NURSES: A FORCE FOR CHANGEA vital resource for health

Pacific Nursing Workforce Presentation

Pacific Peoples are from?



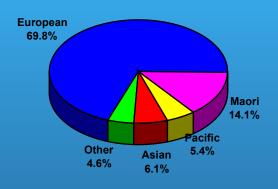
Pacific Migration to NZ

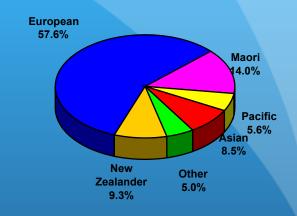
Pacific Colonisation

 Invited over by NZ Government in 60's & early 70's to fill labour shortages during industrial boom (Migrant Worker Scheme) & the 5 F's......

 Middle East Oil Shock and world recession hits in mid 70's ushering in the infamous "Dawn Raid" era as job market tightens

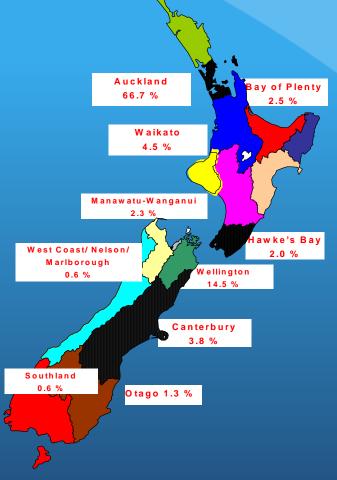
National Pacific Population



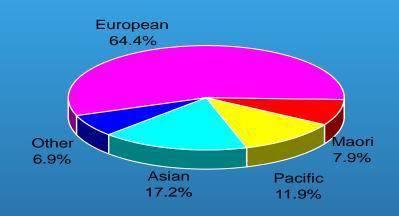


2001 Census Total = 3,737,322 Pacific people=200,262 2006 Census Total = 4,027,944 Pacific people=226,302

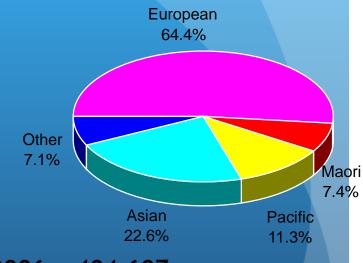
Pacific Peoples in NZ - Regional spread DHBs



ADHB Population 2001,2006



2001 - 367,740 Pacific 43,632

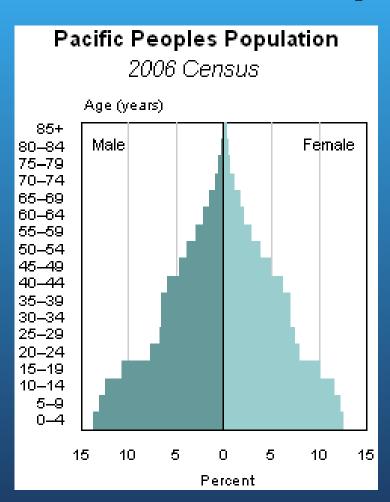


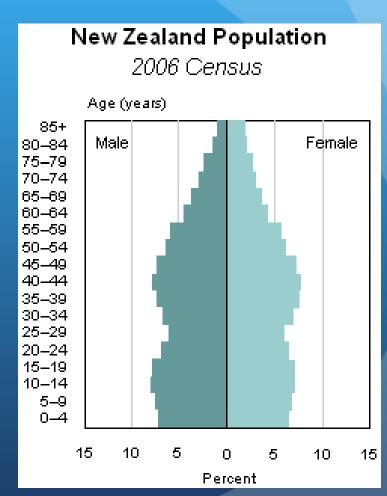
2006 - 404,607 Pacific 45,549

Pacific People at ADHB 2010

Pacific Ethnicity	ADHB	%
Samoan	21,798	40.0%
Tongan	14,868	27.3%
Cook Islands Maori	8,460	15.5%
Niuean	5,946	10.9%
Fijian	1,971	3.6%
Other Pacific	1,119	2.1%
Tokelauan	378	0.7%
Total Respondents	54,540	100.0%

