

Building the capability and capacity of the EN workforce in primary health care?

Discussion on the national NP and EN workforce
programme to improve access to mental health and
addiction services

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Goals of the Programme

The Contract

- Establish EN (& NP) positions in primary health care settings
- Focus on mental health and addiction
- Increase participation of Māori, and Pacific in the nursing workforce
- Showcase role of ENs



MINISTRY OF
HEALTH

MANATŪ HAUORA





He Ara Oranga

Report of the Government Inquiry into
Mental Health and Addiction

- Improve access to mental health and addiction services
- Promote equity
- Growing & upskilling a diverse workforce

A fair health system prioritises equity

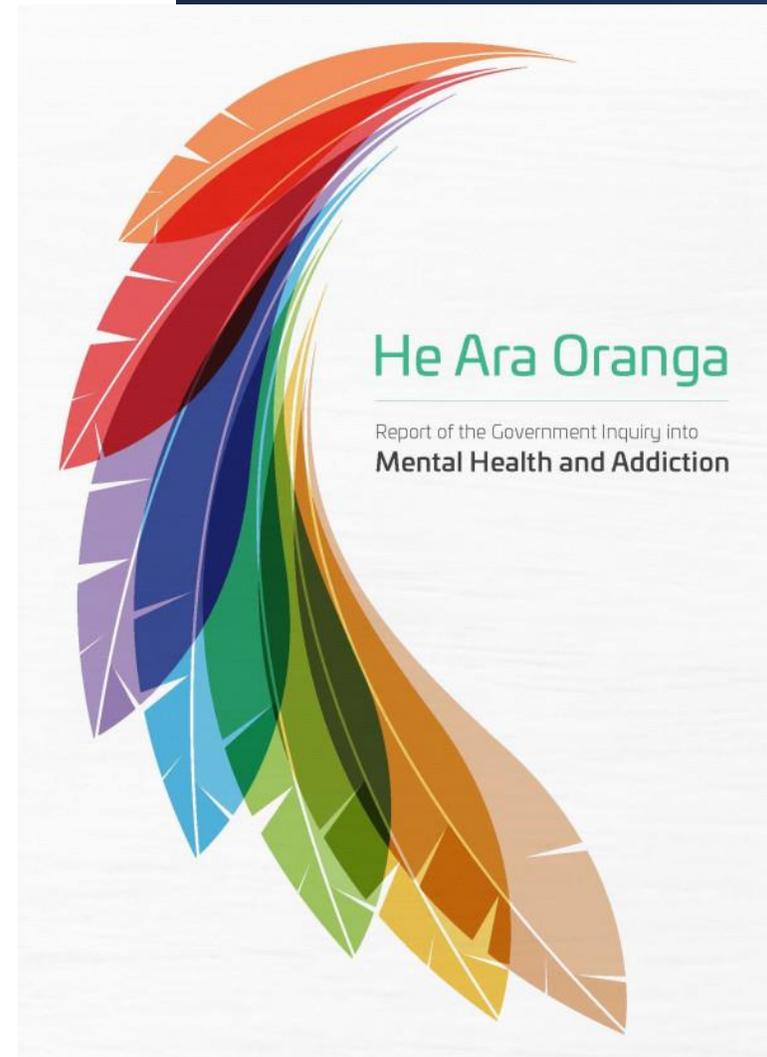
DEFINITION OF EQUITY

In Aotearoa New Zealand, people have **differences** in health that are not only **avoidable** but **unfair** and **unjust**.

Equity recognises different people with different levels of advantage **require different approaches and resources** to get equitable health outcomes.

“People wanted support in the community, so they can stay connected and receive help for a variety of needs – crisis support and acute care, addiction recovery, long-term support, respite care, drop-in centres, social support, whānau wrap-around services and employment support.”

(2018, p. 9)



Health Reforms – Why?

- Health system “too complex and difficult to manage” – “far too complicated”
- Persisting inequity - access and outcomes - Māori, Pacific peoples, disabled people, and vulnerable groups; “post code lottery”
- Ageing population; growing burden of long-term conditions and mental health and addiction issues



Minister of Health

Ministry of Health Strategy & Policy

Health NZ

4 Regional Offices

Hospital & Specialist Services

Public Health Authority



Māori Health Authority



What do nurses bring & do so well.....

