

FINAL 22 February 2019

Sector update re the Safe Staffing Accord

1. Representatives of the New Zealand Nurses Organisation (NZNO), district health boards (DHBs) and the Ministry of Health signed an Accord on 30 July 2018 committing the parties to there being sufficient nurses and midwives in our public hospitals to ensure both their own and their patients' safety.

Agreed Commitments

2. The accord commits the Parties to the following:
 - a. to explore options for providing employment and training for all New Zealand nursing and midwifery graduates and report to the Minister of Health by the end of November 2018
 - b. to develop any accountability mechanisms that the Parties believe are necessary (over and above those already agreed) to ensure DHBs implement the additional staffing needs identified by CCDM within the agreed timeframe (June 2021) and report to the Minister of Health by the end of February 2019
 - c. to develop a strategy for the retention of the existing nursing and midwifery workforce and the re-employment of those who have left the workforce, and report to the Minister of Health by the end of May 2019.

Progress to date

3. Work is progressing on parts B and C of the Accord commitments, and an update to the Minister on part B is nearing completion.
4. We realise the importance of CCDM to ensuring DHBs are in a position to implementing the additional staffing needs identified.
5. We note many DHBs have already recruited into the CCDM co-ordinator and TrendCare coordinator roles – indicating a serious commitment to implementation.
6. Beginning in February 2019, HealthCERT will be piloting an audit of CCDM as part of the certification process.
7. We are currently sending out our analysis of feedback received from Directors of Nursing, Nurse Executives of NZ, and nurse educators in surveys last year. This feedback informed our advice to the Minister on new graduate employment and continues to inform our work. We are awaiting the last of the NETP/NESP evaluations to come in from remaining DHBs.
9. In regards to the funding for immediate staffing relief, we understand DHBs have commenced recruitment of nurses and midwives. We anticipate we may be in a better position to update you on these recruitment numbers in the next update.
10. The Group is also focusing on Part C of the Accord commitments. First steps have included digging deeper into data on workforce entry and exit patterns, and the literature on factors influencing nurses' decisions to stay or leave, existing retention strategies, and lessons learned. This will help us to focus on priority actions.
11. The Accord signatories will be meeting with the Minister on 11 March to discuss progress.
12. Please also feel free to distribute this update widely and we will be posting this to our Safe Staffing Accord section on the Ministry's website.
13. We are keen to keep everyone informed on our progress and are always happy to receive contributions from people. If you do want to share your thinking, please feel free to email our office at chiefnurse@moh.govt.nz.

END.