Factsheet: Safe Staffing - Care Capacity Demand Management

Members have requested more information on proposed changes to the MECA including on Safe Staffing - Care Capacity Demand Management

**Safe Staffing – Care Capacity Demand Management**

- We have reached agreement on the implementation of CCDM in all DHBs by 2021, with improved reporting requirements which are now enforceable under the MECA.
- Implementation plans now need to be agreed in all DHBs, within 6 months of ratification of the MECA.
- DHBs will be required to include CCDM in annual plans and now report to the Ministry of Health on progress.
- CCDM is now also included in the DHB Operating Policy Framework and the Letter of Expectation from the Minister of Health to all DHBs. This is an added compliance mechanism.

The Ministry of Health have allocated additional funding to DHBs to engage staff dedicated to the implementation and development of “safe staffing and the CCDM programme. This is equivalent to 1 FTE for the patient acuity system and 1 FTE for CCDM programme management per 600 nursing FTE of nursing staff equating to $10 million.

$750,000 additional investment in the SSHW Unit will be provided to support fast-tracked CCDM implementation.

The changes in the MECA set out the DHBs new obligations to deliver on agreed milestones within specified timeframes. A new reporting process will require DHBs to now deliver with momentum.

These agreements are significant as they provide political leverage through the DHBs annual plans and Ministry of Health oversight.

NZNO will continue to deliver its commitment to CCDM which requires a collaborative approach to the problem of unsafe staffing. NZNO has appointed a full-time CCDM co-ordinator to assist our local teams gain momentum on this important initiative.

Under the proposed changes we will now be able to track where your DHB is at in delivering CCDM.

The transparency requirements mean that we will be better able to identify which DHBs are lagging behind and hold them to account given these agreements will now be specified in the MECA and are therefore enforceable.

**The Healthy Workplaces Agreement in a new MECA will now include the following principles:**

- Full implementation of CCDM in all DHBs by 30 June 2021
- DHB Implementation plans will now be agreed between the CCDM councils in each DHB and the Safe Staffing Healthy Workplaces Governance Group within 6 months of ratification of the MECA (this includes DHBs who are yet to purchase an acuity tool)
- These plans shall be published by each DHB and the SSHWU, and complied with according to the agreements reached with the SSHWU Governance Group
- The plans shall comply with the CCDM standards and among other things include:
  - Timeframes for each stage milestone of CCDM
  - Paid release of staff for education and all other components of CCDM
  - Education on a validated acuity tool and the CCDM programme will be provided for all staff
  - Agreed resourcing to ensure implementation of plans and consequent/subsequent activities

CCDM implementation plans shall be outlined in each DHBs accountability document and annual plan.

This means that DHBs shall be required to report to the Ministry on progressing its plans including time-frames for the implementation of CCDM. The letter from the Director-General of Health requiring this is available at www.nzno.org.nz/dhb