

Nursing Workforce Development Newsletter

With many nursing workforce initiatives underway, and with significant challenges arising for nurses in the delivery of our everyday business of health care, it seems timely to issue a nursing communication with updates on current nursing workforce development and education matters. Core nursing workforce development programmes within the CDHB are:

Dedicated Education Units

CPIT/CDHB Collaboration – Model of Clinical Teaching (for Diploma of Enrolled Nursing & Bachelor of Nursing students)

First year of practice programmes

Nursing Entry to practice programme (NETP) – Hospital divisions & Partner Organisations
 Nursing Entry to Specialty Practice Mental Health & Addiction Nursing programme (NESP)

Te Kāhui Kōkiri Mātanga Regional Professional Development Recognition Programme

Canterbury DHB & Partner Organisations

EN Transition programme

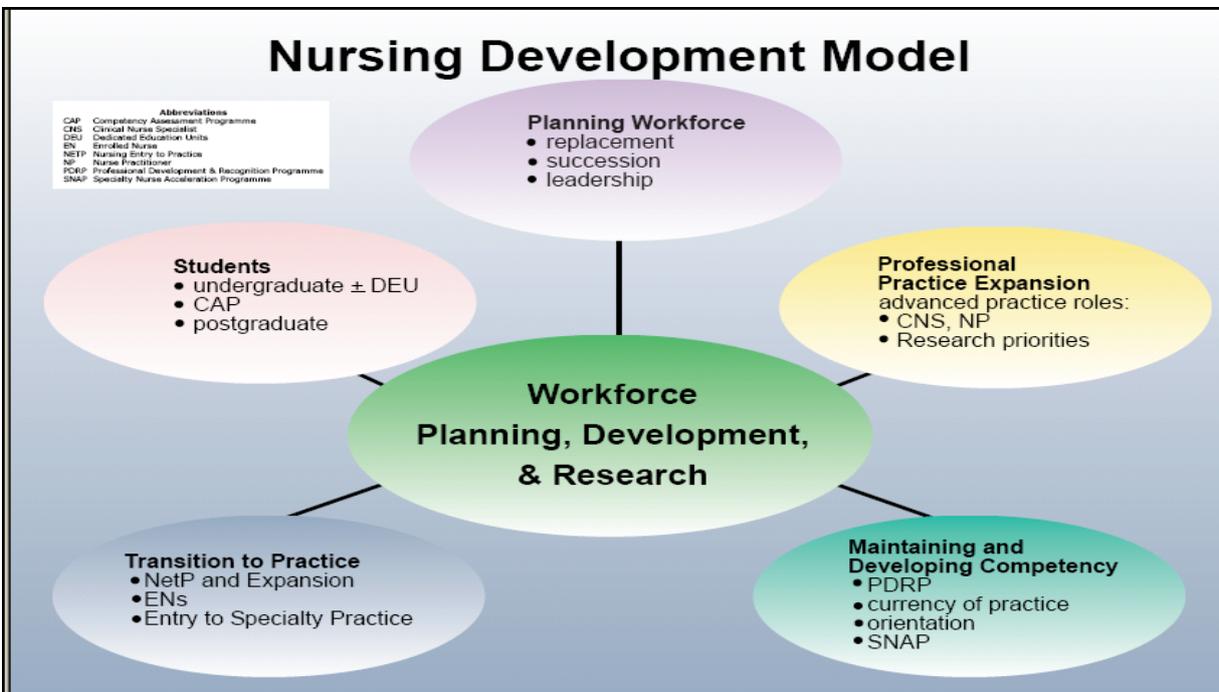
Postgraduate Nursing Education

In the future, it is hoped that we include our partner organisations throughout the Canterbury Health System as well as our other DHB partners covering key nursing

It is my hope that we build a communication platform to keep the wider nursing community informed on key nursing issues and projects as well as provide regular updates on nursing workforce development and education matters.