Equity – social justice

Person and whānau-centred care – relationships

Working to prevent and promote health and reduce health need

Live and work in our communities – and often with multiple roles

Navigation and advocacy

Teamwork & integration with wide range of health workers and services

Three Scopes of Nursing Practice
EN-RN-NP

EN Programme Partnership Approach

EN Section
NZNO

IPTs – EN
Diploma
providers

Mahitahi
Hauora PHE

NZ College of
Mental Health
Nurses

Te Rau Ora

The Fono

Universities of
Auckland &
Otago

MoH: Health
Workforce &
Mental Health
Directorates

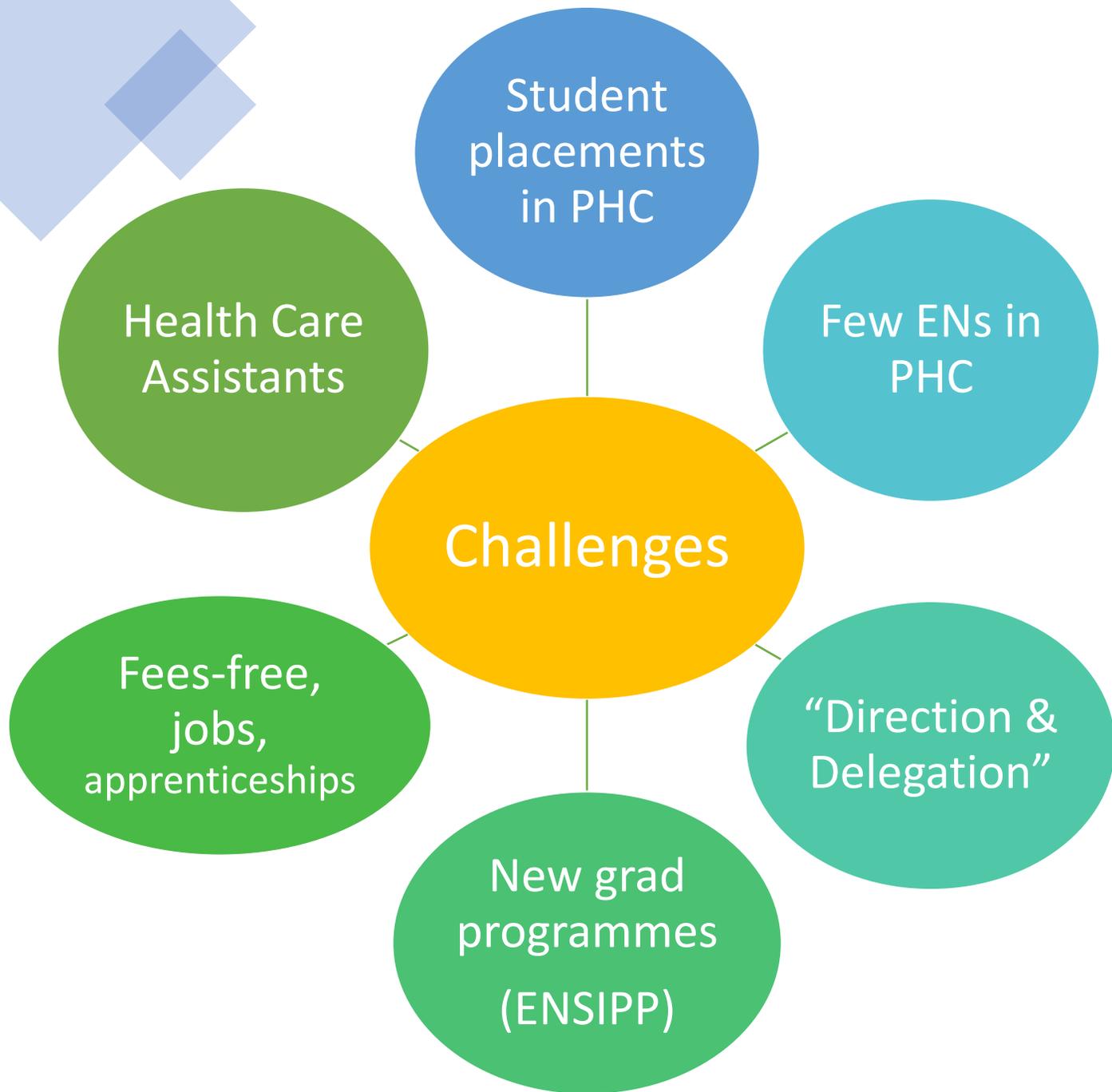
Health Providers & Communities

Intent of Programme: 30-40 **sustainable** EN positions across a range of PHC settings over 4 years:

