

Developing the NP (& EN) Workforce:

The NPTP

Māori RN to NP pathway

NPs (& ENs) into PHC settings delivering MH&A services

Participation of Pacific nursing workforce

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EN/NP Workforce Programme

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Goals of the Programme

The Contract

- Deliver the NPTP
- Establish NP (& EN) positions in primary health care settings with a focus on mental health and addiction
- Increase participation of Māori, and Pacific, in the nursing workforce
- Showcase role of NPs
- Showcase role of ENs



MINISTRY OF
HEALTH

MANATŪ HAUORA



Background



- Success of NPTP pilot
- Positioning nursing workforce to improve access to MH&A
- Promote equity

A fair health system prioritises equity

DEFINITION OF EQUITY

In Aotearoa New Zealand, people have **differences** in health that are not only **avoidable** but **unfair** and **unjust**.

Equity recognises different people with different levels of advantage **require different approaches and resources** to get equitable health outcomes.

NP & EN Programme Partnership Approach

NPNZ

Universities of
Auckland, Otago
& Vic of
Wellington

Mahitahi
Hauora
PHE

NZ College of
Mental Health
Nurses

EN Section NZNO

Te Rau
Ora

The Fono

MoH: Chief Nurses Office;
Health Workforce, Mental
Health, & Māori
Directorates

Health Providers & Communities

NPTP

- 50 places per year through to Dec 2024 of which
- 10 places per year for Māori (40 by end of Programme)
- 500 hours advanced supervised practice with authorised prescriber
- 80 hours secondary placement
- NP mentors (provided by universities)
- 60 course credits (2 semesters)
- Support through to portfolio submission



Sandy Oster (UoA); Betty Poot (Vic); Deb Gillon (Otago)

Service Establishment Positions

16-20 sustainable
NP positions
across a range of
PHC settings over
4 years delivering
substantive MH&A
services

Priority Groups

- Vulnerable people and communities
- Māori Health
- Pacific Health
- Child & Youth Health
- Older Adults
- Corrections & Justice
- General practice settings
- Rural

Funding & Support

- Salary support for up to 2 years
- Funding for professional development
- Mental health & credentialling for PHC or other education
- Professional &/or cultural supervision

Sue Adams (National); Coral Wiapo (Mahitahi/Northland);
Belinda Gordge/Bev Burrell (South Island)

Service Establishment Positions

- Experienced NP transitioning to PHC setting OR newly registered NP
- Expression of Interest from Provider (& NP or NP trainee)
 - Model of care and service delivery to include MH&A (or if MH&A based to include PHC)
 - Plan of how NP role will be developed
 - Integration with local iwi; community networks and services
 - How position is meeting health needs of priority groups and achieving equity
 - The sustainability of the role
- Review by Programme Governance Group
- Collaborative evaluation and research

Māori RNs to NP

What is needed to support Māori RNs moving through postgraduate pathway into NPTP and transition into practice?



Academic readiness



Clinical Readiness



Whānau/Community/
Pastoral Support

Māori Pathway Support
From PG Diploma

NPTP

Service Establishment
Position



Partnering with NPNZ

Short course development with NPNZ for NP professional development

Aged residential care – MH&A/psychogeriatric

Mental health and addiction for PHC

Research and evaluation design + DHSc, PhD

NP Mentoring

Identifying potential NPs (and trainees) for Service Establishment Position

Ongoing advice for RNs, clinical supervision for RNs and NP trainees