How do we look against the total population

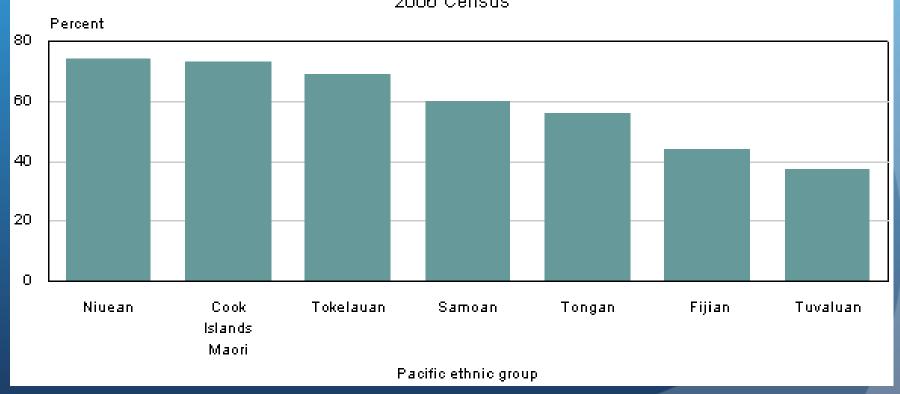




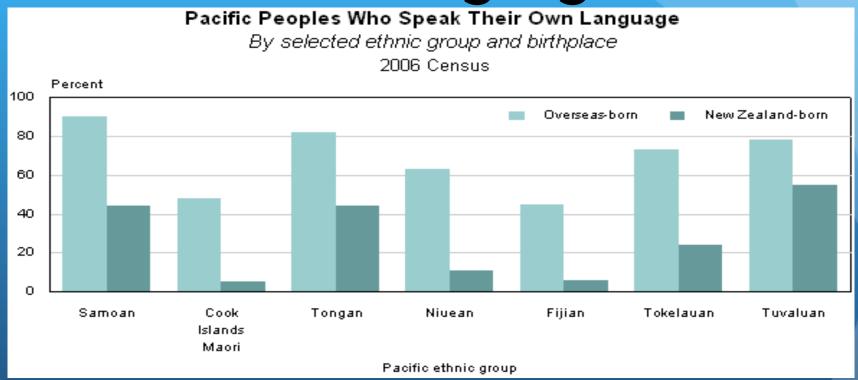
Over half born here in New Zealand



For selected ethnic groups 2006 Census



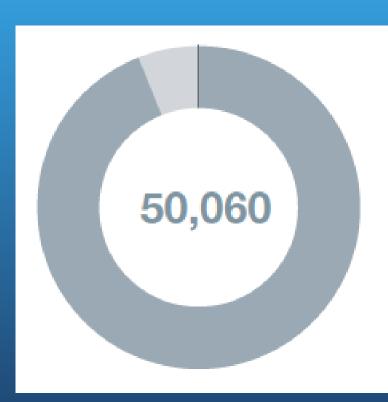
About half can speak their own language



The Head of State's response, is typically eloquent, firstly acknowledging the example set by Māori. He likens the importance of knowing your language to the *oli*, a near-extinct native flower that is currently being revitalised in Samoa (In olden times, its scent used in marriage and said to make a house smell nice during the old days when there was no funeral morgue available.) He states that it is not just about restoring, it's about intelligence of the mind, the soul and people. Language is an express of that intelligence.

KEY DATA AT A GLANCE

All figures as at 31 March 2013



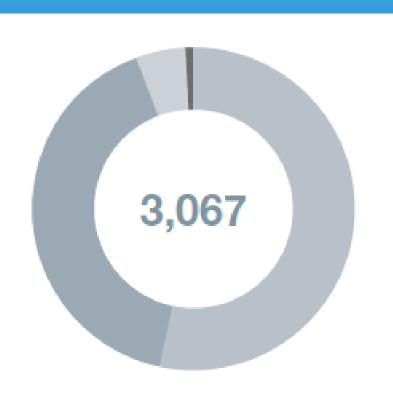
TOTAL NURSES PRACTISING

- Nurse practitioners 110
- Registered nurses 47,019
- Enrolled nurses 2,931

The nursing workforce increased by **754**.

