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Nurse Managers New Zealand Newsletter

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Chairperson's Report

Hello Everyone

Well, I hope you all managed to celebrate International Nurses Day in May to some degree. It is great to take a little time out of your busy schedule to draw breath and have a "joy" break.

The committee recently met in Wellington. We met with Kerri Nuku to discuss her recent trip to New York (UN visit) and Geneva (ICN attendance). This led to a discussion on how we, as NZNO members, can keep up with all the developments within NZNO, our own workplaces and the wider world of nursing. There just doesn't seem to be enough hours in the day to keep abreast of all the issues – all the more reason to keep active within our section and networks. The review of NZNO administration is nearing completion – this should deliver a better understanding and uniform approach for support to national committees, colleges and sections in the future – a real positive for this committee.

You should have all received notice of the upcoming Nurse Managers conference to take place in Gisborne in November. Now is the time to get organised and book your place. The flyer is attached to this newsletter. Teresa Fisher and her team from Gisborne have the conference planning well underway and would be only too pleased to answer any queries you may have. The preliminary programme and registration forms are now on our website for your use. Please share with your colleagues. It will be great to catch up with you to discuss how best to keep engaged with our group.

We are developing a small survey of our membership to ascertain your thoughts on the future direction of the section – please take time to complete this so the committee can best serve your needs; this will be forwarded to members in August 2016.



Chairperson's Report



We have developed a study grant for our membership. This is designed to assist section members with costs for professional development; further information around this will be included in the August Newsletter.

Sue Stevenson is working on our website and is keen to get some feedback and suggestions on what you as members would like to see included. Please drop her an email at suestevenson89@hotmail.com

The section have also worked on a remit which will be presented by Maria at the annual AGM. This is a request for the NZNO board agenda and minutes to be disclosed to all NZNO members. As a section we support organisational transparency and the sharing of information; those attending the AGM: look out for Maria and lend her your support.

Keep warm as winter starts.

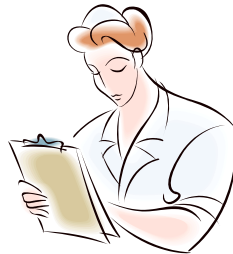
Regards
Raewyn Hughes
Chairperson

Membership Report

We have received nine new members to the NZNO Nurse Managers' section since March 2016, bringing out total membership to 471.

New members have registered from Hastings, Balclutha, South Taranaki, Waihi Beach, Ashburton, Blenheim, Dunedin, Taupo and Oxford. This is a good geographical spread across the country and we warmly welcome our new members to the section.

We will continue to encourage growth in our membership and application forms can be found on the website.



Health Workforce New Zealand

Health Workforce New Zealand (HWNZ) Post Graduate Nursing Workforce Development

Since 2007, Health Workforce New Zealand (HWNZ) has provided District Health Boards (DHBs) with funding to support nurses undertaking postgraduate education.

DHBs plan services and forecast future workforce requirements for the health of their populations. The funding assists DHBs to develop their nursing workforce according to their planned needs in response to government and policy direction.

Barriers

Current funding barriers limit what post graduate leadership and management courses are available to nurses as only courses that lead to a Nursing Council approved, clinically focused postgraduate nursing qualification are eligible for HWNZ funding.

Tips

Consider comparing management qualifications with what's on offer in the clinical nursing stream as there are a number of universities that offer between one and five leadership/management papers within the Clinical Masters of Nursing curriculum that are also found in health management qualification streams.

If you miss the application closing date get in touch with your organisations HWNZ programme coordinator (even if it is some months after) as they maybe able to get you onto the waiting list.

Make sure that your paper selection lines up with the prioritised workforce requirements and demonstrate how it meets this with an example.

Planning

Applications for 2017 HWNZ will open from August and generally close at the end of September. Find out what your organisations priorities are it is likely that leadership and management will be a priority.

Other financial assistance options

NZNO scholarships

Nurse Managers Section Grant.

Public Health

http://www.publichealthworkforce.org.nz/Public-Health-Leadership-Programme_182.aspx

General

<http://www.careers.govt.nz/courses/scholarships-grants-and-awards/>

CCDM Overview

District Health Boards and Health Unions are now some way into implementing the Care Capacity Demand Management (CCDM) Programme. CCDM consists of three main components – Staffing Methodology, Variance Response Management and Core Data Set. Having the right information about the programme is important so we are offering a three-part series about the components in your newsletter.

Part one commences with Staffing Methodology.

