

Under the Cover of Data

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*“Without data, you’re just
another person with an
opinion”*

Workforce Planning



- Systematic identification, analysis & planning of future workforce needs based on population health needs & priorities
 - Individual service or organisation
 - Local, regional, national
 - Support policy, legislation, strategic direction

Workforce Development



- The output of workforce planning
- The set of activities required to ensure the workforce is best able to deliver future services

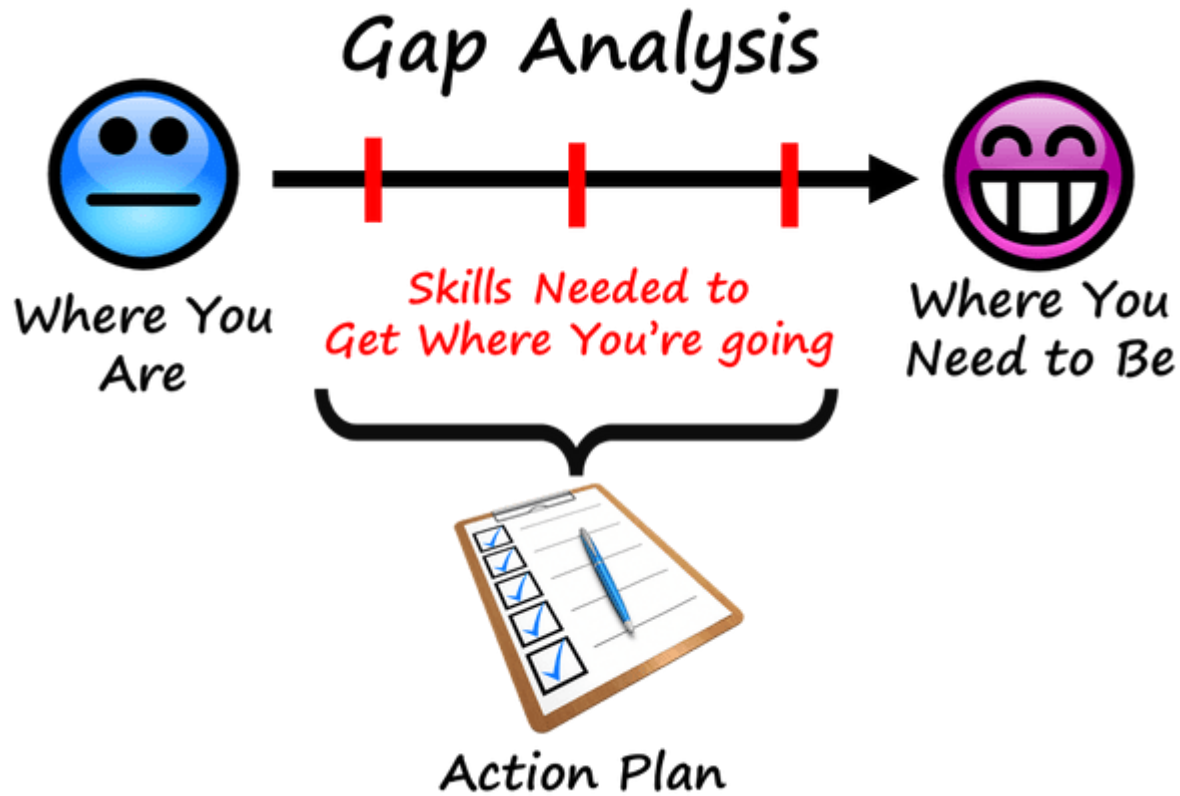
Current & Future Workforce Profile

What did your
workforce look
like before?

What does
your
workforce
look like
now?

What will
your
workforce
look like in
the future?

Gap Analysis



Current Workforce



- Understand scope
- Review current workforce data
 - Number of employees
 - Demographics, age (retirements), diversity
 - Turnover (reasons, destination point)
 - Scopes, competencies, skill mix & levels
 - Acuity tools / CCDM

Ask The Right Questions



- Average cost of hire?
- Current attrition rate?
- Average age?
- Current mix?

