

THE NEONATAL NURSING WORKFORCE IN NEW ZEALAND

Juliet Manning
Charge Nurse Manager
NICU, Dunedin



OVERVIEW

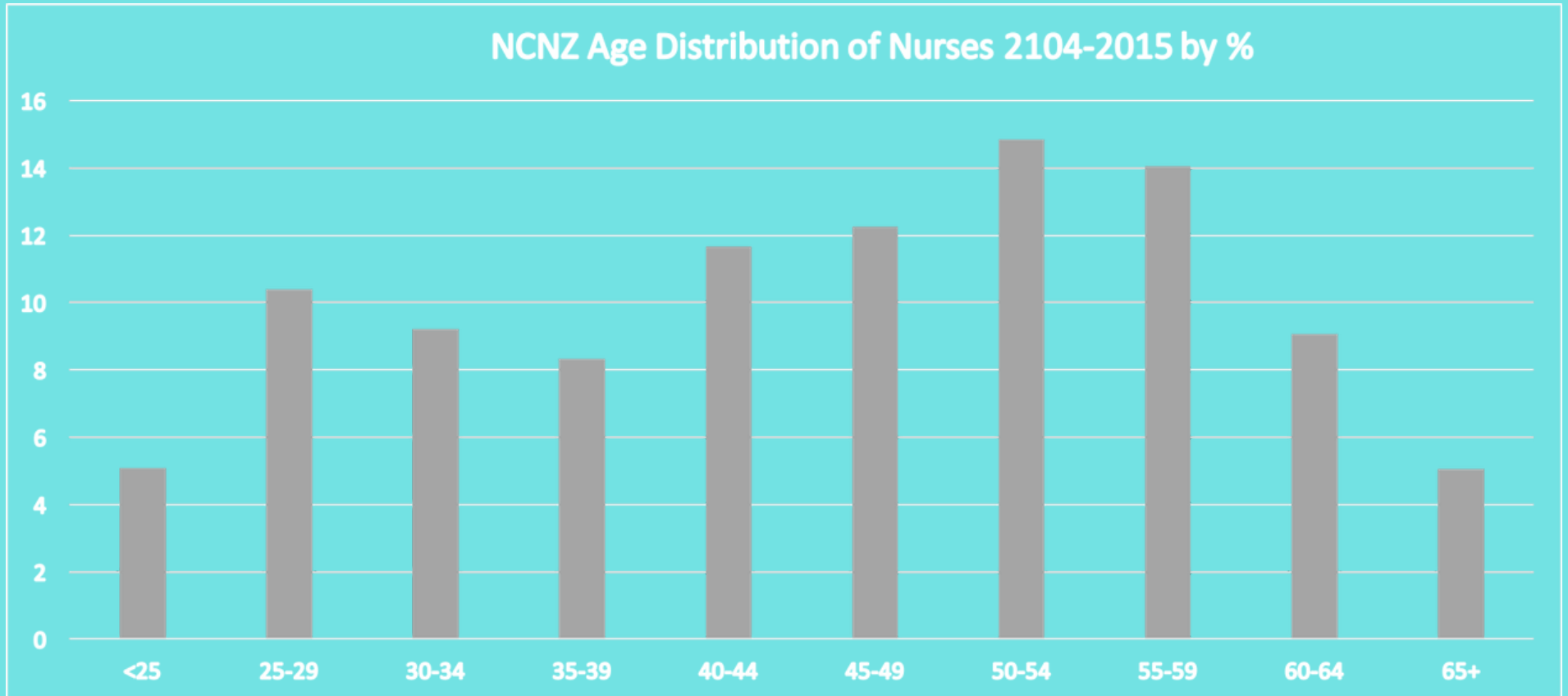
- Nursing workforce profile
- Population profile and population health
- Neonatal nursing workforce
- What's on the horizon?

