

## Non-Regulated WSG

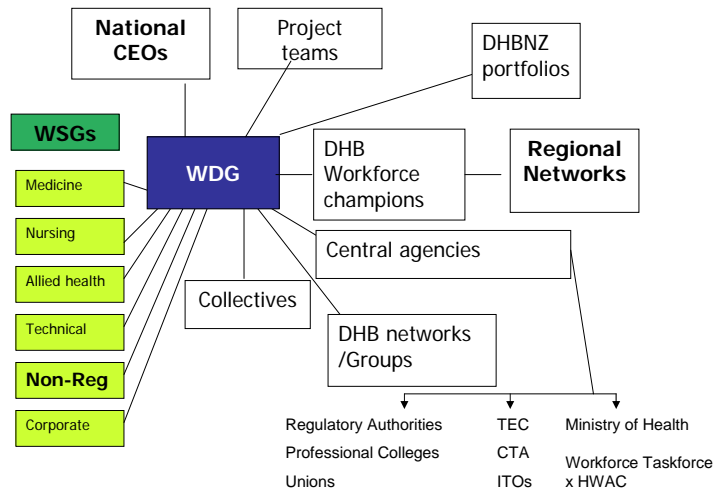


### Non Regulated WSG Members

- John Peters (Lead CEO, NM DHB)
- Shereen Moloney (CC CHB)
- Denise Kivell (CM DHB)
- Margie Fepulea'i (CM DHB)
- Kristine Kilkelly (CC CHB)
- Lorraine Eade (NM DHB)
- Marilyn Rimmer (DHB NZ)



## DHB Networks



## Non Regulated WSG 05-06 Progress

- draft environmental scan circulated to sector
- collation & analysis of feedback received from sector
- draft discussion document circulated to sector
- collation of feedback received from sector

## Workforce Definition

Reflects inclusions and exclusions as agreed between DHB Workforce Strategy Groups.

### Includes:

- people who have direct personal care interaction with clients, patients or consumers
- work within the health and disability sector
- not subjected to regulatory requirements under health legislation.
- Mental Health non regulated



## Workforce definition exclusions

- health professionals covered by HPCAA (2003) & Social Work Registration Act (2003)
- allied health workers
  - => Allied Health Workforce Strategy Group
- public health workers



## Workforce definition exclusions ...*continued*

- people/workers with no direct patient, client or consumer interaction
- 'hotel' service personnel
- ancillary staff
- traditional & complementary therapists



## Non Regulated Workforce spans

- inpatient hospital services
- residential care workers, community and home based services,
- workers in the field of mental health disability and
- needs assessment and service coordination.
- includes paid and unpaid workers



## Workforce's focus of care

- Restoration
- Recovery
- Rehabilitation
- Participation & Independence

across the service spectrum



## Workforce key characteristics

- (non regulated, non mental health workforce)
  - »Low paid
  - »Mostly female
  - »Casualised
  - »Volunteer
  - »High turn over rate



## Workforce Key Themes

- ad hoc workforce development across the workforce
- importance of workforce to future service delivery/ models of care



## Issues for workforce

- significant sustainability, especially for home based care services
- training /competency
- insufficient clarity supports/boundaries around scope of practice



## Focus of sector-wide initiatives

- Training
- Support for carers (unpaid)
- Service and workforce planning & development
- Needs Assessment Service Coordination
  
- MoH strong & significant mental health workforce development  
=> not an immediate focus area



## Service Delivery Models – Community Support Sector

### ***Recommendation 1:***

- ✓ Planning and Funding Managers via the DHBNZ Service Improvement Group (SIG) progress a collaborative DHB approach within the Health of Older Persons joint work programme.



## Workforce Training & Development

### **Recommendation 2:**

- ✓ Work with other stakeholders to develop a strategic industry based training framework

### **Recommendation 3:**

- ✓ Priority to build on existing DHB and MoH work undertaken part of the Quality and Safety project



## Family Whanau Carers

### **Recommendation 4:**

- ✓ With Government and related agencies develop the newly announced New Zealand Carers Strategy.



## Supervision and Role Definition

### ***Recommendation 5:***

- ✓ Work on role definition and boundaries, including delegation levels and ways of supervision in the new service delivery models



## Supervision and Role Definition *continued*

### ***Recommendation 6:***

- ✓ DHBs participate into the review of the HPCA Act 2003

### ***Recommendation 7:***

- ✓ Determine if a risk management framework is required for future service and workforce needs.



## Next Steps

- Circulate final version

*Non Regulated Workforce in the Health & Disability  
Sector Document*

- Develop 06-07 work programme from  
recommendations