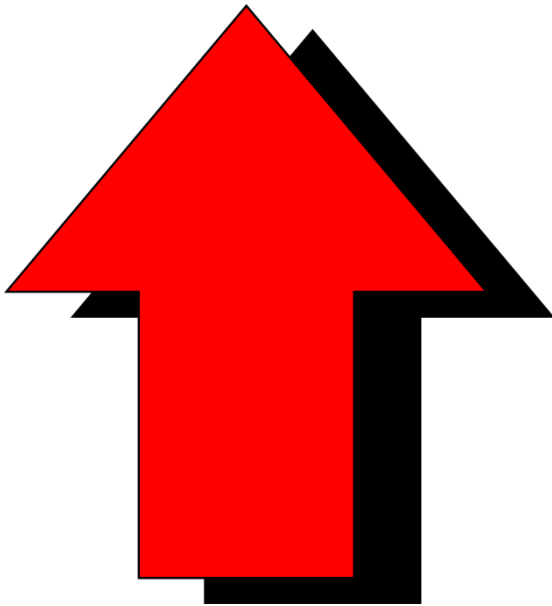
Find The Right Person(s)



Gap Analysis

- Review future workforce data
 - Turnover, retirement, nursing (labour) market
 - Legislative changes
 - Economy
 - Technological advancements
 - Government directions
 - Strategic plans

- Aging workforce
- Reliance of overseas trained health professionals
- Recruitment & retention of skilled & qualified staff challenging



NCNZ Workforce 16-17



- ↑ 50 yrs age 44%
- ↑ 60 yrs age 18%

- NZ Māori 7%
- Pacific 4%
- Male 9%

Your Organisation

You know that
Feeling your finally
Caught up in your
Own department?

Yeah. Me neither.



somee cards
user card

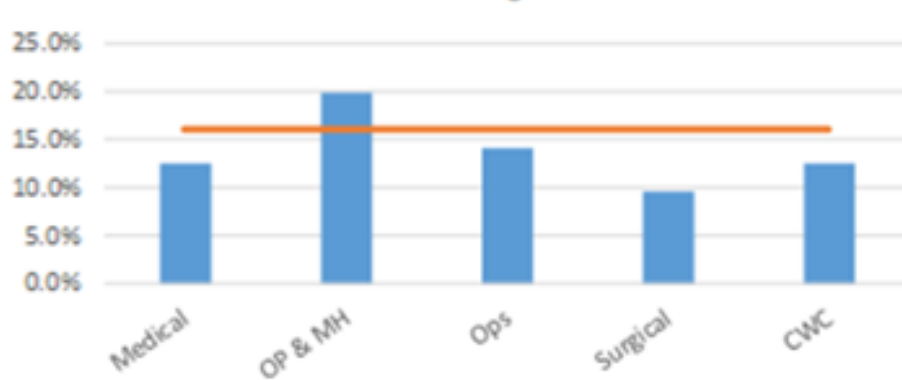
Organisational Big Picture



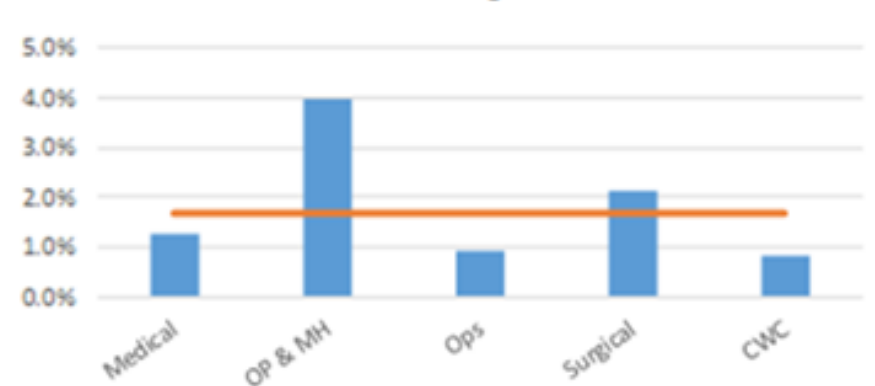
- Average RN age 44 yrs
- Average Des. Senior Nurse age 50 yrs
- Maori RN 13% average (16.02%)
- Pacific RN 1.5% average (1.69%)

