

# International Year of the Nurse (Practitioner)

## Mātanga Tapuhi

5 November 2020

**Margareth Broodkoorn**  
Chief Nursing Officer  
Ministry of Health







I am proud to be a nurse in New Zealand and to be part of this global movement

**Nursing now**  
New Zealand

**Margareth Broodkoorn**  
Chief Nursing Officer  
Ministry of Health



I am proud to recognise and celebrate New Zealand's 58,000 strong nursing workforce. These highly skilled professionals and leaders are vital to improving health and gender equity.

**Nursing now**  
New Zealand

**Rt. Hon. Helen Clark**



It is a privilege to stand alongside the nurses of Aotearoa as we support the health and wellbeing of tamariki and whānau

**Nursing now**  
New Zealand

**Dr Jane O'Malley**  
Chief Nurse  
Punkit New Zealand



I am so proud to be called 'a colleague' of the thousands of nurses and midwives working in partnership with people at all stages of life, often at the most intimate and difficult times of anyone's life. What an amazing privilege!

**Nursing now**  
New Zealand

**Annette Milligan**  
RN, ONZM



Tena tatou katoa  
Proud to be a Nurse Educator nurturing the next generation of nurses in Aotearoa | Te Waipounamu

**Poipoi te kakano  
He puawai**

**Nurture the seed  
and it will blossom**

**Nursing now**  
New Zealand

**Mereana Rapata-Hanning**  
Ngāi Kuri | Te Aupōuri  
RN BN GCLT Principal Lecturer  
Kāwanahaka Wharangi Ruamano  
National Māori Nurse Educator



Kia ora. Talofa lava. Warm Pacific greetings. As a Samoan, I am incredibly proud of being a New Zealand registered nurse. In particular, NZ nurses were the first in the world to address cultural safety in nursing led by the late Dr Irihapeti Ramsden. This movement became a global phenomena in nursing.

**Nursing now**  
New Zealand


**Fulmaono Karl Pulotu-Endemann**  
RN, RGN, Adv.Dip.Nsg, MNZM, J.P.



I am proud to be part of a profession that contributes at every level to our society and meets the needs of people when they need it the most

**Nursing now**  
New Zealand

**Dr Frances Hughes**  
General Manager Nursing and Clinical Strategy  
Oceania Healthcare



Nurses are indispensable. They're at the front line of the caring professions, and in Aotearoa New Zealand, we have some of the best-trained and hardest-working nurses in the world. In 2020, International Year Of The Nurse, it's time to celebrate nurses in this country; to show them how much we value them, and all they do for us.

