

Additional nurses and midwives allocated to clinical areas

More nurses and midwives are being employed to provide immediate relief to clinical areas with staffing pressures as part of a one-off \$38 million nationwide Government package.

An extra 34 nursing and midwifery FTE will be employed, with recruitment already underway.

The Care Capacity Demand Management (CCDM) Council, which includes DHB and union representatives, analysed data from payroll, SQUARE and, where available, the DHB's acuity tool TrendCare, to determine the areas in greatest need. They also used criteria from the Safe Staffing Healthy Workplace unit.

CCDM Council Chair and executive director of nursing and midwifery Andrea McCance says a lot of thought and work has gone into deciding where the additional staff go.

"It was a robust process done in partnership with the unions. "This allocation is the start of alleviating workload pressures experienced by our members. NZNO representatives on the CCDM council ensured the funding allocation was used in a way that best benefits nurses and midwives and to do this as soon as possible. There is more work to be done towards ensuring safe staffing and healthy workplaces is achieved at CCDHB." says NZNO professional nursing advisor Suzanne Rolls.

"The inclusive approach has been appreciated and the additional funding for the maternity areas will be welcomed by midwives," said MERAS co-leader (midwifery) Caroline Conroy.

"PSA appreciates the thoughtful approach the Council has taken. This makes sure workers and patients get the greatest possible benefit from this funding, including in mental health nursing and midwifery," says PSA organiser Alex Ward.

The extra staff are part of a one-off Government package included in the 2018 DHB NZNO multi-employer collective agreement (MECA). Capital & Coast DHB's proportion of this package was nearly \$2.6 million.

The Government package also included resources to support the implementation of CCDM. The CCDM Council has agreed to use for a permanent Trendcare coordinator role across mental health (MHAIDs), and three CCDM project support coordinators for a three year period.

The CCDM programme is run partnership between the DHB and three health unions (NZNO, PSA and MERAS). Once fully operational, CCDM will help us better match the capacity to care with patient demand and workload using data from across our patient areas and wards.

Additional FTE allocated through Government funding package

Ward	FTE	Workforce capacity	Ward	FTE	Workforce capacity
Outpatients - Ophthalmology	1.2	1 additional 0.8 FTE RN 1 additional 0.4 FTE RN	6 South	2.2	1 additional RN on AM shifts 1 additional RN on PM shifts Thu-Fri
Outpatients - Orthopaedics	0.8	1 additional 0.8 FTE RN	7 North	1.7	1 additional RN on nights
Ward 1 - Paediatrics	3.4	1 additional RN on nights 1 additional RN on PM	Emergency Department	1.7	1 additional RN on swing shift
Ward 2 - Paediatrics	0.8	1 additional RN on AM Mon-Fri	MAPU	1.7	1 additional RN
4 North - Maternity	1.7	1 additional RM or RN on AM	Paediatric Diabetes	1	1 additional RN on AM Mon-Fri
Delivery Suite	1.7	1 additional RM or RN on PM	Community Nursing Service - Wellington	1	1 additional RN on AM Mon-Fri
NICU	0.5	1 additional RN on Sat-Sun	Community Nursing Service - Kenepuru	1	1 additional RN on AM Mon-Fri
5 North	3.4	1 additional RN on AM 1 additional RN on night	Ra Uta MHOP Psychogeriatric Inpatient Unit	3.4	1 additional RN on AM shift 1 additional RN on PM shift
5 South	1.7	1 additional RN on AM shifts (shared with 6 East)	Hikitea ID Youth Inpatient Unit	3.4	1 additional RN on AM shift 1 additional RN on PM shift
6 North	1.7	1 additional RN on nights			

