

Safe Staffing and Care Capacity Demand Management: Effective Implementation Accord

Parties to the Accord

New Zealand Nurses' Organisation (NZNO)
District Health Boards (DHBs)
Director-General of Health

Purpose

The purpose of this Accord is to record the commitment and assurance of the Parties to ensuring that staffing levels for nurses and midwives employed by DHBs are safe and to describe the actions that will be taken.

Preamble

All Parties acknowledge and accept that:

- The workload of the DHB nursing and midwifery workforce and how it is managed is a fundamental issue that must be addressed;
- Commitment is required by all Parties to the Accord to address the issues;
- These issues of safe staffing and workload have developed over a significant period of time and will take time to rectify;
- Both the NZNO (the NZNO Strategy for Nursing 2018-2023) and the DHBs (the DHB Nursing Workforce Strategy 2018) have developed strategies that inform the management of this issue;
- In addition to the successful conclusion of the MECA, the effective implementation and monitoring of Care Capacity Demand Management (CCDM) is required to address workforce issues.

Further, the Parties note:

- The comments by the Independent Panel that “the Panel noted the lack of an effective mechanism to ensure commitments made under the MECA are implemented, particularly related to the implementation of the CCDM programme. This has contributed to the reluctance to ratify the current agreement”.
- The recommendation of the Independent Panel “that a high level commitment needs to be made to improving the nurse workforce planning strategy and to ensuring compliance with commitments agreed in the MECA. It is for the parties to agree to the effectiveness of the existing compliance and accountability procedures”.

Commitments

The Parties acknowledge and accept that implementation of CCDM is primarily the responsibility of the DHBs, in partnership with the workforce and NZNO. However, the Parties agree that support is required from Government to ensure effective and timely implementation. Therefore, in addition to the commitments in the MECA between the DHBs and NZNO, and in order to give effect to the existing commitment to implement CCDM by June 2021 the parties agree to:

- Explore options for providing employment and training for all New Zealand nursing and midwifery graduates, taking into account the current model for doctors, and report to the Minister of Health by the end of November 2018;
- Develop any accountability mechanisms that the Parties believe are necessary (over and above those already agreed) to ensure DHBs implement the additional staffing needs identified by CCDM within the agreed timeframe and report to the Minister of Health by the end of February 2019;
- Develop a strategy for retention of the existing nursing and midwifery workforce and the re-employment of those who have left the workforce, and report to the Minister of Health by the end of May 2019.

The Parties agree that the development and negotiation of these commitments will be overseen by the Health Sector Relationship Agreement Group which contains representation from the Parties.

The provisions of the Accord come into effect on date of signature.

Signatures



Memo Musa
Chief Executive
New Zealand Nurses' Organisation



Jim Green
Chief Executive
Tairāwhiti District Health Board
(on behalf of District Health Boards)



Ashley Bloomfield
Director-General of Health

Witnessed by:



Hon Dr David Clark
Minister of Health

30 July 2018