KEY DATA AT A GLANCE

All figures as at 31 March 2013



NURSES ADDED TO THE NEW ZEALAND REGISTER OF NURSES

ENs internationally	
qualified	21
ENs New Zealand	
graduates	150
DNI- intonestionally	

RNs internationally qualified 1,257

RNs New Zealand graduates 1,639



Table 4: Gender and age distribution of the nursing workforce

	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Female	1,422	3,528	3,493	3,823	5,402	5,762	7,140	6,444	4,252	2,799	44,065
% of all Female	3.2%	8.0%	7.9%	8.7%	12.3%	13.1%	16.2%	14.6%	9.6%	6.4%	
Male	67	532	368	350	488	480	531	504	252	114	3,686
% of all Male	1.8%	14.4%	10.0%	9.5%	13.2%	13.0%	14.4%	13.7%	6.8%	3.1%	
Total	1,489	4,060	3,861	4,173	5,890	6,242	7,671	6,948	4,504	2,913	47,751
% of all nurses	3.1%	8.5%	8.1%	8.7%	12.3%	13.1%	16.1%	14.6%	9.4%	6.1%	

Key Pacific Nursing Workforce Data at a glance

Total practicing Nurses: 1606

Nurse Practitioners: 2

Registered Nurses: 1504

Enrolled Nurses: 100

Unregulated Nursing

Workforce:

data not available (estimated to be double the regulated workforce)

Key Pacific Nursing Workforce Data at a glance

Internationally Qualified Pacific Nurses:	28% (443)
EN IQN	15
RN IQN	428
Trained in Pacific Islands	413
Pacific Nurses working part-time	23%

Key Pacific Nursing Workforce Data at a glance

- Younger age profile
- 35% aged 50 or older
- 37% aged under 40
- 7% Pacific male nursing workforce in comparison with 8% New Zealand stats

Table 45: Multiple ethnic identities of Pacific nurses

Most common additional ethnicities	Number
Indian	351
NZ European/Pakeha	255
NZ Māori	93
Other European	69
Chinese	20
Other Asian	3
Other SE Asian	2
African	1
Filipino	1
Other	63
All Pacific nurses with non-Pacific ethnicities	820

Table 46: Geographic distribution of the Pacific nursing workforce

	Enrol	led Nurses	Registe	red Nurses	Total Paci	Total Pacific Workforce		
Region	N	%	N	%	N	%	- All Nurses %	
Auckland	55	55.0%	839	55.8%	895	55.7%	28.1%	
Bay of Plenty	4	4.0%	44	2.9%	48	3.0%	6.4%	
Canterbury	4	4.0%	44	2.9%	48	3.0%	14.0%	
Hawkes Bay	2	2.0%	16	1.1%	18	1.1%	3.6%	
Manawatu-Whanganui	3	3.0%	44	2.9%	48	3.0%	5.4%	
Nelson-Marlborough	-	-	10	0.7%	10	0.6%	3.1%	
Northland	4	4.0%	21	1.4%	25	1.6%	3.7%	
Otago	2	2.0%	19	1.3%	21	1.3%	5.0%	
Southland	-	-	10	0.7%	10	0.6%	2.2%	
Tairawhiti	-	-	12	0.8%	12	0.7%	1.1%	
Taranaki	-	-	4	0.3%	4	0.2%	2.6%	
Waikato	6	6.0%	83	5.5%	89	5.5%	8.7%	
Wellington	9	9.0%	240	16.0%	249	15.5%	10.8%	
West Coast	-	-	4	0.3%	4	0.2%	0.9%	
Unstated	11	11.0%	114	7.6%	125	7.8%	4.5%	
All regions	10	00	1,5	04	1,6	606	47,751	

