Future direction: Your roadmap

Chris Wilson, Industrial Advisor PHC Sector
Angela Clark, Professional Nursing Advisor
We are influential!

- 2013  6756
- 2014  7032
- 2015  7177
- 2016  7330
- 2017  7660

Primary Health Care Annual Membership Figures
Change in the Sector

- GP practice mergers and buy ups
- Co-location with other service providers
- New models of care
- Continued employment of Health Care Assistants
- Restructuring / Funding Cuts
Influencing Change

Evolving Primary Health Care Services

Better, Safer, More ConvenienPrimary Health Care is the current Government's initiative to deliver a more personal and primary health care system. It's changing the way New Zealanders traditionally delivered primary health care. NZNO acknowledges that change can be positive, avoiding 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 in the delivery of primary health care services under the following conditions:

1. There is a regional approach to safe, quality primary health care services that includes an additional service delivered by general practitioners.
2. All staff, from clinical and administrative, have the opportunity to assist in the delivery of options and proposals.
3. Nursing positions are included in clinical governance structures, with opportunities to extend, enhance, and develop nursing practice.
4. Extensive workforce consultation and engagement with staff, unions, Taranaki Whanau, and communities.
5. There is a sound economic and human resource sustainability for the proposals.

An impact analysis is presented with all consultation documents.

There is a need to reflect on financial outcomes of clinical service delivery.

Integration of public services does not increase the cost to the client or the taxpayer.

Integration of public services does not worsen conditions of employment of compressive clinical leadership and professional support structures for staff.

Services to clients, Ministry of Health priorities, and the community will be enriched and rewarded.

Staff and clients experience minimum disruption and public safety is not compromised.

Attention is drawn also to the NZC College of Primary Health Care Nurses Practice Position Statement “Maximising the Nursing Contribution to Positive Health Outcomes for the New Zealand Population” available on the NZNO website at http://www.nzon.org.nz/Portals/0/MaximisingtheNursingContribution.pdf

NZNO Employment Position Statement: Nursing in Primary Health Care.

New Zealand Nurses’ Organisation PO Box 87520, Wellington, www.nzon.org.nz

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 (unaccompanied health workforce) 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 preparations will generally be routine or follow-up appointments for clients known to the practice, overhauling this to the acute presentation of unwell patients, in particular to accident and medical centres.

NZNO recognises the rapid evolution of health care delivery in urban and rural New Zealand and its role is to advocate for the appropriate placement of HCAs in patient care when staff is a constraint concern. Changes need to be considered with quality of care and safety for both patients and staff being the central considerations for any new practice changes. Particularly, there are concerns for the role of HCA in rural health centres, health centres, and accident and medical centres.

NZNO recognises the rapid evolution of health care delivery in urban and rural New Zealand and its role is to advocate for the appropriate placement of HCAs in patient care when staff is a constraint concern. Changes need to be considered with quality of care and safety for both patients and staff being the central considerations for any new practice changes. Particularly, there are concerns for the role of HCA in rural health centres, health centres, and accident and medical centres.

NZNO recognises the rapid evolution of health care delivery in urban and rural New Zealand and its role is to advocate for the appropriate placement of HCAs in patient care when staff is a constraint concern. Changes need to be considered with quality of care and safety for both patients and staff being the central considerations for any new practice changes. Particularly, there are concerns for the role of HCA in rural health centres, health centres, and accident and medical centres.

This paper seeks to provide clarity around the appropriate utilisation of Health Care Assistants (HCAs) in practice settings where preparations will generally be routine or follow-up appointments for clients known to the practice, overhauling this to the acute presentation of unwell patients, in particular to accident and medical centres.

Background

Health Care Assistants (HCAs) are registered nurses who, by completing personal care and other activities that do not require registered nurse knowledge, judgment or skill (Health and Disability Council of New Zealand, 2010, p. 16).

Health Care Assistants are employed under a range of titles including community health care workers, health educators, junior nurses, hospice nurses, and home care assistants and in a range of settings. For the purposes of this document the term health care assistant (HCA) is used. A NZNO survey of HCAs indicated that it is often referred to with different names from unpaid caregivers and acknowledges their
Opportunities

- Expanded Scope - Nurse Prescribers
- Increase in Nurse Practitioners
Advanced Member Leadership

- PHC delegates
- PHC National Delegate Committee
- PHC Shout Out For Health videos
NZNO Pay Equity Strategy

- To contribute to the enactment of an effective Employment (Pay Equity and Equal Pay) Act
- To advance and achieve Pay Equity for 100% of NZNO members employed in historically female dominated work.
2017 Collective Agreements

- Primary Health Care MECA
- Golden Bay Community MUCA
- Te Rau Kōkiri
- Prison Health
- Healthcare NZ/NZ Care
- Plunket CA
- Local PHC CAs
NZNO supporting and advocating for you on your journey

- 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 2016-2017 Annual Report*
Working with members nationally

- Health Resource Tool (Dept of Corrections)
- National Engagement Forum (Plunket)
- Graduate Support & Enrolled Nurse Supported into Practice Programme
- Assoc Partner 2\textsuperscript{nd} Public Health Congress, 2018
- Te Rākau o te Uru Kahikatea Public Health Nursing Knowledge and Skills Framework 2017
- PHC Nurses Knowledge and Skills Framework Draft 2017
SHOUT OUT FOR HEALTH

THE NZNO MEMBER-LED CAMPAIGN FOR

A FULLY FUNDED HEALTH SYSTEM

NEW ZEALAND NURSES ORGANISATION
TÖPÜTANGA TAPUHI
KAITIAKI O AOTEAROA
Influencing the Political Debate

Media Training
Health Funding in Action & Change Participation

http://www.nzno.org.nz/shoutoutforhealth
Open Letter to Politicians and NZ Voters