Organisational Big Picture

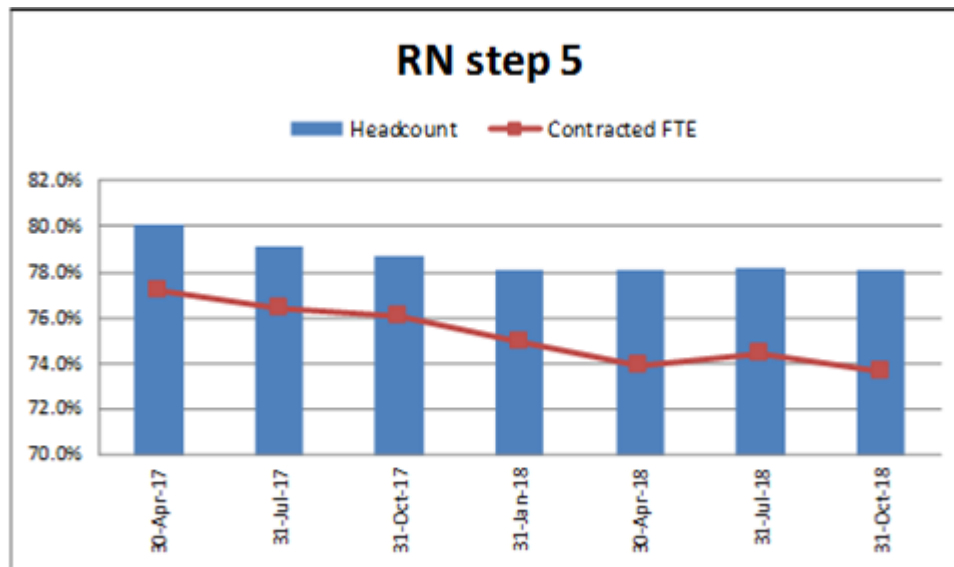
Health Services - Maori Nursing %



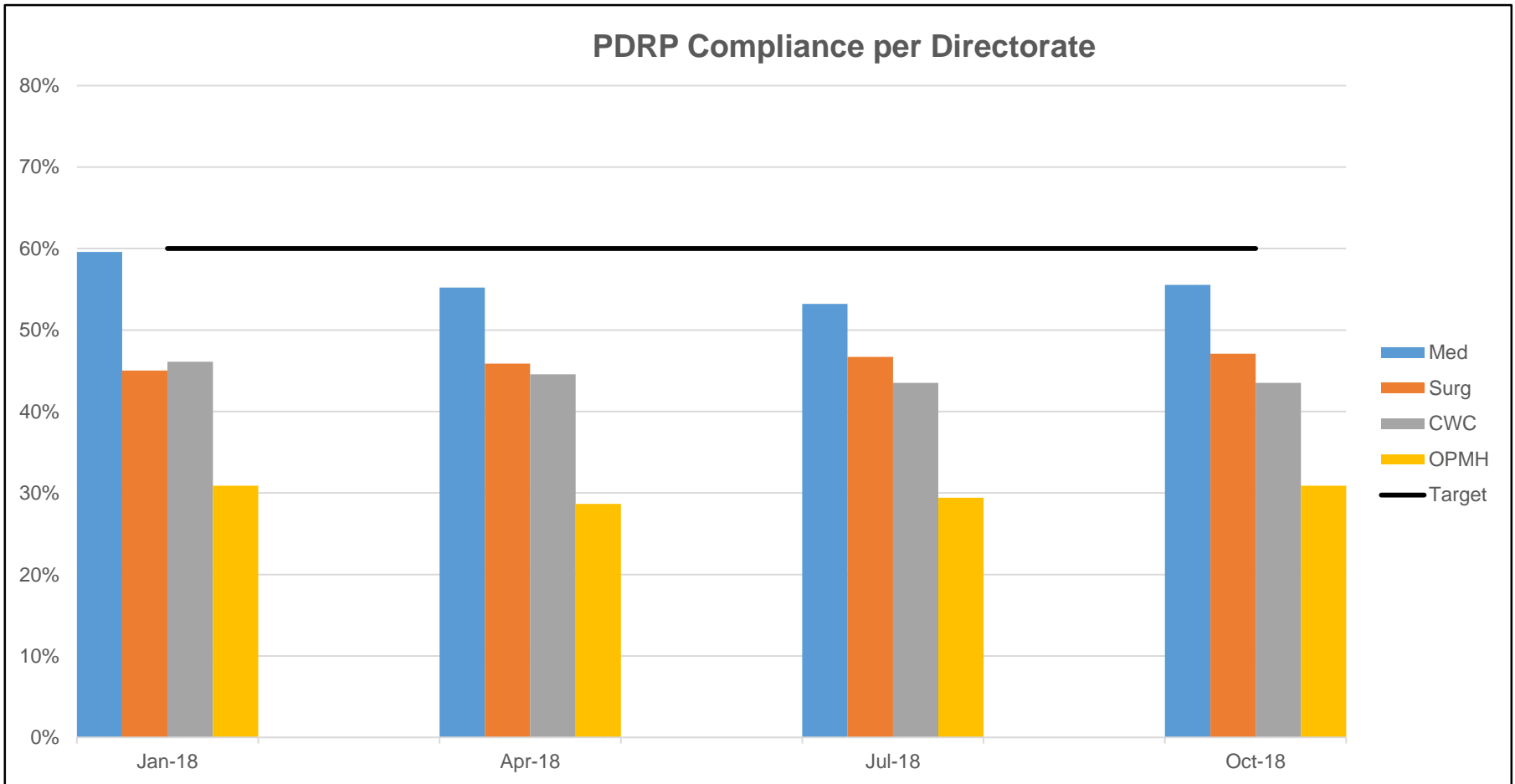
Health Services - Pacific Nursing %



Organisational Big Picture



Organisational Big Picture



Action Plan Considerations



- Management 'buy-in'
- Business case development / approval
- Time constraints
- Available resources
- Employee capabilities & competencies
- Workplace / workforce dynamics

Implementation

- Timelines
- Clear goals & actions, well communicated
- Execute solutions

Implementation



- Empower staff to own their own data
- Overlay people data with other data
- Professional development opportunities & funding

*“Things get done only if the data
we gather can inform & inspire
those in a position to make a
difference”*

Endoscopy Workforce

- New service & team
- Model of care
- 2015 - 2018

Ngā Ratonga Ihopuku
Endoscopy Services

Wāhi Hunga Whaiora Ahopuku ā Waho
Gastroenterology Outpatients Clinic

Ngā Rūma Raupapa Ihopuku
Endoscopy Procedure Rooms

Ngā Rūma Raupapa Ihorērewa