Table 47: Practice areas of the Pacific nursing workforce⁵⁹

	Enrol	led Nurses	Registe	red Nurses	Total Paci		
Practice area	N	%	N	%	N	%	- All Nurses %
Addiction Services	-	-	6	0.4%	6	0.4%	0.5%
Assessment & Rehabilitation	9	9.0%	73	4.9%	82	5.1%	3.8%
Child Health, incl. neonatology	2	2.0%	81	5.4%	83	5.2%	5.9%
Continuing Care (elderly)	29	29.0%	183	12.2%	212	13.2%	10.9%
District Nursing	3	3.0%	23	1.5%	26	1.6%	3.0%
Emergency & Trauma	1	1.0%	61	4.1%	62	3.9%	5.5%
Family Planning/Sexual Health	_	-	3	0.2%	3	0.2%	0.5%
Intellectually Disabled	3	3.0%	7	0.5%	10	0.6%	0.6%
Intensive Care/Cardiac Care	_	-	51	3.4%	51	3.2%	4.7%
Medical	13	13.0%	190	12.6%	204	12.7%	10.1%
Mental Health (community)	_	-	85	5.7%	85	5.3%	4.6%
Mental Health (inpatients) Nursing Administration &	2	2.0%	116	7.7%	118	7.3%	4.5%
Management	-	_	49	3.3%	49	3.1%	4.7%
Nursing Education	_	-	33	2.2%	33	2.1%	3.2%
Nursing Professional Advice/							
Policy	-	-	5	0.3%	5	0.3%	0.8%
Nursing Research	-	-	9	0.6%	9	0.6%	0.8%
Obstetrics/Maternity	4	4.0%	21	1.4%	25	1.6%	1.7%
Occupational Health	-	-	4	0.3%	4	0.2%	1.0%
Oncology	1	1.0%	5	0.3%	6	0.4%	0.9%
Palliative Care	7	7.0%	28	1.9%	35	2.2%	3.0%
Perioperative Care (Theatre)	6	6.0%	71	4.7%	77	4.8%	7.1%
Practice Nursing	2	2.0%	104	6.9%	106	6.6%	7.6%
Primary Health Care	6	6.0%	137	9.1%	143	8.9%	5.5%
Public Health	-	-	35	2.3%	35	2.2%	1.4%
School Health	2	2.0%	7	0.5%	9	0.6%	0.4%
Surgical	13	13.0%	177	11.8%	190	11.8%	11.7%
Youth Health	1	1.0%	9	0.6%	10	0.6%	0.4%
Other	1	1.0%	53	3.5%	54	3.4%	5.2%
Unstated	12	12.0%	134	8.9%	147	9.2%	6.3%
All areas	10	00	1,5	04	1,6	06	47,751

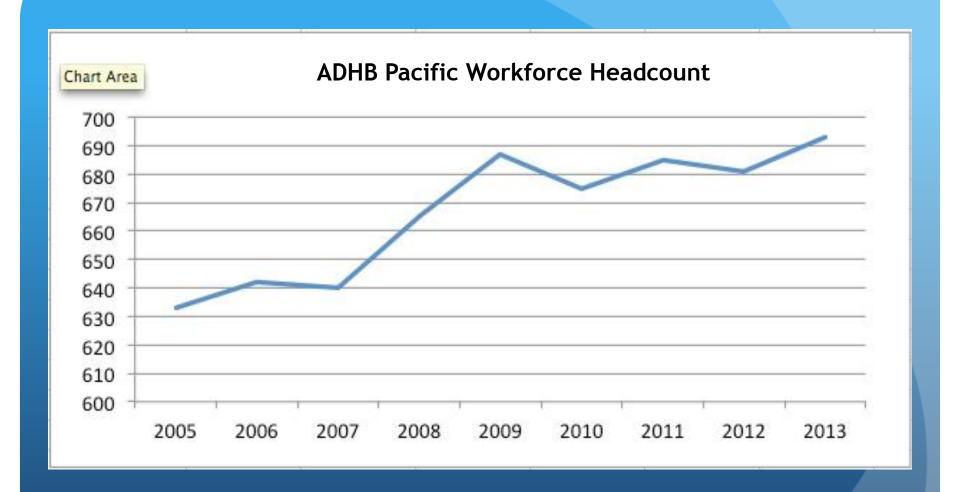
Table 48: Practice areas of the Pacific nursing workforce by region⁶⁰