What

The staffing methodology is made up of two tools, the FTE Calculation and the Work Analysis. Together these tools provide a method to determine the staffing FTE, the best work patterns and staff mix. The FTE is calculated from the required patient care hours, roster testing and available staffing hours (allowing for leave and study entitlements). The Work Analysis is derived from staff recording their activities over a minimum two week period. Staff also complete an end of shift survey on care rationing, missed breaks and staff satisfaction. The two tools are used together or at separate times. Results are then collated and analysed to inform roster patterns, budgeting and workforce planning.

Why

The FTE Calculation and Work Analysis provides an opportunity to change the way things are done, by highlighting what is actually required to deliver patient care. The information collected helps identify where staffing (FTE and mix), work patterns or processes could be improved. This in turn will help ensure the budget reflects the current requirements for nursing care and that patients get the right care when they need it.

Who

Completion of the FTE Calculation and Work Analysis is a team effort. The FTE Calculation requires input from the validated patient acuity system coordinator, unit and ward managers and business analysts. The Work Analysis is completed by nurses, health care assistants and has recently been piloted with allied health. All Care Capacity Demand Management (CCDM) tools and processes involve a collaborative approach from the health union and DHB partners.

When

Determining when to conduct the FTE Calculation and Work Analysis occurs through a process of prioritisation and decision making by the CCDM Council. The FTE Calculation should be an annual process for all ward/units using the validated patient acuity data. The Work Analysis should be conducted at least once for every ward/unit and thereafter periodically on the basis of identified need e.g. significant change in service delivery. FTE Calculation and Work Analysis findings are reviewed by the Local Data Council and CCDM Council.

Where

Where to next depends on the findings of the FTE Calculation and Work Analysis. The study team identify opportunities for improvement e.g. FTE, staff mix, work patterns such as shift start and finish times, or processes. Agreed recommendations are documented in a 30, 60, 90 day action plan that is monitored by the Local Data Council and reported to the CCDM Council.

For more information contact our Member Support Centre 0800 28 38 48
or go to:
http://www.nzno.org.nz/get_involved/campaigns/care_point



NEW ZEALAND
NURSES
ORGANISATION

NZNO Conference 2016 Nurse Managers New Zealand



NZ NURSES ORGANISATION
NURSE MANAGERS NEW ZEALAND

'Riding the Wave'

Waikanae Surf Club, Gisborne | Thursday 3rd & Friday 4th November

The NZNO Nurse Managers New Zealand national committee invite you to our annual conference. The programme includes experts presenting on a range of topics, including 2 key notes speakers. Don't miss out on what promises to be another relevant, memorable and motivating conference for Nurse Managers and leaders.

Two day registration fees

Includes conference dinner and entertainment.

NMNZ section members:

\$380

Non NMNZ section members:

\$420

Full conference information, programme & registration forms are available at

http://www.nzno.org.nz/groups/colleges_sections/sections/nzno_nurse_managers_new_zealand
<http://nursemanagersnzconference2016.weebly.com/>

Call for posters & presentations

This year, delegates are encouraged to develop a poster or presentation for display at conference, around the theme 'happenings in your workplace'. Delegates will have approx 5 minutes to discuss their work with the group during a breakout session. Posters and presentations, can relate to any theme felt to be of interest to Nursing management and leadership. This might include; new initiatives in your area, research, post-graduate study innovations, a literature review, exemplar, and telling us about your area of work. Posters for presentation should be a maximum of 1m wide by 2m high.

Colleagues interested in sharing a poster or presentation should email their name, contact details and a brief description of the topic to Teresa.Fisher@tdh.org.nz by 23rd September

Enquiries: Teresa.Fisher@tdh.org.nz





NZNO Conference 2016 Nurse Managers New Zealand



'Riding the Wave'

Waikanae Surf Club, Gisborne | Thursday 3rd & Friday 4th November

Name: Address:

Preferred Name: Phone:

Email: Workplace:

NZNO Number: Position:

Dietary requirements:

Do you give permission for your name & email to be added to an email list of attendees? Yes / No

Registration options:

Full two day registration includes conference pack, breaks, lunches, breakfast on 2nd day, conference dinner and entertainment.

- NZNO Nurse Managers New Zealand (NMNZ) section members: **\$380.00**
- Non NMNZ section members **\$420.00**

Registration fees are inclusive of GST. NZNO GST number 10-386-969. This becomes a GST tax invoice when paid.

