

The National Nurse Leaders group (NNLg) is a collaborative forum of nursing leaders from Nursing's key stakeholder organisations of employers, educators, professional bodies, the nursing regulator Nursing Council of New Zealand (NCNZ), and the Ministry of Health (the Ministry).

The NNLg operates within a Treaty Relationship Governance (TRG) model that simulates an approach to engaging with Te Tiriti o Waitangi (te tiriti) and tangata whenua. The two-house structure reflects a sharing of decision-making power, supported by different worldviews and a working ethos based on the principles of tino rangatiratanga, partnership, active protection, equity and options

Key Messages from NNL Meeting, 11 May 2022

Members discussed the terms of reference of the National Nurse Leaders (NNL) group. Agreement that we need to use the power of NNL more effectively and align closely with the work of Health New Zealand (HNZ) and the Māori Health Authority (MHA). Some minor changes to the way we manage membership were agreed.

Dr. Nik Huntingdon presented the **NCNZ strategic plan** for information of members.

Nursing Pipeline work

A major piece of work addressing the complexities of developing, sustaining and delivering nursing workforce.

All pipeline work can be viewed on the TAS website under nursing resources. Principles and papers are there along with the key messages.

In future the pipeline work will sit under HNZ and MHA who have already received a high-level representation of the work.

The work is producing insight and data intelligence on the workforce and in particular supply and demand issues.

Workstreams include:

- Student attrition (significant from programs currently and often related to financial stress)
- Staircasing into a nursing degree
- Supporting aged residential care (current major nursing workforce shortage)
- New graduate program
- Recruitment campaign
- Clinical placements

There is a plan to strengthen Māori, Pacifica and subject expert members in the work streams. There are special issues for PHC demand and supply yet to be fully addressed.

Feedback from the Chief Nursing Officer included the following key points:

Domestic General Nursing Campaigns:

General Nursing Campaign

12 month campaign, creative content production in progress. Launch date August. The aim of this campaign is to increase the number of people choosing nursing as a career; attract nurses interested in returning to practice; and grow the diversity of the health workforce.

Mental Health & Addictions Nursing Campaign

Launched in March 2022. This is a funded 2 year project.

The MH&A campaign aims to increase the number of people choosing mental health and addiction as a preferred practice area; increase the numbers of Māori and Pacific peoples choosing mental health and addiction nursing; showcase mental health and addiction nursing as a varied professional career

Return to Nursing Workforce Fund (\$1m)

The Ministry launched a \$1 million support fund on 14 February 2022 to help nurses who are not currently practising to complete the requirements for registration or a practicing certificate e.g. english language test, competence assessment programme or qualification credentialling. Each applicant can be awarded a maximum of \$5000. In total up to 200 nurses can be funded.

The fund is designed to assist employers to support their employees to return to nursing/gain registration in New Zealand. Applicants may take 3-12 months to be ready to fill a nursing role.

Critical Care Nursing Workforce

As part of the COVID-19 response, the Government approved additional funding for the Care in the Community Health System Preparedness Programme up to 30 June 2022. In response to immediate critical care workforce needs, the MoH is providing funding to increase critical care nurse educators and clinical coaches to support critical care units to attract, develop and retain nurses.

Bridging Programme for Pacific Nurses with Whitireia in 2023

Funding allocated further details to follow.

NCNZ Review of Entry Processes for Internationally Qualified Nurses

Consultation has closed on this important issue.

It was noted that there is a huge increase in IQN applications currently exceeding applications from NZ graduates.

Te Pukenga Update (new entity which comprises all of the former polytechnics)

Guests Dr Angela Beaton, Sandra McDonald, Julie Thorburne and Maureen Kelly in attendance

Noted as follows:

Creation of learning outcomes finished. Unified nursing curriculum due to be implemented semester 1 2023. There will be three curricula; BN, BN (Māori) and BN (Pacifica). Curriculum is high level with room for local interpretation. Curricula will come out for consultation on June 10 until June 27.

Wide ranging discussion followed about curricula issues. NNL expressed disquiet about speed of process and shortness of consultation but will support and engage with the consultation process then meet with Angela Beaton for a more focused discussion

CNO briefed NNL on **High Level Structural Changes Occurring in the Health Reform Process**

There is concern for stress and uncertainty in the sector at a difficult time. MoH will have same role in policy, same relationships with Ministers, monitoring role of service delivery but will be a smaller entity. No apparent change to clinical leadership in the MoH. Discussion re how partnership between NZH and MHA will operate.

The finalized **Nursing Strategy** will be launched at Matariki by NNLg.