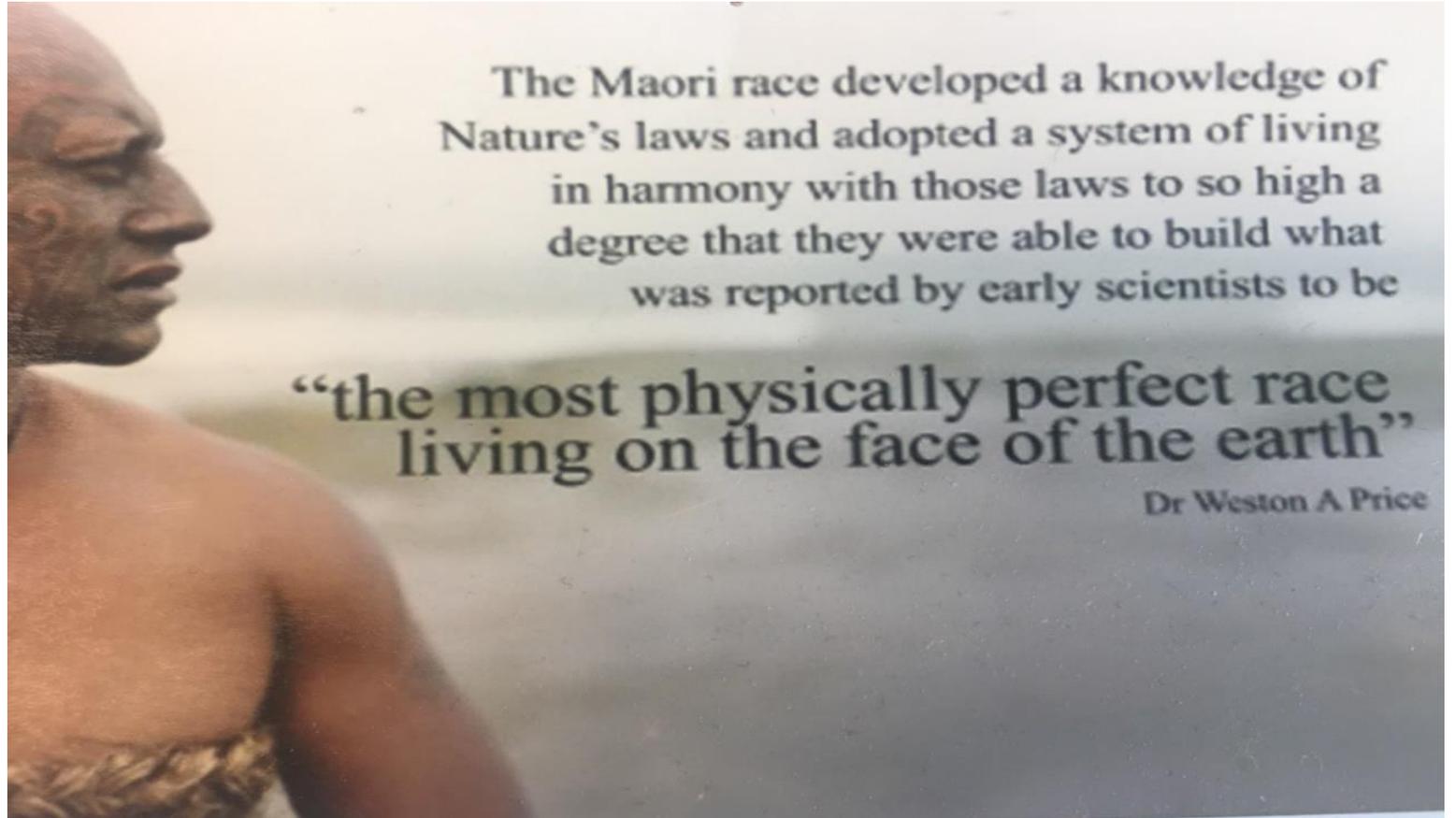


- Priority groups – vulnerable people and communities
- Māori Health Providers
- Pacific Health Providers
- Schools
- Youth Health
- Older Adults
- Maternity, tamariki ora, child health
- General practice settings
- Rural

- Salary support for up to 2 years
- Funding for professional development
- Mental health & credentialling for PHC
- Professional &/or cultural supervision



Once were....
healthy

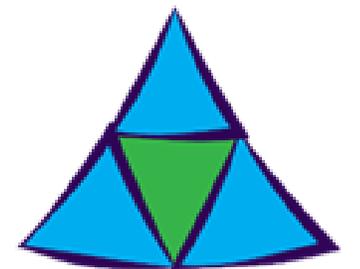


Mahitahi Hauora

“A 2026 Northland healthcare system that sustains equitable, self determined wellbeing”

Strategic priorities:

- Equity
- Collaboration
- Building community capacity



Mahitahi Hauora

Workforce Challenges

Ageing workforce: 40% of doctors and 45% of nurses are aged over 50 years.

Large unregulated workforce (numbering about 63,000), including care and support workers, or kaiāwhina, who often have limited access to training.

Overseas trained: 42% of our doctors, 32% of our midwives and 26% of our nurses.

Māori workforce inequity:
38.6 % Northland population are Māori, yet Māori nurses just 8% of the nursing workforce and only 14% of these work in primary health care.

Engaging with Māori:
Nurses tell us that they don't feel confident

Our population

Mental health and addictions are a significant issue for our Northland population

Northland Māori experience some of the worst health outcomes due to long term conditions such as diabetes and heart health.

People living with a long-term condition and/or the detrimental impact of poverty are far more likely to experience mental health and addiction challenges.

What do whanau/patients want?

When Māori go into the health system, they are scanning for a Māori face, they're scanning for a Māori nurse because they want the health system to reflect them and to understand their lived experiences.” (P, Barton. Radio NZ, 2019).

