Mind the Gap: The future nursing workforce

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Strategic direction 2014-17

- GOAL 2  Responding to the changing environment to ensure a fit for purpose workforce
- GOAL 3  Engaging stakeholders to guide the development of a competent and flexible workforce
Background to this work

• 2008-2010 Nursing Council made significant changes to data capacity

• Published Nursing Workforce data:
  • Workforce statistics
  • Cohort reports

• Engaged BERL Economics to explore nursing supply
New Zealand has an aging population

- The population is expected to grow to by 17% by 2035.
- New Zealanders aged 65 years and over in 2009 approx. 500,000.
- In 2029 approx. 1,000,000.
- The older population is also aging.
New Zealand Nursing Workforce

Total nurse workforce, 2010, age profile, %
New Zealand Nursing Workforce 2010

45 460  Total nurses
1337   NZ graduates 2010
1295   Internationally Qualified Nurses (IQN) registered in NZ 2010
25%    Internationally Qualified Nurses
50%    Registered Nurses work in District Health Boards
40%    Enrolled Nurses work in District Health Boards
25%    Enrolled Nurses work in in aged care settings
59%    Nurses work part time
Limitations of study

• Just modelling
• Based on averages (graduates, IQN, number of nurses leaving workforce, retirement age.)
• BERL modelled on TEC count - ? Accuracy (Differs from nurses registered)
• Can’t predict health profile of New Zealanders, impact of changing technology treatment
• Impact of immigration
• Change in economic times
• Impact of shortage of nurses in other countries (e.g. Australia “poaching our nurses”)

Te Kautihera Tapuhi o Aotearoa
Nursing Council of New Zealand
So what do we know about the Enrolled Nurse (EN) workforce
Total EN workforce

Statistics for 2010 include those working as Nurse Assistants.
The average hours worked remain static at 32 hours per week or 0.8FTE (EN)
2013 - % of EN Workforce by Age

- 20s: 3.00%
- 30s: 2.83%
- 40s: 12.40%
- 50s: 49.93%
- 60s: 23.45%
- 65+: 8.39%
This graph will not add up to the total EN workforce as not all ENs have completed the survey.
John F Kennedy once said:

“The Chinese use two brush strokes to write the word 'crisis.' One brush stroke stands for danger; the other for opportunity. In a crisis, be aware of the danger--but recognize the opportunity.”
Challenges/Solutions
Enrolled nurse scope of practice

- Broader scope of practice introduced in 2010 as a result of the Minister of Health request
- New Enrolled nurse programmes introduced in 2011
- Models of care, policy and funding incentives
Where to from here?

1. Improve infrastructure to support nursing workforce

- Increase predictive tools for reporting (HWNZ, OCN, NCNZ, Employers, DHB etc.):
  - Nursing Council data
  - HWNZ analysis
  - ACE data
  - NETS survey data
- Update predictive models/track progress
- Develop model of care
- Enhance leadership
Where to from here?

2. Improve infrastructure to support nursing workforce

- Entry level nurse – have we got it right?
- Mid career nurses
- Raise profile of nursing
- Plan for best use of each scope – fit for purpose flexible workforce
- Plan for unregulated workforce and interface with regulated
Where to from here?

3. Tertiary education and training

- Work with providers and TEC
- Strategy to attract and retain Māori and Pacifika students
- Return to nursing
- IQNs integrate and retain – right placement for skills
Where to from here?

4. Recruitment and retention of workforce

- Effective recruitment to 1st position as a nurse (ACE OCN)
- NNOs committed to 100% employment of graduates
- Develop culture that supports learning and development
- Support career planning – all/many/some/few model
- Develop national post graduate education plan
- Support expanded scope
- Develop leaders
- Use skills of older nurses
- Identify and reduce barriers