

Ministry of Health Workforce Directorate

April 2019

Two key changes – April update

Intention by Director General is to re- clarify roles and responsibilities.

1) Minister of Health independent committee on Health Workforce (Dec' 18)

Interim Committee are refreshing and clarifying respective roles and functions of this committee as Section 11 committee (established as Health Workforce NZ 2008/9)

– stronger focus on strategic oversight and advice.

2) Ministry of Health, Health Workforce Directorate as part of Tier 2 ELT change by Director-General (October 2018)

Stand-alone Directorate in Ministry of Health with DDG sitting at ELT table with increased visibility, focus, capacity, advocacy, attention on health system workforce.

Ministry of Health - leading on delivery of health workforce strategy, planning, analysis, forecasting and commissioning

Where we are now (April 2019)

Interim Health Workforce Advisory Committee

Interim Committee Membership

- Ray Lind (Chair),
- Helen Mason (WSG / CEOs), Jenny Black (DHB Chairs),
- Ken Clark (Medical), Jenny Carryer (Nursing), Helen Pocknell (Midwifery). Current Advisory Group chairs

The task and timeline

- Review and refresh this Section 11 Committee Terms of Reference alongside recommendations on new membership
- Completing recommendations on terms of reference and membership by Easter for the Director-General and Minister Clark consideration. Then goes into Cabinet process.
- Look at engagement and advisory groups (for Committee and Ministry of Health) in next phase (April/May) to ensure clarity of role, function, diverse constituency. Need to ensure diversity of perspectives and or strong links with other establish networks e.g. Consumer/lived experience/ Patient: Maori, Pacific, Asian health
- Interim Committee also provides advice and support to current key programs of work

Health Workforce Directorate

- The People

Two core Groups – ER (Cath Jackson) and Workforce (Vacant).

Deputy Director General role currently being recruited. Helen Wood Acting DDG in place until appointment is made

- Current strategic project priorities for April- June
 - **Health system workforce strategic priorities and actions:** Project Lead Maura Thompson. Engagement started initially through regions.
 - **Development Fund** – imminent communications re next stage of full RFP
 - **Rural health workforce Cabinet paper** – Jane George project lead. About to set up governance group, reference group and one day workshop 14 May. Training, recruitment and retention with multidisciplinary focus.
 - **Commissioning plan for current contracts** – initial review for this year but working towards a 4 year plan once strategic priorities endorsed (July – Dec)

Approach for strategic workforce priorities 2019-2024

- Senior project manager started – Maura Thompson. Health Workforce lead Daniel Glover
- Conversations to clarify and align aspirations for what impact we want a strategic plan to make
 - ELT pre Christmas – key strategic questions don't have answers to
 - Started with Section 11 Committee and DHB Workforce Strategy Group – building on work to date on 2025
 - With Minister on Tuesday 19 March: Regional Workforce Directors :
- Focus on identifying 3-5 top strategic priorities for next five years with agreed actions, implementation in mind and understanding of measures
- Review what has been done before and can be carried through- 2012-2016, with refresh and some stakeholder engagement in 2017, and WSG 2025.
- Collating current state data in terms of workforce and investment over past 10 years
- Steering Group started Mid-March
- Engagement – two stage co-creation of priorities and actions through regions (March/April then May) and existing national networks. Digital Platform. Southern, Central and Midland regional workshops completed. Setting up opportunities for Education, Primary Care, community providers
- One day National Workshop 22nd May in Wellington. (Testing collated priorities from engagement processes, and short list for implementation actions)
- Deliver set priorities to Minister Clark end June

Steering Group - Allison Plumridge, Kate Coley, Ruth Ross, Margareth Broodkoorn, Martin Chadwick, Hilda Fa'asalele, Karen Koopu, Andy Simpson: Claire Austin, Maura Thompson, Daniel Glover

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Current BAU programmes of work for Workforce Group – examples not exhaustive

- Implementation of nursing accord with Chief Nurse (Margareth Broodkoorn), and entry to practice programs, Nurse practitioner
- Maternity work program with Keriana Brooking
- Maori workforce programs (Otago Project (supporting Maori medical students: Hauora Maori training fund)
- Kaiawhina workforce plan
- Medical Workforce initiatives with Chief Medical Officer (Andy Simpson)
- Engagement work with Allied, Scientific and Technical with Chief of Allied Health (Martin Chadwick)
- Specific program work e.g. Bowell Screening
- Voluntary Bonding Scheme (due to launch this years program soon)
- On-going work with various groups in sector to improve data available for workforce modelling and forecasting
- System capacity issues – student placements, investment strategy for pipelines, MBIE skills shortages,
- Regulation
 - Review of HPCAA and implementation implications: third reading in the House due. One of main implications establishing performance reviews of Responsible Authorities.
 - Groups submitting requests to be regulated under the Act – Paramedics: Chinese Medicine
- International recruitment and retention – early work understanding trends and impacts.