*Whanau tell us they want to **hear, feel and see** providers engaging in whanaungatanga (building relationships), acknowledging Maori world view and seeking out a holistic understanding (Papa Tikanaga, 2019).*





What does
this look like
in action

Enrolled nurses:

- Meeting with potential nurses and providers
 - Meeting with current student nurses and providers.
 - Working with partners to address some of the gaps.
 - Upskilling current EN's in mental health and addictions.
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A high-angle photograph of a diverse group of young people, likely students, gathered in a circle on a paved surface. They are leaning inward, with their hands stacked in the center, forming a 'huddle' or 'haka' gesture. The group includes individuals of various ethnicities and styles, with some wearing hats (a grey baseball cap, a plaid hat, and an orange cap). The background is a plain, light-colored wall.

Kaitaia Hui

Health Care
Assistants/Kaiarahi to
EN

EN student
placements in PHC
settings



What excites me!

- Working with NorthTec to understand logistical challenges and community capacity opportunities.
- Working with the DHB.
- Working with primary health care providers to understand models of nursing care

We have an aging regulated workforce with very low numbers of Māori nurses which does not represent the population we serve in Northland.

We have a large and growing unregulated workforce which tend to live work and play in the community in which they have strong relationships.

There is opportunity to build a workforce that can meet the needs of whānau if we work in collaboration.

Discussion

- What excites you about the future of enrolled nursing?
- What are the knowledge and skills that ENs would bring to a primary health care/community setting and including for mental health and addiction.