

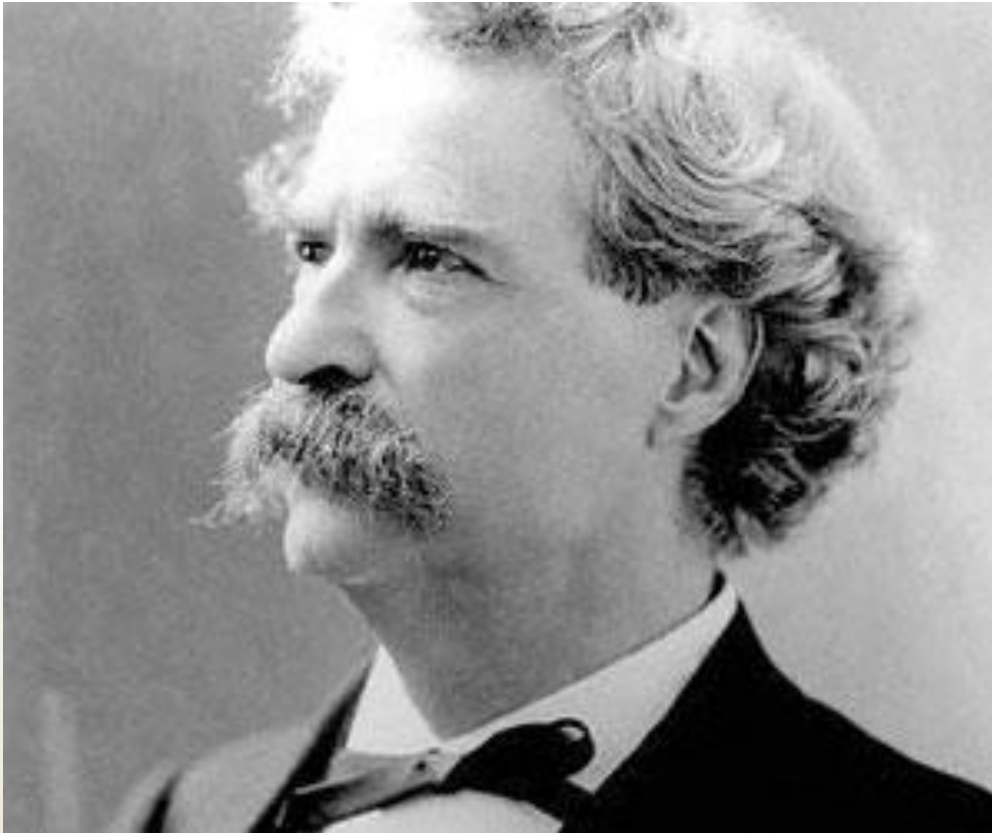
New roles, new workforce

Presentation to “Shifting Care Closer to Home: how do we transform”

Te Papa, Wellington. 28 February 2018

Claire Austin, Group Manager, Health Workforce New Zealand

Statistics



Health workforce forecasting

Mark Twain:

“Most people use statistics like a drunk man uses a lamppost; more for support than illumination....”



The first leg of the stool



Risks of being solely profession specific in our workforce planning

- Assuming that the model of care and scope of practice will remain the same in the future
 - Slipping into focusing on individual professions in isolation of the context of care and collaborative practice within and across teams or locations;
 - Allowing professional lobbies to drive investment;
 - Failing to recognise the contribution of the unregulated and NGO workforces that are difficult to capture
 - Having little consideration of the attrition, retention and distribution of our workforce;
 - Reinforcing our unmet health need - with access and equity issues remaining unaddressed.
-

The second leg of the stool



Needs based workforce planning

- puts people and health need at the centre
 - age, gender, ethnicity,
 - deprivation,
 - rurality score, DHB region
 - available number of GPs and nurses in a practice,
 - copayment price
 - avoidable hospitalisations – case weights (\$211 million in 2016)
-

Then overlay the workforce perspective

- examine relationships between ASH events/patients and workforce availability
 - work to identify where access needs to be improved
 - identify where models of care are working well
 - or where the model (or barrier to care) is not working so well and whether this calls for:
 - new models of care
 - greater integration and collaboration across and within sectors, disciplines and communities
 - make the most of our regulated and unregulated workforces to work to the full extent of their scope and work together to improve access and health outcomes.
-


The third leg of the stool: fit for purpose training and retaining our workforce



Questions to regularly ask ourselves

- Is the existing model of care fit for now and the future?
 - What do consumers and patients actually want from their practitioner and health services?
 - Are educational and vocational training pathways aligned with the needs of the health sector?
 - Do we have the skill mix, competencies and diversity we need to meet our population's needs?
 - Are we making the most of our available workforce?
 - Does the way we fund and contract encourage the most effective workforce and service practices or do we create unintended consequences?
-

More questions.....

- How do we attract and keep health practitioners?
 - How to attract them to where we need them the most?
 - Do we understand the patterns of attrition?
 - What are we doing to build health literacy and self-care?
 - Are we supporting the development of roles that are more preventative in focus but more difficult to measure?
-
- 

Health Workforce New Zealand – Partnering with the sector

- Workforce forecasting and needs-based workforce planning
 - Development of New Zealand Health Workforce Strategy with the sector
 - Legislation to extend prescribing powers and scopes of practice
 - Funding \$187 million training and workforce development
 - \$10 million Vocational Funding Innovation Fund – to support training and workforce development to foster primary care collaboration with a focus on addressing inequalities and improving health outcomes
 - Strengthening training pathways, system capacity, maximising the use of technology, remote and virtual care
 - Supporting and retaining our workforce, attraction and support in hard to staff areas
-

Workforce planning framework

- Define the problem
 - Conduct the impact analysis
 - Scope the project
 - Horizon scan and analysis (include what are the barriers we have to overcome)
 - Identify the drivers for change
 - Identify intended goals and benefits of change
 - Map potential service change
 - Plan for the proposed workforce change
 - Monitor, review and refresh the forecast.
-

www.moh.govt.nz/our-work/health-workforce

info@healthworkforce.govt.nz