NURSING WORKFORCE PROFILE

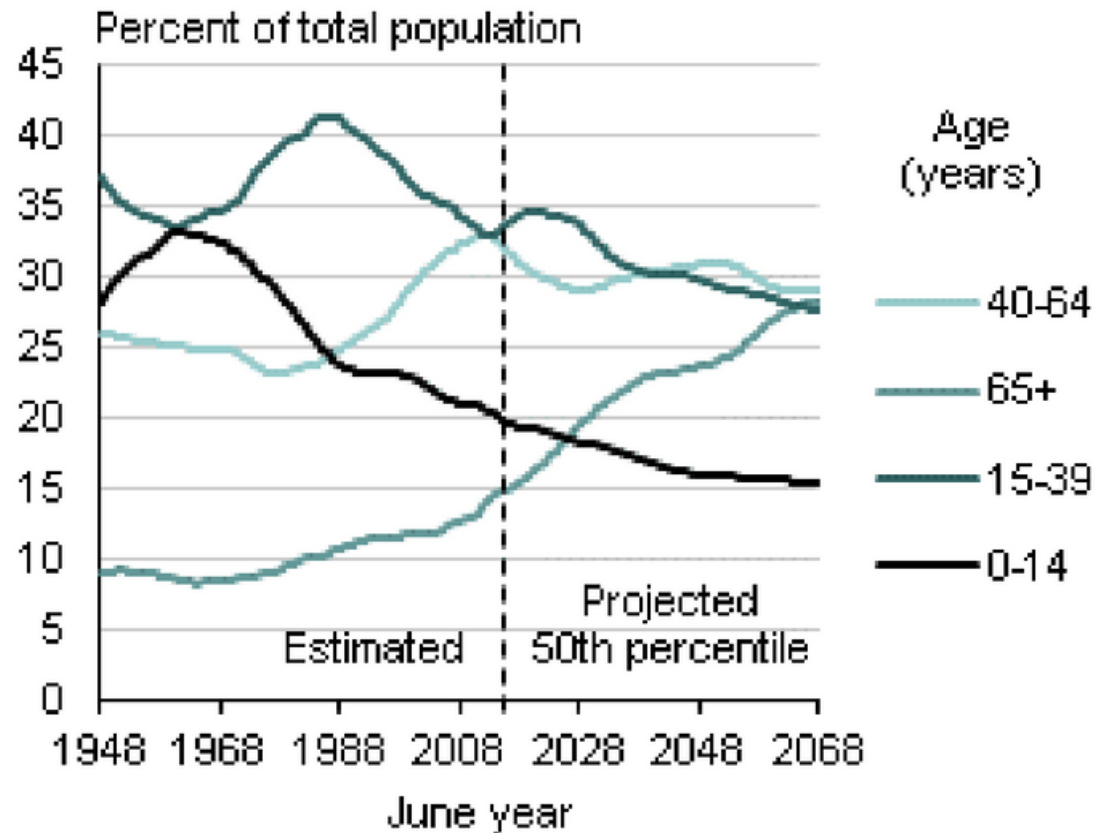
Information collected by NCNZ

Age, gender, ethnicity, practice area,
employment setting, average hours
worked, reasons for part-time work,
geographical location of work, completed
qualifications

