

Breaking down barriers



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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



EMPLOYMENT POSITION STATEMENT

Evolving Primary Health Care Services

Better, Sooner, More Convenient Primary Health Care is the current Government's initiative to deliver a more personalised primary health care system. It is changing the way New Zealand has traditionally delivered primary health care. NZNO acknowledges that change can be positive, enabling 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 (this includes those services delivered by Māori and iwi providers.)
2. All staff, both clinical and administrative, have the opportunity to assist in the development of options and proposals
3. Nursing positions are included in clinical governance structures, with opportunities to extend, enhance and develop nursing practice
4. Extensive and timely consultation is undertaken with staff, unions, Tangata Whenua and communities
5. There is a sound economic and human resourcing rationale for the proposals
6. An impact analysis is presented with all consultation documents
7. There is a clear strategy to redirect financial savings into 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, Māori, high needs populations and the community will be enhanced and equitable
11. Staff and clients experience minimum disruption and public safety is not compromised

Attention is drawn also to the NZ College of Primary Health Care Nurses Practice Position Statement "Maximising the Nursing Contribution to Positive Health Outcomes for the New Zealand Population" located on the NZNO website at:

<http://www.nzno.org.nz/Portals/0/Maximising%20the%20Nursing%20Contribution%20to%20Positive%20Health%20Outcomes%20for%20the%20New%20Zealand%20Population.pdf>

NZNO Employment Position Statement:
Evolving Primary Health Care Services
New Zealand Nurses Organisation PO Box 2128, Wellington 6140. www.nzno.org.nz
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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 (an unregulated 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 (HCA) in practice settings where presentations will generally be routine or follow up appointments for clients known to the practice, differentiating 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 Aotearoa New Zealand and is not averse to innovation in service provision; however safety to patients and to staff is a paramount concern. Change needs to be considered with quality of care and safety for both patients and staff being the central consideration in any system redesign. In particular, there are concerns for the registered nurse (RN) role in delegation and supervision of HCAs in primary health settings. Clarification is required regarding whether this direction is expected to come from the RN or the general practitioner (GP). NZNO is also concerned that the skilled Enrolled Nurse (EN) workforce with the broadened scope of practice (Nursing Council NZ, 2010) is not being fully utilised in primary care, while there is a push to further expand the utility of the HCA.

This position statement contributes to a growing body of papers prepared by the NZNO to support the sound development of team inclusive of nurses and HCAs. It should be read in conjunction with the NZNO position statement, HCA – Unregulated healthcare workers education framework (2010) and the position statement 'The unregulated healthcare workforce' (draft – Cendon 2010). The NZ College of Primary Health Care Nurses NZNO is currently developing a statement on the role of the EN in primary health care which will be finalised in 2011.

NZNO calls for nationally agreed guidelines/standards governing the role of the HCA in primary health care settings – specifically general practices and accident and medical centres – and seeks collaboration with other stakeholders such as the Royal New Zealand College of General Practitioner, the GP Leadership Group, Māori and iwi providers, and PHO representatives.

Background

Health Care Assistants (HCAs) ... assist registered nurses by completing personal care and other activities that do not require specialist nursing knowledge, judgement or skill' (Nursing Council of New Zealand, 2010, p.10).

Health Care Assistants are employed under a range of titles (including caregivers, health care workers, health assistants, kaimahi hauora, hospital aides, and health care assistants) and in a range of settings. For the purposes of this document the term health care assistants (HCAs) is used. A NZNO survey of HCAs indicated this is their preferred title as it differentiates them from unpaid caregivers and acknowledges their

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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



Worship
Round the table



TOOLS FOR MEMBERS

- Healthy Workplaces
- PHC New Graduate Tool Kit
- Senior Nurse Project Tool Kit



**Healthy
workplaces**

ACHIEVING HEALTHY
WORKPLACES IN THE
PRIMARY HEALTH
CARE SECTOR



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)



Break the cycle
Find the cure

BREAKING

DEFENSE

SHOUT OUT FOR HEALTH



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



www.nzno.org.nz

Project to run

Round to meet