Section membership : http://www.nzno.org.nz/groups/colleges_sections/sections/join_sections_and_colleges

- Payment methods:**
- Internet / bank deposit: ANZ 01 1158 0155920 00
(Please include full name and "Riding the Wave" for reference)
 - Make cheques payable to: NZNO Nurse Managers New Zealand

Please email completed forms to: Teresa.Fisher@tdh.org.nz

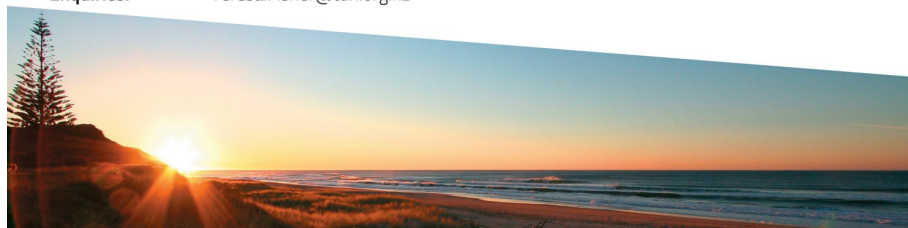
Please post completed forms and cheques to: Nurse Managers Conference, Teresa Fisher, 8 Oak Street
Gisborne, 4010

Further information at

http://www.nzno.org.nz/groups/colleges_sections/sections/nzno_nurse_managers_new_zealand_nursemanagersnzconference2016.weebly.com/

Accommodation: Please see conference website for list of motels

Enquiries: Teresa.Fisher@tdh.org.nz





NZNO Conference 2016

Nurse Managers New Zealand



'Riding the Wave'

Waikanae Surf Club, Gisborne | Thursday 3rd & Friday 4th November

Full program details will be posted once confirmed

Enquiries: Teresa.fisher@tdh.org.nz

Website: nursemanagersnzconference2016.weebly.com/

http://www.nzno.org.nz/groups/colleges_sections/sections/nzno_nurse_managers_new_zealand

Day 1 – Thursday 3rd November

Registration desk will open at 0930 with tea and coffee available. Our program will begin at 1000 with our Powhiri, Opening ceremony and welcome, followed by morning tea for mixing and mingling.

KEYNOTES SPEAKER - Anne Evans-Murray 11am

Anne is a Registered Nurse with a background in critical care nursing and now in conjunction with her husband has set up Health Education Professional's NZ Ltd providing advanced clinical and theoretical education.

Our program also includes:

Professor Jenny Carryer who is currently Professor of Nursing at Massey University, Executive Director of the College of Nurses, and Chair of the National Nursing Organisations Leadership Group and has served on numerous Ministry of Health Advisory groups. Is also Chair of the national Governance Group overseeing the Health Workforce New Zealand (HWNZ) nursing workforce program.

Fiona Rowan – Nurse Educator in Palmerston North. Fiona has completed her thesis entitled 'When nurses grieve – how well are we caring for the carers?', and has agreed to present this for our conference.

Day 1 also includes the NZNM section AGM, plus local speakers yet to be confirmed.

Conclusion of Day 1 will be around 1715, giving attendees time to relax before taking a journey to our dinner venue with entertainment (yet to be confirmed). This will commence at 1830.





NZNO Conference 2016

Nurse Managers New Zealand



Day 2 – Friday 4th November

We will begin our day earlier at 0730 with Breakfast, Tea and Coffee, so that we can finish our day earlier for those needing to catch their flights out. Our programme begins with a local speaker who is still to be confirmed at 08:00 followed by;

Wendy Blair – Professional Nurse Advisor NZNO.

A local Hospice Lawyer

Dr Cordelia Thomas – Health and Disability Currently acting as Chief Legal Advisor for the Health and Disability Commissioner, and has recently completed her PhD Thesis in medical law and bioethics from Victoria University in Wellington. She is the National Course Director of Legal Executive training on behalf of the New Zealand Law Society, and is a member of the Legal Aid Review Panel. She was previously the Senior Legal Advisor for the Bioethics Council.

KEYNOTES SPEAKER - Tom Mulholland

Tom has hosted his own TV and Radio shows, written two internationally best-selling books and been a professional speaker to the likes of Google, Microsoft and Hilton for the last 10 years. He is an Emergency Department Doctor and GP with over 25 years' experience in New Zealand.

Sonia Gamblen – Gisborne DON

Workshops – Presentations in breakout groups

1500 – 1530 Wrap-up and Karakia

Shuttles can be made available from 1600 to take you to the airport. Let one of our conference organising group know on the day if you require this.





Membership Application Form

Post to:

NZNO Nurse Managers New Zealand Administrator
 NZ Nurses Organisation
 P O Box 2128
 Wellington 6140

OR **Email to:** heathers@nzno.org.nz

Full Name _____

Workplace _____

Role / Position _____

Email _____

Home Phone _____

Mobile _____

Address _____

Postcode _____

NZNO Membership # _____

NZNO queries Ph: 0800 28 38 48

Are you currently a member of another NZNO section?

YES / NO

If YES what section?.....