NCNZ Age Distribution of Nurses 2014-2015 by %



Age distribution of population 1948-2068

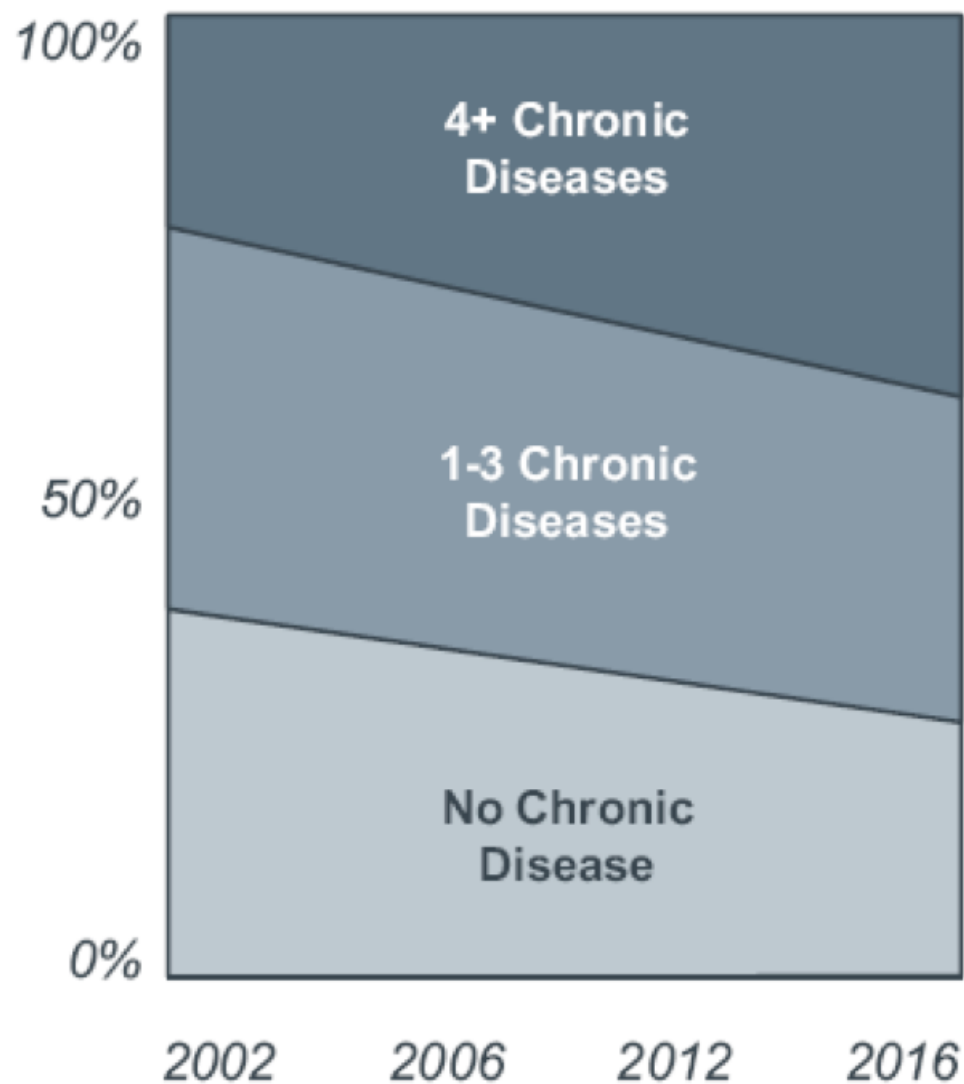


Source: Statistics New Zealand

POPULATION PROFILE

Comorbidity Breakdown of US Inpatient Admissions

Percentage of Inpatients, 2002–2016



POPULATION HEALTH

NEONATAL NURSING PROFILE

- NNCA – about 600 members
- Not all NNCA members are working in NICU
- Not all nurses working in NICU are members of NNCA

