

Primary, Community & Aged and Residential Care Nursing Workforce and Professional Development



Nursing Workforce Priorities

Leading our workforce to deliver quality care and improved experience of care.

“Nurses are the backbone of our workforce, and are vital in the delivery of health services – both in a hospital and community setting. Capital & Coast District Health Board is committed to growing a professional community that is engaged, supported and inspiring. Together, nurses will focus on equity and safe quality care – working to ensure that everyone across our communities can access the best possible health outcomes and have a positive experience with our services.”



Emma Hickson

Chief Nursing Officer, CCDHB

Purpose of this resource

This booklet has information for you regarding education and support available from CCDHB. It is designed so you can maximise the many links to our webpages.

Nursing & Midwifery Office (NAMO)

The NAMO team support the Chief Nursing Officer (CNO) and the Director of Nursing, Primary & Community by enabling the alignment of the professional, operational and

strategic leadership accountabilities with the nursing and midwifery programmes to reflect national, regional and local priorities. We are here to help you, particularly in the areas outlined below.

Nursing Resources:

Check out the [Nursing and Midwifery Priority Goals](#) and [Nursing and Midwifery Workforce Development](#) opportunities.

Working with us MOU

All Nursing and Midwifery Office (NAMO) programmes and education are available via a memorandum of understanding (MOU) that gives access to courses and support at no cost.

For Primary, Community and Aged and Residential Care (ARC) or MOU matters please contact:

Sheryl Hunt

Director of Nursing, Primary & Community (Interim)
Sheryl.Hunt@ccdhb.org.nz



Workforce Development

Workforce development programmes and education are available to support the sector to develop the workforce we need now and into the future. They include:

- [Nursing Entry to Practice Programme](#)
- [Dedicated Education Unit](#)
- [Professional Development and Recognition Programme](#)
- [HCA Education](#)
- [Career Planning](#)
- Anne Evans-Murray Seminars:
 - [Building Resilience & Managing Challenging Communication](#)
 - [Clinical Assessment Skills](#)
 - Respiratory & Cardiac Nursing

Anjana Naidu

Associate Director of Nursing
Workforce Development
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Undergraduate Students

Student nurses are our future workforce and we need your help to give them Primary, Community and ARC experience. To provide placements please contact:

Kathy.Treize@ccdhb.org.nz

Preceptorship

Preceptorship integrates theory and practice to enable nurses to confidently fulfil their preceptor role of clinical teaching and assessment within their own area of practice. All registered and enrolled nurses (RN, EN) are expected to precept as part of their on-going professional development.

Preceptorship Workshop (1 day for RN, EN):

All Primary, Community and ARC nurses can access the workshop.

Criteria:

- working towards or achieved PDRP proficient level
- nominated by your Charge Nurse Manager/ Team Leader

Kathy Trezise

Nurse Educator, NAMO
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Nurse Entry to Practice (NETP) Programme

Build a sustainable pipeline for the RN workforce and support graduates to commence their careers.

Graduates may be employed before the NETP intake start date and then join the next available NETP programme.



Key drivers of NETP Programme:

- Enable nursing graduates to practice safely, effectively and confidently as RNs
- Improve the quality of care through the application of knowledge and nursing skills development
- Improve recruitment and retention

NETP Eligibility Criteria:

- Has a NZ nursing degree accredited by NCNZ awarded no longer than 2 years prior to commencing the NETP
- Has a current Annual Practicing Certificate without restrictions
- Is a New Zealand citizen or permanent resident
- Minimum of a 12 month fixed-term contract 0.8FTE (32 hours per week)
- Has a clinical preceptor for the year and support of area
- Released for 6 NETP education days
- Maori and Pacific graduates receive an additional 6 study days funded by CCDHB

NETP Recruitment:

To be involved in recruitment, please contact:

Steph White

NETP Coordinator

Steph.White@ccdhb.org.nz



Phoenix Ahomiro

NETP Coordinator

Cultural Support

Phoenix.Ahomiro@ccdhb.org.nz



Professional Development & Recognition Programme

The PDRP is a competency based clinical programme that supports the practice development and career progression of Enrolled and Registered Nurses. The NCNZ approved CCDHB PDRP provides exemption from recertification audit.

Levels of PDRP:

Your PDRP level should reflect your consistent, day to day practice. The level is determined by the Charge Nurse Manager or delegated senior nurse who objectively assesses your ability against the Key Performance Indicators (KPIs) of the Full Self and Peer Assessment document for:

- **Competent**
- **Proficient**
- **Expert**
- **Senior/Expert** (nurses in a designated senior role with a clinical focus)

PDRP Workshops:

Portfolio Development (2hrs for RN, EN): to support nurses to develop their portfolio and complete self-assessment against NCNZ competencies for each level of the PDRP.

Assessor Workshop (1 day): to support nurses to assess PDRP portfolios. Attending a Preceptor Workshop is a pre-requisite for this workshop.

Assessor Update (1 hour): updates nurses who complete PDRP Assessments.

Link to: [PDRP Related Workshops](#)

Saleifi Reriti

Nurse Coordinator

Professional Development

Saleifi.Reriti@ccdhb.org.nz



Practice Development

The CCDHB RN prescribing Framework is available to support organisations with clinical governance to support the development of RN prescribers.

Other supports include Peer Supervision, EN and RN Pathways and Nurse Practitioner support.

Advanced Practice & Nurse Practitioner

The monthly Advanced Practice and Nurse Practitioner Information and Support Series is for nurses interested in topics related to advanced nursing practice and the Nurse Practitioner (NP) scope of practice.

Helen Costello

Associate Director of Nursing
Practice Development

Helen.Costello@ccdhb.org.nz



Lippincott Clinical Procedures

Capital and Coast DHB is able to provide access to the Lippincott Procedures New Zealand instance to organisations in the primary health sector including Aged Residential Care (ARC). The organisation applying for access to the Lippincott Clinical Procedures is responsible for how they use the information including how this impacts on the practice they are responsible for.

Please complete the [Lippincott Clinical Procedures application here](#)

If you have any questions please email Lippinocott@ccdhb.org.nz

Postgraduate Study Funding

Health Workforce (HW) funding is managed by the DHB for Postgraduate (PG) Certificate, PG Diploma and Master Degree programmes.

HW Postgraduate Study Funding. We are looking for more primary, community and ARC RNs to study and lead.

Application Criteria:

- Registration as an RN with current APC and permanent employment
- Meet the entry criteria required by the education provider
- NZ citizen or hold NZ permanent residency (with proof) as conferred by NZ Immigration
- Approval/support of your Manager

The NAMO offers professional development and career conversations to help identify goals, activities, timelines and resources to assist you achieve your career goals.

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Anjana Naidu

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