintain their scope of practice
- Work with the CTA to support the introduction of recently announced first year of practice programmes for new graduates

Draft Recommendations: Midwifery

- **Recruitment of students into midwifery**
- Work with the midwifery profession and midwifery schools to promote the intake and graduation of adequate numbers of students to meet future workforce needs
- Work with Midwifery Council to ensure that undergraduate midwifery programmes support development of required competencies