

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

## Nursing Priorities

My priorities heading into 2021 are to understand the CCDHB context as a tertiary hospital. I'm focused on supporting services to ensure we have safe staffing through CCDM. I also want to make sure the voice of those who deliver the care is at the table and heard in any discussions around such topics as service changes and the 2DHB network.



**Chris Kerr**

Chief Nursing Officer, 2DHB (CCDHB & HVDHB)

## 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

Ostrategic 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 NAMO courses and support and online learning 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](mailto: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](mailto: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.

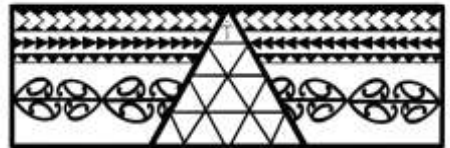
**For further information please contact:**

**Sheryl Hunt**

[Sheryl.Hunt@ccdhb.org.nz](mailto:Sheryl.Hunt@ccdhb.org.nz)

**Anjana Naidu**

[Anjana.Naidu@ccdhb.org.nz](mailto: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.Trezise@ccdhb.org.nz](mailto:Kathy.Trezise@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](mailto: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](mailto:Steph.White@ccdhb.org.nz)



#### Kirimoana Pook

NETP Coordinator

Cultural Support

[Kirimoana.Pook@ccdhb.org.nz](mailto:Kirimoana.Pook@ccdhb.org.nz)



#### Jasmine Governor

NETP Clinical Coach

[Jasmine.Governor@ccdhb.org.nz](mailto: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](mailto: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

**This programme is available in 2021.**

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](mailto: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](mailto: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](mailto:Sheryl.Hunt@ccdhb.org.nz)

#### **Anjana Naidu**

[Anjana.Naidu@ccdhb.org.nz](mailto: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.