

HWNZ Stakeholder Bulletin February 2011

Dear colleague

We would firstly like to express our heartfelt condolences to those affected by the Christchurch earthquake. Our thoughts are with you, your family and friends during this difficult time.

We would like to take this opportunity to make a special mention of the health workforce in Christchurch and throughout the whole of New Zealand who have demonstrated immeasurable commitment, adaptability, and resilience throughout this past week. The co-ordinated response to the disaster, the team approach and the selfless efforts to care for others have been remarkable.

Recovery will be a focus for the sector for some time to come and events such as this serve as a reminder of the importance of supporting our staff, maintaining their resilience and protecting their wellbeing, as well as ensuring we have the workforce we need to respond to all situations.

The wellbeing of the health workforce and the elements that contribute to this will be the focus of our next national stakeholder meeting to take place in the second half of this year. We are currently in the planning stages and more details will be announced soon.

Warm regards



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Workforce service reviews

The first five of the eleven workforce service reviews currently underway will complete their preliminary reports over the next few weeks.

The work of the review teams in eye health, palliative care, aged care, gastroenterology and anaesthesia will then move from a “think tank” phase to analysis of recommendations, and a period of wider sector engagement before identifying priority scenarios to test through demonstration sites. Outputs will ultimately inform future sector training purchasing intentions.

Each of the multi-disciplinary teams will produce a high level report summarising key themes and potential changes to roles and ways of working needed to provide the workforce needed by 2020.

A small overview group has been established to guide and collate the work of the reviews (including membership from the National Health Board, Ministry of Health, DHBs, the Treasury, health economists, as well as HWNZ) to ensure that ideas and recommendations emerging from the reviews can be effectively costed and implemented.

Themes already emerging from all the groups are the shift of activity from hospitals to community and primary care settings, the development of hub and spoke arrangements and exploration of funding systems that incentivise team working.

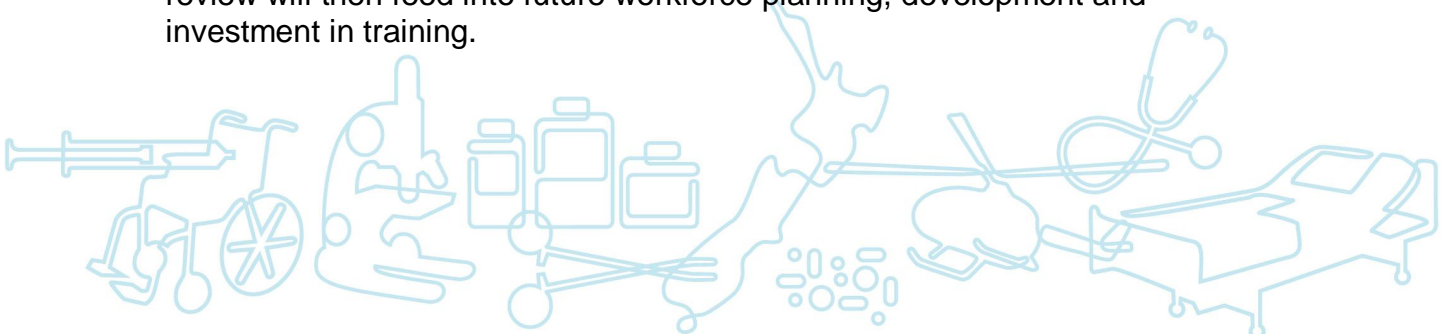
Rehabilitation workforce service review

HWNZ has commenced a review of rehabilitation that aims to outline what a world class rehabilitation system would look like, and the staff training, working practices and funding mechanisms needed to deliver it.

The review, which will report later in 2011, will include a stocktake of current New Zealand rehabilitation provision and review international systems and good practice in order to plan the service and workforce of 2020.

It will consider how care pathways and rehabilitation worker roles can be designed that cross organisational and professional boundaries and get people back to health and back to work more quickly. The review will consider training and career pathways and how to make rehabilitation roles more attractive, as well as what levers need to be introduced to facilitate collaboration across sectors and multidisciplinary team working.

It will be led by a small number of experts who will develop scenarios for models of care that will improve quality, equality, access and productivity. The review will then feed into future workforce planning, development and investment in training.



GP training review

The RNZCGP, HWNZ and the MCNZ have continued working together on possible changes to the GP and rural hospital medicine training programmes. We are now developing a discussion paper setting out proposed changes which will go out to the sector in the autumn.

Consistent themes have emerged in discussions with a range of stakeholders that will form the basis of recommendations. These include having more care delivered in community settings, more inter-disciplinary working and integration of services between community and hospital and valuing the existing community and patient focused basis of general practice.

Proposals will consider how to offer greater exposure of GP trainees to some hospital-based practice, and greater exposure of PGY1 and 2 doctors to general practice; how to introduce mechanisms for GPs to develop and maintain advanced competencies in areas of their choosing; supporting better use of resources across the entirety of GP training (i.e. current GPEP1 and GPEP2); and moving towards greater equity between GP and DHB employed registrar terms and conditions.