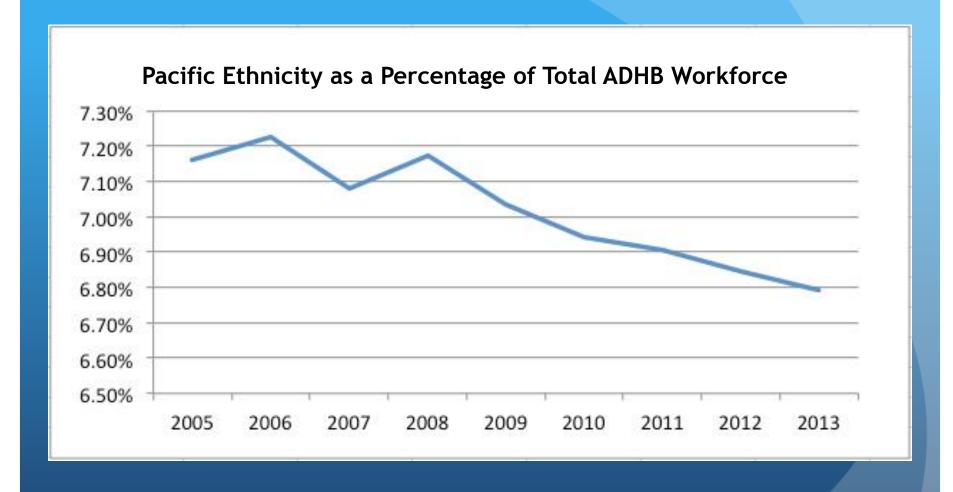
Practice area	Audkland	Bay of Plenty Car	nterbury		Manawatu- Whanganui Marl	Nelson- borough	Northland	Otago :	Southland	Tairawhiti	Tara naki	Waikato	Wellington West 0	Coast	Unstated	Pacif world or
Addiction Services	3				1								2			
Assessment & Rehabilitation	43	3	3		3				1		1	3	25			
Child Health, incl. neonatology	59		2	2	1		1			3		4	9	1	1	8
Continuing Care (elderly)	112	12	5	4	12	4	3	3		1	2	19	34		1	2
District Nursing	10	2	3		1		1		4			2	3			
mergency & Trauma	44	1	2		2							5	8			
Family Planning/Sexual Health	2		-		1											
intellectually Disabled	4	1	2										3			
ntensive Care / Cardiac Care	32	1			1		1	1		2		7	6			
Medical	123	5	13	2	6		6	3		2		8	34		2	2
Mental Health (community)	45	5	1	1	3		2	2		1		2	22		1	
Mental Health (inpatients)	63	3	6		3		1	3	1			7	30	1		
lursing Administration &																
Management	28	4	4	-	2	2		2		1		1	5	•	-	
lursing Education	18	4	3	1			1					1	5			
Nursing Professional Advice/																
dicy	2		-	-		-	1	-			1		1	•	-	
Nursing Research	7		-	-		-	1	-					1	•	-	
Obstetrics/ Maternity	17		1				1					6		•		
Docupational Health	4													-		
Oncology	1		-	-	1	-		1				2	1	•	-	
Pallative Care	23	2	1		1		1		1			2	3	1	-	
Perioperative Care (Theatre)	50	3		1	2	1	2	4	1	1		4	8			
ractice Nursing	74	1	3	-			1					8	18	1		
rimary Health Care	85	4	2		6	3			1	1		11	30			
Public Health	23			1	1		3			1		1	4		1	
chool Health	5			3									1			
Surgical	127	3	7	3	5	2		5	2	1		10	24		1	
outh Health	8			1								1				
Other	30	2		2	2		2		1			4	11		-	
Instated	14	2		1	1				1			2	8		118	
All areas	895	48	48	18	48	10	25	21	10	12	4	89	249	4	125	1,

⁶⁹This table includes items where nurses could give more than one answer. Please see 'interpreting Multiple Responses' in Chapter 1 of this Report for further information.

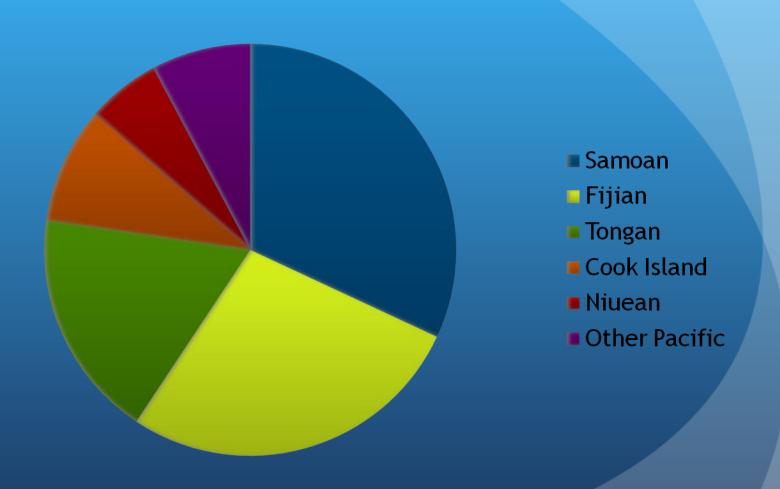
Table 49: Employment settings of the Pacific nursing workforce*

