

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

Nursing Workforce Priorities

Leading the workforce to deliver quality and improved equitable outcomes of care.

“Nurses are integral to the interdisciplinary health 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 of nurses that are engaged, supported and inspiring. Together, nurses will focus on equity and safe quality care – working to ensure that everyone across our communities can achieve the best possible and equitable health outcomes and have a positive experience from all services.”



Emma Hickson

Signing off as Chief Nursing Officer,
CCDHB (now at Ministry of Health)

Purpose of this resource

This booklet has information regarding education and support available from CCDHB. It is designed so you can access the links to information on 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 NAMO programmes and online education are available via a memorandum of understanding (MOU) that gives access to courses and support at no cost.

For further information on Primary, Community and Aged and Residential Care (ARC) MOU or related 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 needed now and into the future. Those programmes include:

- [First year of practice programmes](#)
- [Dedicated Education Unit](#)
- [Professional Development and Recognition Programme](#)
- [HCA Education](#)
- [Preceptor](#)
- [Career Planning](#)

[For further information please contact:](#)

Anjana Naidu

Associate Director of Nursing
Workforce Development
Anjana.Naidu@ccdhb.org.nz



Māori and Pacific Leaders Group

The purpose of the Māori and Pacific Nurses and Midwives Leaders Group is to lead and drive change to improve the health and wellbeing, and quality of life of Māori and Pacific people by providing advice and support to CCDHB to ensure the needs of Māori and Pacific people are at the forefront

of strategy development and service delivery. This includes providing advice and guidance on practical ways to strengthen the implementation of initiatives aligned with key documents. Please join us.

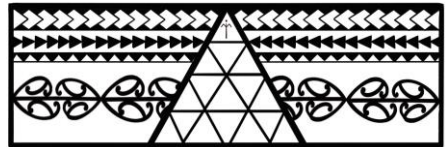
[For further information please contact:](#)

Sheryl Hunt

Sheryl.Hunt@ccdhb.org.nz

Anjana Naidu

Anjana.Naidu@ccdhb.org.nz



Undergraduate Students

Student nurses are the future workforce and need your help to facilitate Primary, Community and ARC experiences. 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 Manager

Enrolled Nurse Supported into Practice Programme (ENSIPP)

The ENSIPP programme aims to provide a supportive environment for graduates as they enter the nursing profession. The Programme supports new ENs to develop practice by:

- Promoting and supporting the new graduate EN's ongoing professional development to continue learning, maintain competence and meet the NCNZ's continuing competence requirements;
- Ensuring the new graduate EN meets the required competencies (the competent EN) of the national framework for nursing PDRP by the end of the programme; and
- Employing the new graduate EN in a clinical service area where there is designated nurse leadership or a senior nurse with professional accountability in that area.

For further information please contact:

Kathy Trezise

Nurse Educator, NAMO
Kathy.Trezise@ccdhb.org.nz



Nurse Entry to Practice (NETP) Programme

Supporting a sustainable pipeline for the RN workforce and assist graduates as they commence their

careers. Graduates may be employed before the NETP intake start 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 with a special focus on Māori and Pacific RNs

Graduates need a clinical preceptor for the year and support of the area. They are released for 6 NETP education days and Maori and Pacific graduates receive an additional 6 study days funded by CCDHB

For further information please contact:

Steph White

NETP Coordinator
Steph.White@ccdhb.org.nz



Phoenix Ahomiro

NETP Coordinator
Cultural Support
Phoenix.Ahomiro@ccdhb.org.nz



Jasmine Governor

NETP Clinical Coach
Jasmine.Governor@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 Nursing Council New Zealand (NCNZ) approved CCDHB PDRP provides exemption from NCNZ recertification audit.

Levels of PDRP:

PDRP level should reflect your consistent, day to day practice. The level is determined by the Nurse Manager or delegated senior nurse who objectively assesses 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 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](#)

For further information please contact:

Saleifi Reriti

Nurse Coordinator
Professional
Development

Saleifi.Reriti@ccdhb.org.nz



Practice Development

RN Prescribing in Community Health (RNPCH)

RNs practising in community health settings can complete a work-based education programme and apply for prescribing authority for a limited number of medicines for minor ailments and illnesses in normally healthy people to enable them to receive more equitable access to timely, quality and safe convenient healthcare.

Community health settings are schools, general practice, public health, wellchild services, Maori and Pacific Health providers, services for youth, family planning, sexual health, district nursing and other outpatient and home-based services

Normally healthy people are without significant health problems. For example, heart disease, genetic disorders, diabetes, cancer, thyroid disease, alcohol and drug addiction, mental illness, asthma, glaucoma, arthritis, allergies, stomach problems, tuberculosis, high blood pressure.

There are 6 e-learning modules:

1. Health assessment and Clinical Reasoning
2. Dermatology/Skin
3. Ear Infections
4. Primary and Secondary Prevention of Rheumatic Fever
5. Legal aspects of RN designated prescriber in Community Health
6. Principles of Pharmacotherapeutics in relation to Prescribing

RN Pre-Requisites include:

- A minimum of 3 years' clinical experience with at least one year in the area of prescribing practice
- Completed a NCNZ approved recertification programme for RN prescribing in community health
- Completed a period of supervised practice with a designated authorised prescriber (a medical practitioner or nurse practitioner) as part of the recertification programme
- A limited list of medicines from which they can prescribe within their competence and area of practice, ongoing competence requirements for prescribing

Plus:

- A current portfolio and be compliant with the PDRP requirements
- Completed all standing orders education requirements, met competency requirements, and currently be using standing orders
- A working knowledge of clinical pathways and clinical decision

support tools

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.

For further information please contact:

Helen Costello

Associate Director of
Nursing Practice Development
Helen.Costello@ccdhb.org.nz



Lippincott Clinical Procedures

CCDHB provides access to the Lippincott Procedures New Zealand instance to organisations in the primary and community 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 Lippinocct@ccdhb.org.nz

Funding Opportunities

Health Workforce (HW) Funding:

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

HW Postgraduate Study Funding.

The DHBs aim is to develop skill in primary, community and ARC sectors. In addition, to improve health outcomes for Māori and Pacific, ensuring all Māori and Pacific nurses can access Post Graduate funding.

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.

For further information please contact:

Sheryl Hunt

Sheryl.Hunt@ccdhb.org.nz

Anjana Naidu

Anjana.Naidu@ccdhb.org.nz

Scholarships

Nursing and Midwifery Programme Scholarships

Scholarships are available in 2021 to

Māori or Pacific applicants currently employed by CCDHB and enrolled locally at one of the following programmes: Massey University Wellington, Victoria University of Wellington, Otago Polytechnic or Whitireia.

Professional development scholarship for Māori & Pacific Primary and ARC nurses

As part of CCDHB's pro-equity approach, we are offering a number of professional development (PD) scholarships for Māori and Pacific Enrolled and Registered Nurses working in ARC and Primary settings. PD Scholarships of up to \$3,000 per nurse (pro-rata) are available for PD activity and conference attendance. If you meet the criteria (please refer to the guide), complete the application form and return to Professional.Development@ccdhb.org.nz by 15th December 2020 for intended activity in 2021.

