Beyond the Barriers in the PHC Sector Group

• Influencing change
• Collective Agreements
• Tools for Members
• Advanced member leadership
Influencing Change

• GP practice mergers and buy ups
• Co-location with other service providers
• New models of care
• Trend to employ health care assistants
Influencing Change

Evolving Primary Health Care Services

Better, safer, more connected Primary Health Care is the current Government’s initiative to deliver a more personalized primary health care system. This is changing the way New Zealand traditionally delivered primary health care. NZNO acknowledges that change can be challenging, involving new initiatives, and the development of new services, NZNO will continue to advocate for universal and equitable access to primary health care for all New Zealanders.

NZNO supports the development of new models of the delivery of primary health care services under the following conditions:

1. There is a regional approach to safe, quality primary health care services (this includes those services delivered by PHOs).
2. Staff, both clinical and administrative, have the opportunity to assist in the development of options and proposals.
3. Non-clinical positions are escalable, clinical governance structures, with opportunities to extend, enhance and develop nursing practice.
4. Education and training is undertaken with staff, unions, Targeted Areas, and communities.
5. There is a sound economic and human resource rationale for the proposals.
6. An impact analysis is presented with all consultation documents.
7. There is a clear strategy to address financial sustainability of clinical service delivery.
8. Integration of public services does not increase the cost to the client or the taxpayer.
9. Integration of public services does not lessen conditions of employment, or compromise clinical leadership and professional support structures for staff.
10. Services to clients, both high needs populations and the community will be maintained and equitable.
11. Staff and clients experience minimal disruption and public safety is not compromised.

Attention is drawn to the CNO College of Primary Health Care Nurse Practitioner Position Statement “Maximising the Nursing Contribution to Optimal Health Outcomes for the New Zealand Population.” Located on the NZNO website at:


NZNO Employment Position Statement: Primary Health Care Services


Practice Position Statement: Health Care Assistants in General Practice and Accident and Medical Settings

The purpose of this statement is to specify the New Zealand Nurses’ Organisation (NZNO) position on the appropriate deployment and support of health care assistants (HCAs) in non-emergency, in general practice, accident and medical centres, and in integrated family health centres.

This paper seeks to provide clarity around the appropriate utilisation of Health Care Assistants (HCAs) in practice settings where presentations will generally be acute or chronic, acute or chronic, and not within the scope of practice for non-registered nurses. This statement focuses on the role of the HCA in primary care, but also considers other health care settings.

NZNO recognises the rapid evolution of health care delivery in New Zealand and is not averse to innovation in service provision; however, safety to patients and to staff must hold paramount importance. Safety needs to be considered in all aspects of practice, including the role, practice setting and environment.

This statement is intended to provide direction and guidance on the role and responsibilities of the HCA and to ensure that the HCA is appropriately supported within these practice settings. It is not intended to replace the Nursing Council’s (NZNO) position statement on the role of the HCA in the New Zealand health care system.

NZNO expects that health care providers and employers are able to provide a safe and effective working environment for HCAs, in line with current best practice, including adequate oversight by experienced registered nurses. This includes the provision of adequate supervision and orientation for HCAs in the workplace. This statement aims to provide clarity and direction in the role of the HCA in general practice and accident and medical settings.

NZNO supports the alignment of the HCA role with the current workforce needs of the health care sector, and the importance of ensuring that the HCA is appropriately supported and supervised.

Background

Health Care Assistants (HCAs) are non-registered nurses employed in primary care and other areas of health care that require a professional, nursing, knowledge, judgment or skill. This includes, but is not limited to, general practice, accident and medical centres, and integrated family health centres.

NZNO is committed to ensuring that HCAs are appropriately supported and supervised in order to provide safe and effective care to patients. This includes ensuring that HCAs are adequately supervised and have appropriate healthcare oversight in primary care settings.

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Collective Agreements

- 2016 Primary Health Care MECA
  - 563 employers, 610 workplaces and 3,139 members.
  - Strategic litigation
- Te Rau Kōkiri MECA
  - Proposed new direction
- Central PHO CA
- Homecare Medical Limited MUCA
- Plunket CAs
TOOLS FOR MEMBERS

• Healthy Workplaces
• PHC New Graduate Tool Kit
• Senior Nurse Project Tool Kit
Advanced Member leadership

• PHC delegate training
• National Delegate Committee
• PHC Nurse Champions
I HAVE NO IDEA
WHAT I AM DOING
Your organisation reaching beyond the barriers

- submissions
- research projects
- Communications -Kai Tiaki, Facebook page, NZNO blog, “Nursing Pulse”
- NZNO Library
- Kai Tiaki Nursing Research
- competency review process
- representation before the Nursing Council
- Medico-legal new cases
- Employment – new cases:

*Highlights from NZNO Year - taken from the 2014- 2015 Annual Report (pg. 20)*
BREAKING
DEFENSE
Influencing the Political Debate

Media Training

Health Funding in Action

Change Participation
1,741 HAVE SIGNED
GOAL: 2,000 signatures
http://www.together.org.nz/smokefree/?recruiter_id=20525
IMPROVEMENTS AHEAD!