#### **Breaking down barriers**

Chris Wilson, Industrial Advisor PHC Sector Angela Clark, Professional Nursing Advisor

### 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, Sconer, More Convenient Primary Health Care is the current Governments 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:

 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

 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

 Integration of public services does not lessen conditions of employment or compromise clinical leadership and professional support structures for staff

to. 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/o/Maximising%20the%20Nursing%20 Contribution%20to%20Positive%20Health%20Outcomes%20for%20the%20 New%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 Page 10 f2



#### Health Care Assistants in General Practice and Accident and Medical Settings

The purpose of this statement is to specify the New Zoaland 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 clarits known to the practice, differentiating this to the acute presentation of unwell patients, in particular to accident and medical centres.

N2ND recoprises the radia evolution of health care delivery in Adaerona New Zealand and is not averse to incrvation in service provision, however adaety to patients and to staff is a paramount concern. Change needs to be considered with quality of care and adaly for both patients and staff breight the ontrail conditions in any system redesign. In particular, there are concerns for the registered nurse (RN) role in deligation and supervision of HCAs in primary health scattings. Clanflations in sequence regarding whether this direction is expected to come from the RN or the general paralisioner (CP). HZNO is also concerned that the skiller Enriced Anural (Ex 100 bit wearforme with the breadment scape of practice (Nursing Council NZ, 2010) is not the Ad

This position statement contributes to a growing body of papers prepared by the N2NO to support the sound development of thesm indusive of nonse and HCAs. It should be read in conjunction with the N2NO position statement, HCAs – Unrogulated healthcare working adjustment of the statement of the statement of the unrogulated healthcare Names A2NO is currently developing a statement on the reade of the ENN primary health Carrier 301.

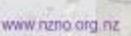
NZNO calls for nationally agreed guidelines/standards governing the role of the HGA in primary health care settings – specifically general practices and accident and medical centres – and seeks collaboration with other stakeholders such as the Royal New Zealand College of General Practitioner, the GP Leadership Group, Moori and Meyrolders, and PM Orgeneanistives.

#### 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 tilles (including caregivers, health care workers, health assistants, kaimaih hauroa, hospital aides, and health care assikants) and in a range of settings. For the purposes of this document the term health care assistants (HCAs) is used. A N2NO survey of HCAs indicated this is their preferred tille as it differentiates them from incpaic caregivers and accinovedoges that the advection of the setting of the set of the setting of the set of the setting of

N2NO Practice position statement: Health Care Assistants in General Practice and Accident and Medical Settings New Zealand Nurses Organisation PD Box 2128, Wellington 6140, www.nzno.org nz Page 1 of 6



#### **Collective Agreements**

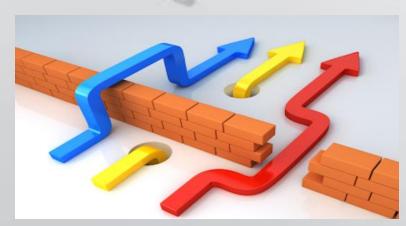
- 2016 Primary Health Care MECA
  -563 employers, 610 workplaces and 3,139 members.
  - Strategic litigation
- Te Rau Kōkiri MECA
  - Proposed new direction
- Central PHO CA
- Homecare Medical Limited MUCA
- Plunket CAs





#### **TOOLS FOR MEMBERS**

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





ACHIEVING HEALTHY WORKPLACES IN THE PRIMARY HEALTH CARE SECTOR

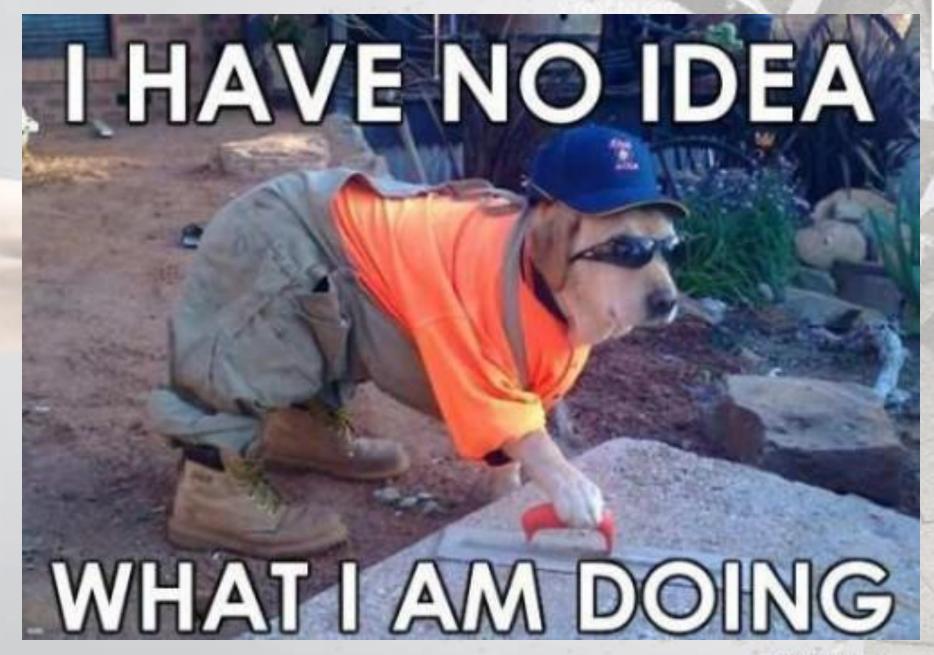




#### **Advanced Member leadership**

- PHC delegate training
- National Delegate
  Committee
- PHC Nurse
  Champions





### 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

### **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