	Enrol	led Nurses	Registe	red Nurses	Total Paci	Total Pacific Workforce		
Practice area	N	%	N	%	N	%	- All Nurses %	
DHB (acute)	29	29.0%	615	40.9%	645	40.2%	40.3%	
DHB (community)	4	4.0%	160	10.6%	165	10.3%	10.0%	
DHB (other)	11	11.0%	125	8.3%	137	8.5%	8.2%	
Educational Institution	1	1.0%	32	2.1%	33	2.1%	2.4%	
Government Agency	-	-	11	0.7%	11	0.7%	1.0%	
Mäori Health Service Provider	1	1.0%	23	1.5%	24	1.5%	1.1%	
Nursing Agency	4	4.0%	56	3.7%	60	3.7%	1.6%	
Pacific Health Service Provider	2	2.0%	47	3.1%	49	3.1%	0.1%	
Primary Health Care/								
Community	5	5.0%	190	12.6%	195	12.1%	13.8%	
Private Hospital	13	13.0%	102	6.8%	115	7.2%	7.7%	
Rest Home/ Residential Care	26	26.0%	170	11.3%	196	12.2%	10.7%	
Rural	1	1.0%	3	0.2%	4	0.2%	0.9%	
Self Employed	-	-	8	0.5%	8	0.5%	1.5%	
Other	3	3.0%	37	2.5%	40	2.5%	5.5%	
Unstated	12	12.0%	122	8.1%	134	8.3%	5.5%	
All settings	10	0	1,5	04	1,6	06	47,751	

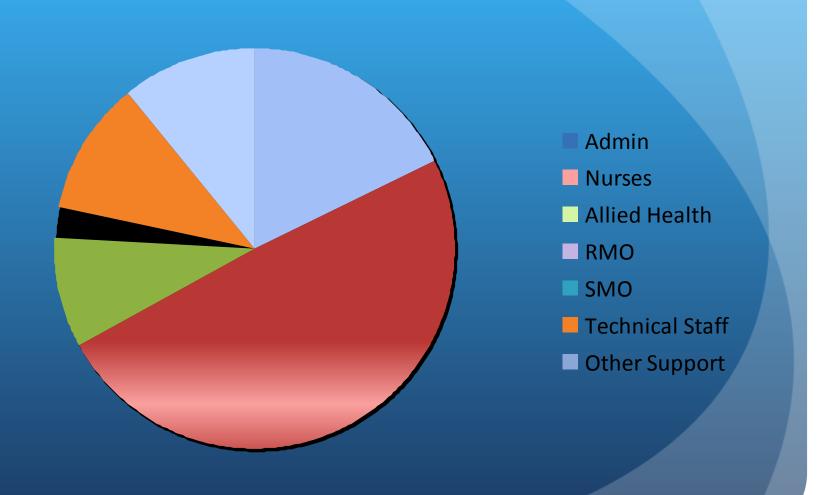




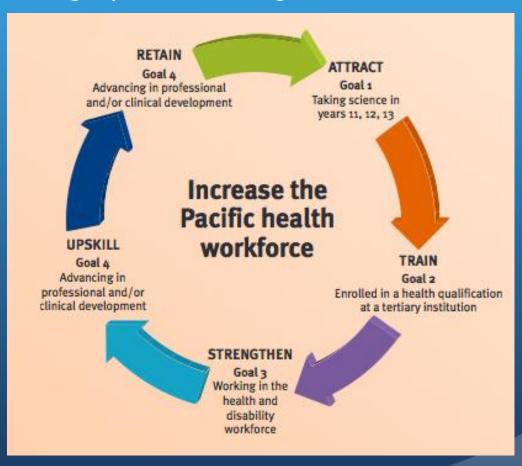
Ethnic Breakdown



ADHB Pacific Staff Occupational Groups



The right Pacific Nurses with the right skills in the right places at the right time.



- Health Science Academy Programme
- Rangatahi Programme
- Gateway Programme
- Cadet Programme
- Scholarships (Maori & Pacific)
- Mentorship Programme/Tertiary Institutions
- MAPAS Mentorship Programme

- DHB/Tertiary Institution Partnership
- Clinical Pathway coaching and mentorship
- Pacific Nurse Leadership Training (ANIVA)
- Postgrad training mentorship
- Clinical supervision sessions
- Grand ward rounds
- Pacific Nurse Leadership network

- Pacific Nursing Workforce Strategy
- Pacific Health and Wellness Programme
- Pacific Nurse Educator
- Pacific Workforce Consultant
- Pacific Navigator
- Pacific contribution to DHB annual plan
- PNS NZNO