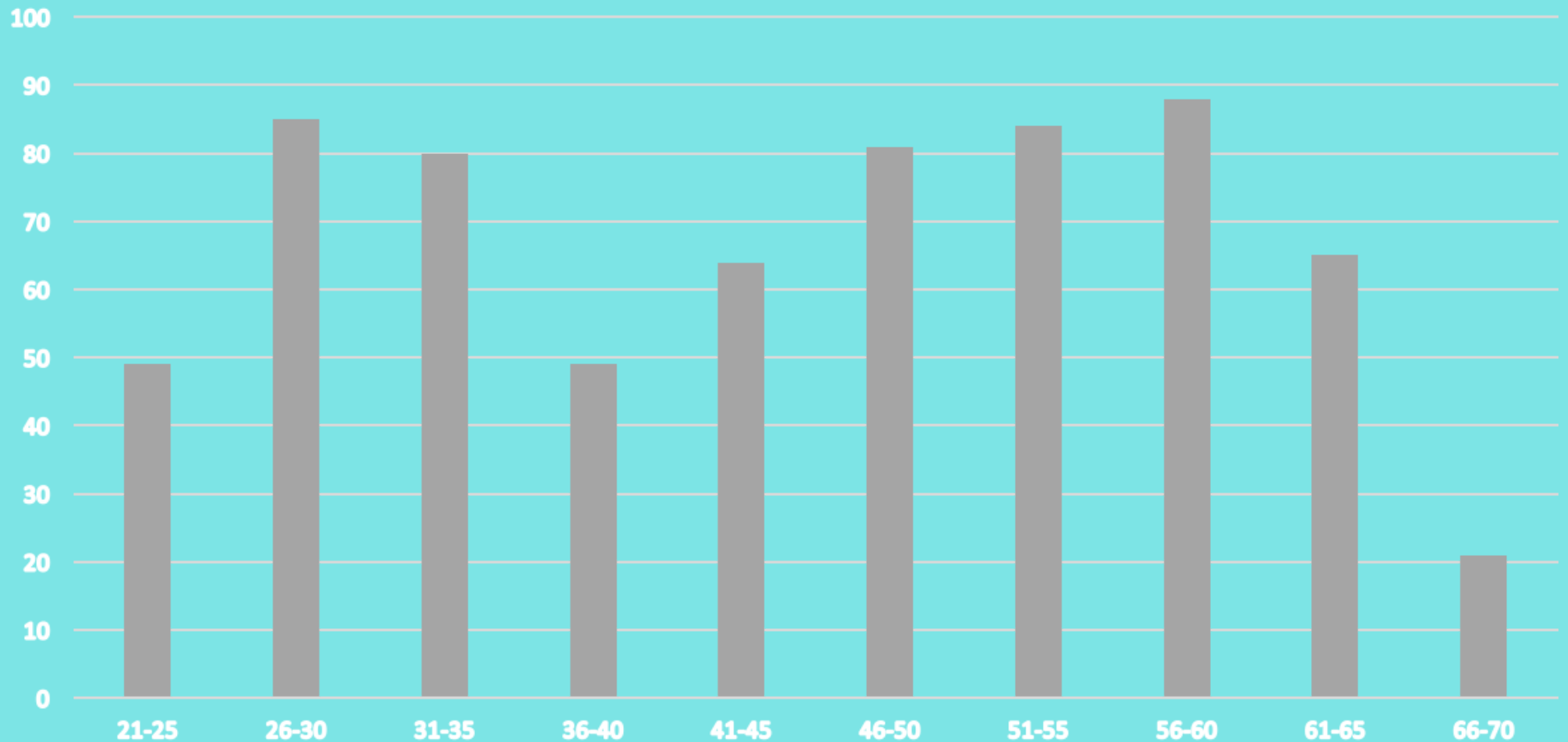
**So where do we find
information about the
neonatal nursing
workforce?**

SURVEY OF NEONATAL UNITS

- Informal survey of all neonatal and special care baby units
- Anonymised information
- Age distribution using NCNZ grouping