Subject to feedback from the wider sector and subsequent decisions by the RNZCGP, HWNZ and the MCNZ more detailed work on design and implementation will follow.

For more information about the review visit <http://healthworkforce.govt.nz/our-work/gp-training-review>. We also welcome your feedback on the review at any time medicalworkforce@healthworkforce.govt.nz.

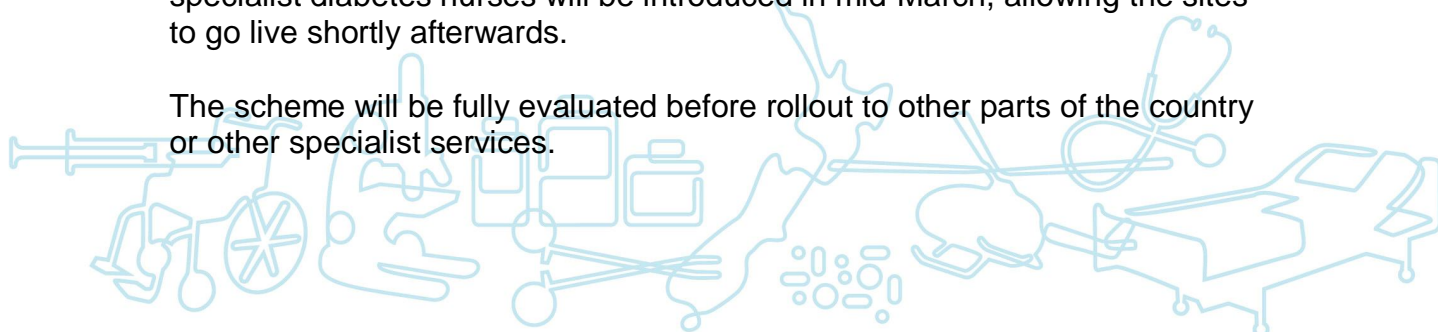
Innovations

Late last year HWNZ, in partnership with the Nursing team in the Ministry of Health and the Nursing Council of New Zealand consulted with the health sector on an innovative approach to the delivery of diabetes health services.

Demonstration sites, including in Hawke's Bay, Mid Central Health, Auckland and Hutt Valley DHBs have been confirmed, and will begin in March/April 2011.

People with diabetes in these four North Island regions will have their medication managed by specialist diabetes nurses in a trial that aims to make life easier for patients and make better use of nursing skills. Specialist diabetes nurses in each of the demonstration sites will prescribe a limited range of medicines to their patients, under the guidance of a medical practitioner. It is anticipated that the new regulations allowing prescribing by specialist diabetes nurses will be introduced in mid-March, allowing the sites to go live shortly afterwards.

The scheme will be fully evaluated before rollout to other parts of the country or other specialist services.



The project is being run in partnership with the New Zealand Society for the Study of Diabetes.

Regional postgraduate training hubs

The establishment of the four regional postgraduate training hubs is progressing well. The Northern hub will build on existing relationships and infrastructure across the region while the Midlands hub will focus on developing a centralised programme for doctors in PGY1 and PGY2. The Central hub has an established clinical leadership group which will steer the project and discussions are underway to agree an appropriate framework for the Southern hub.

Advanced Trainee Fellowship (ATF)

HWNZ has accepted ten exceptional trainees on to the ATF scheme who will complete their advanced training in the shortage specialties areas of: pathology; general surgery; psychiatry; anaesthesia; rehabilitation medicine; and rural hospital medicine. The ATF supports up to 25 new trainees annually.

A supplementary round of applications is now open. If you are working with or know of an exceptional trainee and think they may be eligible for the scheme visit

<http://healthworkforce.govt.nz/working-in-health/medical-workforce/advanced-trainee-scheme> for more information.

New Zealand Centre of Excellence in Health Care Leadership

Health Workforce New Zealand (HWNZ) has confirmed the establishment of a New Zealand Centre of Excellence in Health Care Leadership hosted by the University of Auckland.

The centre will co-ordinate the range of leadership programmes that exist nationally, commission future programmes, advise on curriculum development and oversee research and evaluation in leadership. It will liaise with providers of leadership education, both in New Zealand and overseas, provide advice to employers and help future leaders navigate through development activities. Its aim is to be of international standing, improving leadership at all levels across the health sector and providing a resource for all professional groups and managers.

The new centre will link with the Faculty of Medicine and Health Science and The Faculty of Business and Economics, drawing on the expertise of the University of Auckland's Leadership Institute. Four regional hubs, aligned with the regional training hubs, will co-ordinate activities and disseminate learning across the country.



The University of Auckland was selected to host the centre following expressions of interest from a range of education providers. Other New Zealand tertiary education institutes will work as partners with the centre of excellence.

Resources and other useful websites

If you have any resources, useful websites or upcoming events you would like highlighted please email us info@healthworkforce.govt.nz and we will publish these under our 'Resources and other useful websites' section on our website.

As always your feedback on this bulletin and other HWNZ work is welcome at info@healthworkforce.govt.nz.

