

NP Service Establishment Programme

The Nurse Practitioner (NP) Service Establishment Programme is part of a wider Ministry of Health funded programme to deliver a national Nurse Practitioner (NP) Training Programme (NPTP) and to support the establishment of both NPs and ENs in primary health care and community settings, where they deliver (substantively) mental health and addiction services. The Programme is funded through to Dec 2024.

The Programme is being led by the School of Nursing, University of Auckland in partnership with Mahitahi Hauora PHE; The Fono; Victoria University of Wellington; and the University of Otago. Other key partners are Te Rau Ora; Te Ao Māramatanga; NPNZ (Nurse Practitioners New Zealand); and the Enrolled Nurse Section (NZNO). The governance structure is in Appendix A.

The purpose of the NP Service Establishment Programme is to improve access to mental health and addiction (MH&A) services in primary health care and community settings by supporting NPs (and ENs) into positions with health providers. Equity and achieving equitable outcomes, underpins the Programme.

The specific objectives are to:

- Establish NP positions into PHC and community settings where the NPs have a substantive role in delivering MH&A services
- Promote the contribution of NPs in PHC and community settings to provide mental health and addiction services
- Work in partnership to co-design NP positions in health providers
- Prioritise Māori participation in the workforce and Māori service delivery models
- Increase Pacific participation in the workforce and Pacific service delivery models
- Evaluate the models, including role; how the service has improved access to MH&A services; funding to establish the service
- Share learnings and ideas to increase the success of the Programme through a network of health providers and stakeholders across both North and South islands.

Approach

The Programme will seek expressions of interest from health providers and ENs (or EN students). The National Coordinator (or Regional Coordinators) will work with local stakeholders and health providers to identify, plan, and establish EN positions. The emphasis is on co-design with local Māori and non-Māori stakeholders and the community, anticipating different models being developed for different areas and communities.

Assessing readiness of the placement

Four key areas will be used to assess the readiness of the health provider and the NP to work within their scope of practice

- Readiness of health provider to support NP service and delivery focusing on MH&A services
- Readiness of NP to deliver services MH&A services in PHC/community settings
- Availability of peer support (from colleagues both inside and external to the organisation)
- Ability of the health provider to achieve sustainable NP services after the end of the establishment period

The funding to establish the NP position is expected to cover up to a two-year period. The funding may cover:

- A contribution to salary
- Professional development, including Mental Health Credentialling (run by Te Ao Māramatanga) (unless other equivalent training has been undertaken)
- Professional &/or cultural supervision
- Clinical supervision

It is expected that each NP position will have different funding needs and different models of care. The MoH see the establishment of these positions as an opportunity to showcase the work of NPs.

Further, we expect the funding contribution to each NP position to reduce over the one- to two-year period, leading to a sustainable permanent NP position, funded through existing funding streams, such as capitation.

Eligibility and priority areas

- Primary health care or community service
- Priority areas include:
 - Māori, and Pacific communities
 - High needs/high deprivation communities
 - Vulnerable and marginalised groups or communities (age, gender, ethnicity, disability, employment)
 - Rural, hard to reach, and underserved communities
- Priority workforce: Māori, and Pacific nurses
- Ability (health provider and NP) to provide MH&A (for mild and moderate issues), increasing access to MH&A services in the community.

Proposed role demonstrates:

- Increased access to MH&A within the PHC/community setting and referral pathways to specialist care and other community, social, and NGO resources as appropriate
- How MH&A services integrate with generalist PHC services
- How hauora Māori best practice models and Māori tikanga are embedded in the models of care, addressing issues of equity
- Culturally safe service provision
- Opportunities to network with the community and consumers, to deliver services, including health promotion and prevention programmes
- Work to deliver equitable health outcomes

Sustainability of role requires:

- An identifiable long-term need for this role in the community to meet health needs
- Financial viability of the role and commitment for the role to be supported beyond the position establishment period
- Infrastructure required to support the role, including models of care, peer support, office space, team support

Requirements for the successful implementation of the NP position

- Job description, contract and working arrangements, line reporting, support structures
- Models of care and relationships within the clinical setting
- Professional development, professional &/or cultural supervision, pastoral support, and other clinical experience for the role to be successful
- Arrangements for oversight and leadership/management of the implementation and evaluation of the role with the Programme coordinator/lead

Expressions of Interest

Expressions of interest are sought from both the health providers and the NP (or NP trainee). Preferentially, the health provider and the NP (NP trainee) will already have a working relationship, or the intent to work together. Where either the health provider or the NP (or NP trainee) do not have an existing relationship, efforts will be made to connect health providers with potential NPs (NP trainees).

(See attachments:

- Expression of Interest by *HEALTH PROVIDER* to establish NP position delivering MH&A services
- Expression of Interest by *NP (or NP trainee)* to establish NP position delivering MH&A services

NP (or NP trainee) applicants need to also submit a 2-page CV with their EOI.

Application Process

1. Potential health providers and NPs (NP trainees) will be asked to submit an expression of interest to the National Coordinator of the Programme, Dr Sue Adams.
2. The National Coordinator (or regional coordinator) will then contact the applicants seeking any further information or clarification.
3. The Partners' Steering Group will be presented with applications for review by the National Coordinator.
4. The application will be assessed in relation to eligibility and readiness of provider and NP (or NP trainee).
5. The health provider and NP (NP trainee) will be notified of the outcome.
6. The health provider and NP (or NP trainee) will then work with the National or Regional Coordinator, and other local stakeholders as appropriate, to develop a full funding model, implementation and evaluation strategy over the up to two-year period.

Evaluation and Research

This Programme will be evaluated. The design of the evaluation for the purposes of the contract is yet to be finalised.

Additionally, the University of Auckland, with its partners, are intending to undertake research on various aspects of the Programme. We do see this as an exciting opportunity to explore and capture knowledge about the health sector in which NPs are working, and the work undertaken by NPs to work with and improve health outcomes of their local communities. Any research undertaken will conform to the organisation's research ethics requirements, including human ethics approval, and require informed and written consent.

We are also hoping to grow the body of NPs undertaking research. If you or your colleagues are interested in pursuing some research activity or contributing in some way, please do let us know.

For further information, please contact: Dr Sue Adams s.adams@auckland.ac.nz

APPENDIX A: Governance Structure for the Programme (NPTP; NP & EN service establishment positions)