**Nursing now**  
New Zealand

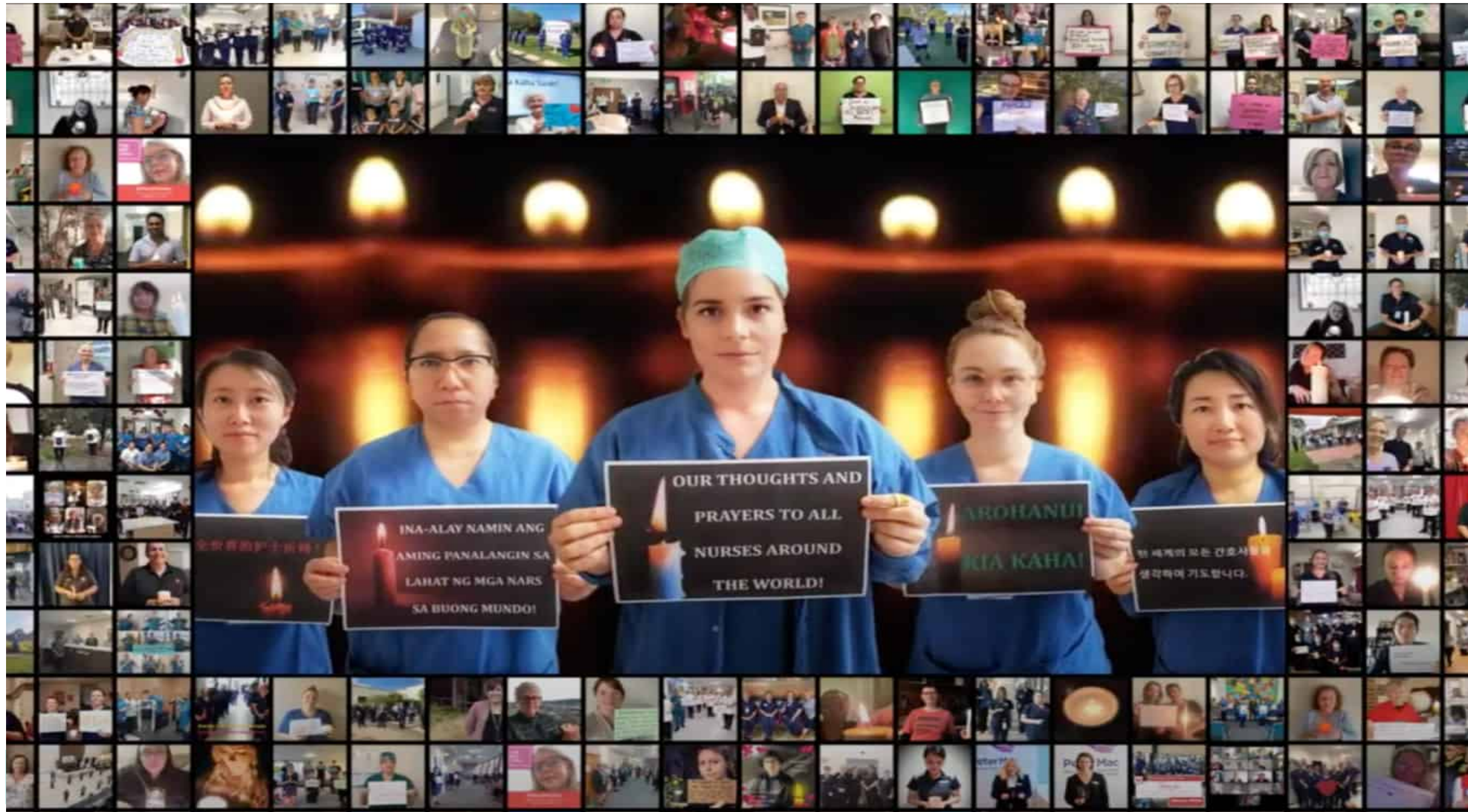
**Don McGlashan**  
Singer/Ret, Musician, Composer



I am proud to be a self-employed NZ RN and to be involved in this campaign. It is time to show that nurses can and do work everywhere and in many different clinical and non-clinical roles

**Nursing now**  
New Zealand

**Liz Manning**  
RN, BN, MPhil, Doctoral Candidate, PCNA (NZ)  
Nurse Consultant, Director Kyrance Consulting



全世界护士致敬！

INA-ALAY NAMIN ANG  
AMING PANALANGIN SA  
LAHAT NG MGA NARS  
SA BUONG MUNDO!

OUR THOUGHTS AND  
PRAYERS TO ALL  
NURSES AROUND  
THE WORLD!

AROHAU  
KIA KAHA!

한 세계의 모든 간호사들께  
생각하며 기도합니다.

## COVID-19 Impact on nursing

- Critical importance of nurses brought sharply into focus
- Nursing response: working together collaboratively and urgently
- Taking services directly to whānau
- Highlighted vulnerable communities e.g. ARC, Māori, Pacific peoples and rural

# STATE OF THE WORLD'S NURSING 2020

## Objectives:

- Provide a global picture of the nursing workforce and its contribution to WHO's "triple billion goals"
- Inform national policy dialogue and drive development of national nursing workforces to optimize the contributions towards UHC and PHC
- Speed up progress across the SDGs
- Drive investment in nursing, the health workforce and the gender equity agenda



*Investing in education,  
jobs and leadership*



This map is an approximation of actual country borders.