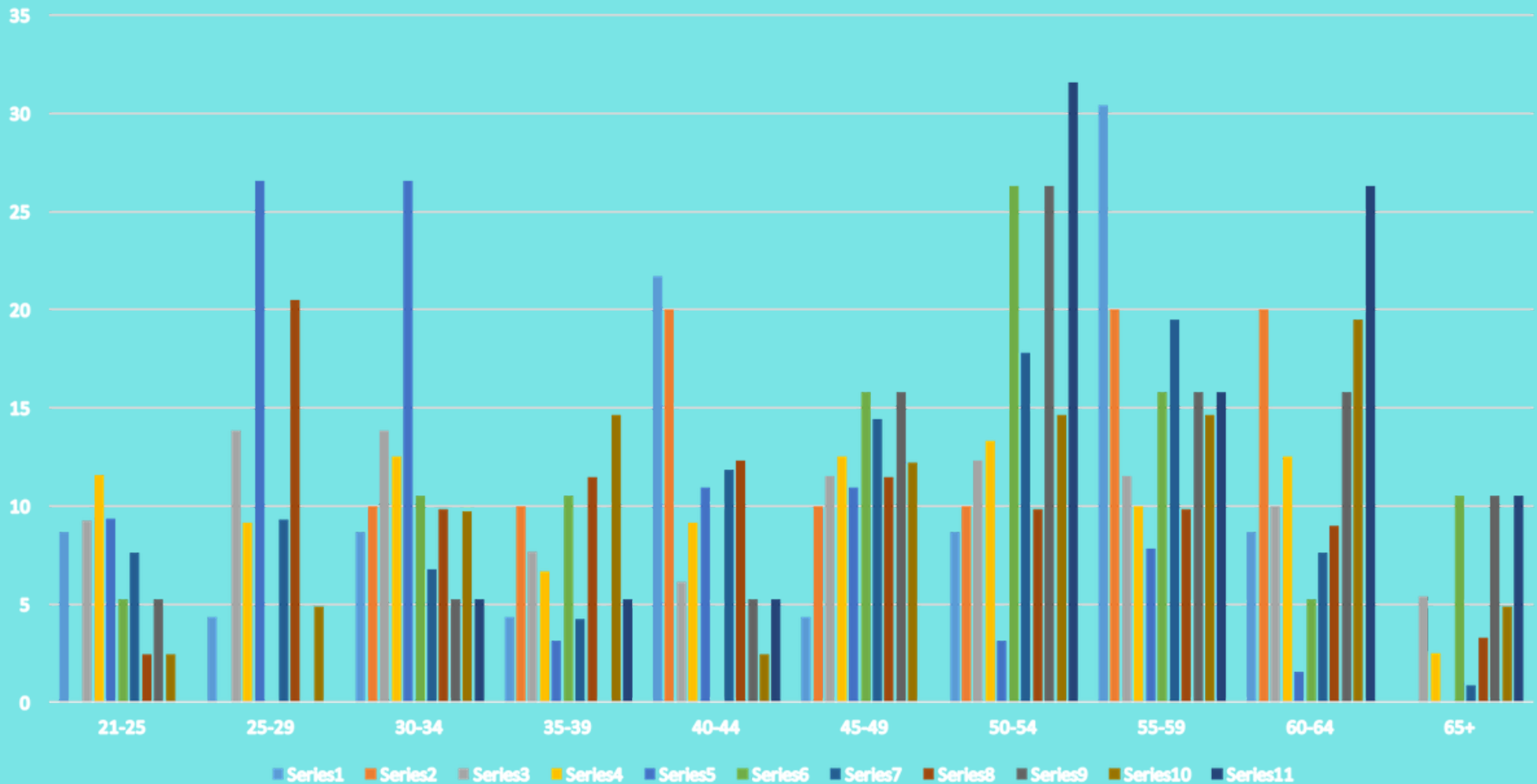
NEONATAL NURSES AGE DISTRIBUTION

Neonatal nurses age distribution

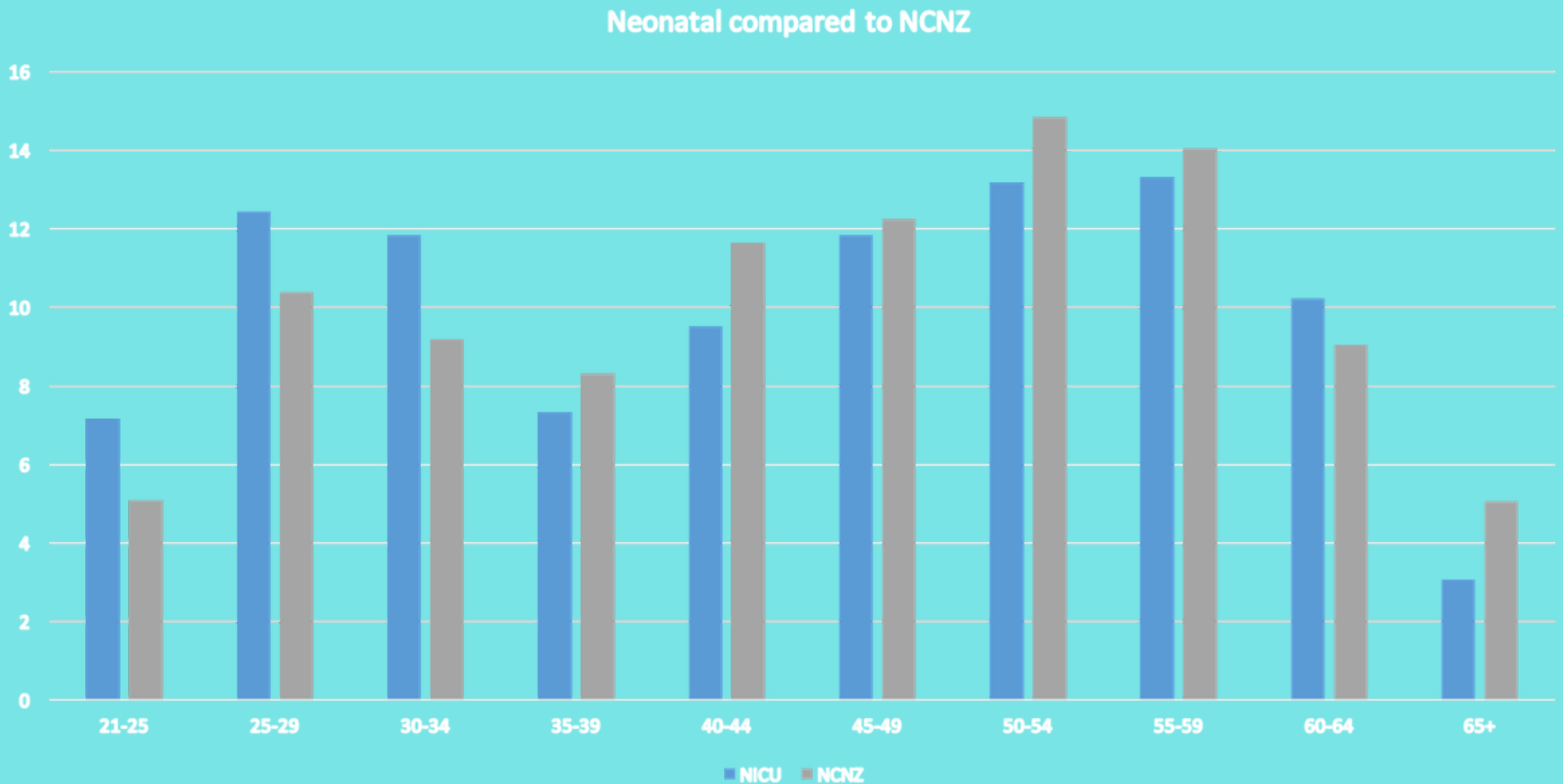


INDIVIDUAL UNITS

Age distribution individual units as %



NEONATAL COMPARED TO NCNZ




STRATEGIES TO SUPPORT NEONATAL NURSING WORKFORCE

- Understand the workforce
- Break down barriers
- Attract nurses across all age groups
- Boost job satisfaction and retention
- Reduce turnover in new graduates
- Alignment of practice – acuity tools, education frameworks, consensus in clinical management



WHAT'S ON THE HORIZON?

- Health service planning
- Stable population growth with increasing complexity and increasing age
- Changing technology and care provision in NICU

A teal-tinted top-down photograph of a dining table. The table is set with several white plates containing food, including what appears to be waffles, vegetables, and meat. There are also glasses of water, coffee cups, and silverware. A person's hand is visible on the right side of the frame, and another hand is visible on the left side, holding a small white bowl. The text "If you're not at the table you're probably on the menu!" is overlaid in white, bold, sans-serif font in the center of the image.

**If you're not at the table
you're probably on the
menu!**