Bronchoscopy Procedure Rooms



Endoscopy Workforce

- A nursing workforce fit for purpose in a new stand-alone Endoscopy service
 1. Aligns with NZ gastroenterology professional standards
 2. Development of nurse endoscopists
 3. Develop advancing nursing practice
 4. Nurse-led management of sedation

Endoscopy Workforce

- Map skills / competencies
 - IV credentialing
 - Resuscitation skills (CORE training)
- ↑ FTE nursing
- New role development
 - Specialty clinical nurse

Endoscopy Workforce



- Support career progression / planning
 - Postgraduate education
 - PDRP compliance
 - Professional development funding

Emergency Dept. Workforce

Name	FTE	PDRP Level/Year	CORE Adv.	TNCC	ENPC	Triage	Preceptor	Resus	NB Resus
Nurse A	0.6	Prof (17)	4-18	2014		2017		Yes	
Nurse B	0.8		5-17			2018			
Nurse C	0.7	Exp (18)	12-16			2014		Yes	
Nurse D	0.8	Prof (16)	3-18					Yes	
Nurse E	0.5	Comp (17)	4-18			2018			
Nurse F	0.6						2018	Yes	
Nurse G	0.8	NETP (18)							

Resus & Triage trained

Triage trained

Resus trained

*“Data will talk to you if you are
willing to listen”*