## New Zealand

	COUNTRY	WHO REGION
Total population (UN population prospects, 2019)	4783062	1930866657
UHC Service Coverage Index (0-100 points, 2017)	87	-
Life expectancy at birth <i>mf</i> (years, 2016)	80.5/94.0	75.0/78.9
Probability of dying under five (per 1 000 live births, 2018)	5.7	11.8
Probability of dying between 15 and 60 years <i>mf</i> (per 1 000 population, 2016)	81/51	104/68
Gross domestic product (GDP) (per capita US\$, 2017)	4296	11286
Current health expenditure as a per cent of GDP (2017)	9.2	7.1
Current health expenditure per capita (US\$, 2017)	3937	1025

Source: WHO

### Country capacity on:

✔ Yes    ⚡ Partial    ✖ No    📄 No Response

#### EDUCATION REGULATION

- Master list of accredited education institutions
- Accreditation mechanisms for education institutions
- Standards for duration and content of education
- Standards for interprofessional education
- Standards for faculty qualifications<sup>1</sup>

#### PRACTICE REGULATION

- Nursing council/authority for regulation of nursing<sup>2</sup>
- Fitness for practice examination<sup>3</sup>
- Continuing professional development
- Existence of advanced nursing roles

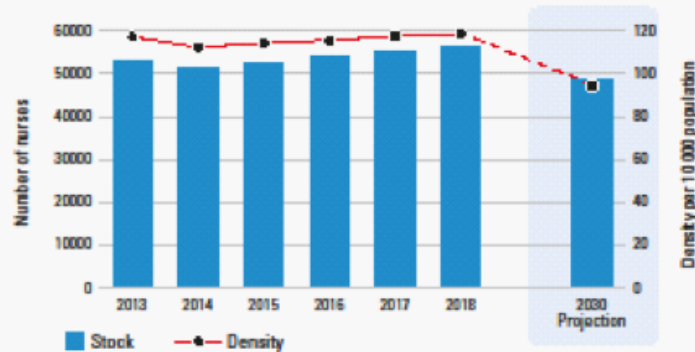
#### WORKING CONDITIONS

- Regulation on working hours and conditions
- Regulation on minimum wage
- Regulation on social protection
- Measures to prevent attacks on HWs

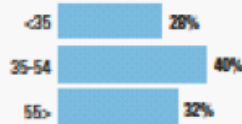
#### GOVERNANCE AND LEADERSHIP

- Chief Nursing Officer position<sup>4</sup>
- Nursing leadership development program<sup>5</sup>
- National association for pre-licensure students<sup>6</sup>

### Nursing stock and density 2013-2018



### Age distribution



### Sex distribution



### Nurse mobility

Foreign trained 27.25%  
Foreign born NR

### Nursing personnel (latest year)

56356

Nursing professionals  
53807

Nursing associates  
2549

Nurses not further defined  
0

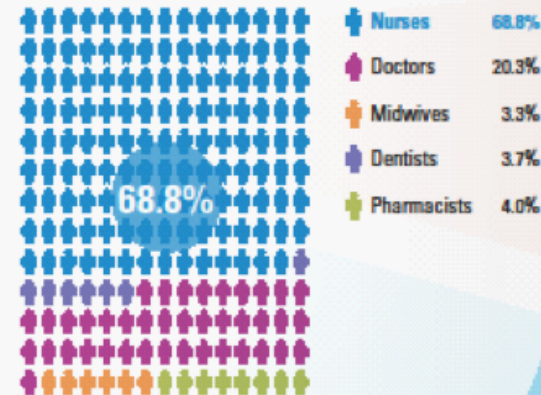
Share of professional nurses  
95%

Density  
118.8 per 10 000 population

Graduates per year  
1909

Minimum duration of training  
3 years

### Share of nurses within the health workforce



### Issues for consideration

**Density above threshold, no estimation for shortage.**

\*As compared to a benchmark density. Details in *State of the World's Nursing 2020 Report* and *Global Strategy on Human Resources for Health: Workforce 2030*

Source: National Health Workforce Accounts (NHWA), 2020 except 1. Latest available data are displayed. Includes multiple data sources such as the OECD/Eurostat/WHO EURO Joint Data Collection, labour force survey, census data and estimates from WHO for shortages. Stock and density projection by 2030 based on a simple stock and flow model. See full report for further details. NR-Not reported. Data as of 10 March 2020.



# Nurses with a current APC in New Zealand (all scopes)

Scope	2017	2020	Number change	% change
RNs	52,399	<b>58,084</b>	+5,685	+10.8%
NPs	242	<b>459</b>	+217	+89.6%
ENs	2,648	<b>2,496</b>	-152	-5.7%
Total	55,289	<b>61,039</b>	5,750	+10.4%

*Nursing Council of New Zealand, 31 March 2020*

# Nursing Workforce 2020

- The State of the World Nursing Report 2020 estimates a global shortage of 5.9 million nurses. New Zealand has the highest reliance on Internationally Qualified Nurses in the OECD at 26%
- The COVID-19 pandemic has interrupted supply of international nurses due to border closures.
- Increased demand for domestic trained nursing workforce able to “surge” and move flexibly across the health and disability sector.
- Accord initiatives to increase New Zealand’s self sufficiency by investing in domestic supply of nurses through retention and re-entry to practice programmes.

# Update on initiatives to increase recruitment and retention of the nursing workforce

Initiative	Update
NetP increased volumes NESP increased volumes (Budget 19)	Additional funding has been distributed for the employment of graduates applying from November 2019 via Advanced Choice of Employment (ACE) intake
Provide an infrastructure of support to scaffold increased volumes of new graduate registered and enrolled nurses (Budget 19)	FTE for each DHB in place for nurse educator or nurse coach
National enrolled nurse support into practice programme (ENSIPP) (Budget 19)	ENSIPP opened for applications in June 2020. An ACE enrolment system, national learning framework and business rules needed to be developed to support the new programme before the ENSIPP could commence.

# Update on initiatives to increase recruitment and retention of the nursing workforce

Initiative	Update
Return to practice for nurses who have left the workforce	Scoping work underway
National Nurse Practitioner Training Programme (Budget 19 funding)	<p>Increased government investment in NP training (50 places)</p> <p>Led by University of Auckland in partnership with University of Otago, Mahitahi Hauora, Victoria University</p> <p>A national/collaborative approach between education providers is strengthening</p> <p>Focus on equity including ringfenced funding for Māori</p> <p>Focus on mental health and addictions in primary care</p>
Supported Placements for NPs and ENs in primary health care (Budget 19 funding)	<p>Led by University of Auckland et al</p> <p>Policy intent: Increase access and choice to mental health and addictions assessment/treatment</p> <p>Placement with view to sustainability of the role in service delivery</p> <p>NPs and ENs in “substantive MH and/or addictions role in primary health care”</p>

# Nurse Practitioners: successes and challenges

- Exponential growth in numbers of registration of NPs and increased employment opportunities
- Professional leadership and advocacy of NPNZ
- Barriers reducing but still exist
- Unintended consequences of COVID-19 Issues with supply of **medicines** and Section 29
- Coordinating the nursing pipeline (including NPs) health and education working together.



# Chief Nurses Office



Margareth Broodkoorn  
Chief Nursing Officer



Debra Begg  
Senior Executive Assistant



Jane Bodkin  
Clinical Chief Advisor



Dr Kathy Glasgow  
Clinical Principal Advisor



Ramai Lord  
Clinical Senior Advisor



Pam Doole  
Clinical Chief Advisor



Jill Wilkinson  
Clinical Chief Advisor

# Ministerial portfolios

Minister of Health	Hon Andrew Little
Associate Minister of Health (Māori Health)	Hon Peeni Henare
Associate Minister of Health	Dr Ayesha Verrall
Associate Minister of Health (Pacific Health)	Hon Aupito William Sio
Minister for COVID-19 Response	Hon Chris Hipkins
Minister for Disability Issues.	Hon Carmel Sepuloni
Deputy Prime Minister and Minister of Finance	Hon Grant Robertson