Mary Gordon
 CDHB Executive Director of Nursing



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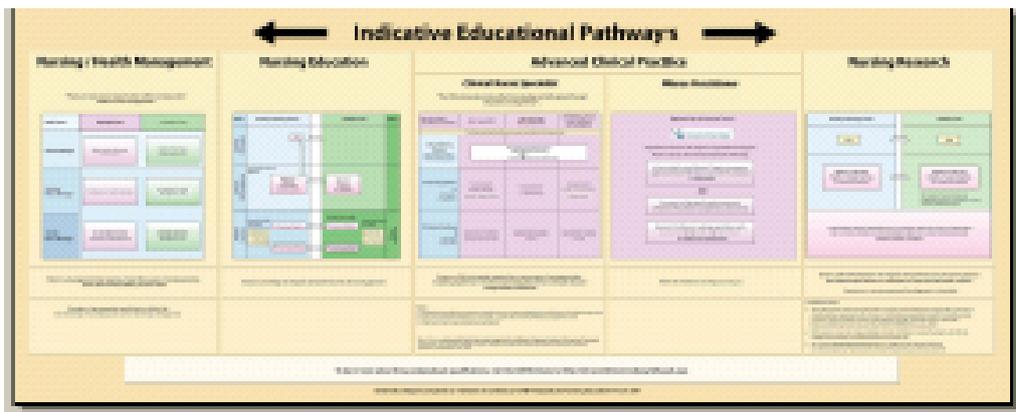
POSTGRADUATE NURSING EDUCATION

Postgraduate Nursing Education remains popular in 2011 despite everything.

A hundred and forty nurses across the DHB region are studying this Semester. We admire all of you who have persevered in such a challenging time, and congratulate you on your first semester results. Special congratulations to Anne Caldwell, Paul Saunders and others who have completed their Masters. CDHB has had wonderful support from our educational partners during the aftermath of the quakes. Despite the library being displaced the service has continued, and everyone has been outstanding.

Career Pathways in Nursing and Indicative Educational Pathways

Have you seen this? It sets out pathways for nurses interested in career progression into management, education, clinical and research. You'll find a copy on the intranet or a notice board near you. Contact our office if you would like a copy.



Exciting new pilot initiative in Diabetes Nursing – collaborative prescribing

Twelve registered nurses were authorised by Nursing Council NZ to participate in the demonstration project in collaborative prescribing this year. They are based in Auckland, Hutt Valley, Hawkes Bay and Mid Central.

These RNs are all very experienced within the specialty of diabetes with postgraduate education in physiology, pathophysiology, clinical assessment and pharmacology. They are not required to be prepared to the same level as a nurse practitioner prescribers. They are practising as RNs prescribing a narrow range of diabetes medications. They were required to undertake a 6-12 week prescribing practicum, in practice, alongside the medical practitioners who supervise their prescribing practice. A report on the demonstration sites is expected by the end of the year.

August Education Fairs		
2011 DATES	VENUE	TIME
Tues 09 August	Annex Room, Great Escape Café, Christchurch Hospital	11.00am – 2.30pm
Tues 23 August	Main Foyer, The Princess Margaret Hospital	11.00am – 2.00pm
Tues 30 August	Main Corridor leading to Cafeteria, Burwood Hospital	11.00am – 2.00pm

A message from Mary Gordon, Executive Director of Nursing about changes to Study Assistance for Postgraduate Nursing Education in 2012:

The events of 2011 have impacted on us all. During recovery, ongoing workforce development will be critical to health service delivery.

Health Workforce New Zealand (HWNZ) has now assumed responsibility for the Clinical Training Agency (CTA) funding of postgraduate education. For 2012, Health Workforce New Zealand has advised that all trainees need to submit a career plan. The government's austerity measures will affect the 2012 funding round.

Members of the CDHB Postgraduate Nursing Education Forum have updated the CDHB document "*Policy for RNs to apply for HWNZ Funding for postgraduate nursing education in 2012*". [on the CDHB Intranet].

For 2012, please note these **new** eligibility criteria:

- ◆ Priority will be given to HWNZ funded trainees part way through a postgraduate qualification, **to enable completion of the qualification.**
- ◆ For CDHB employees, excepting those in designated senior nursing roles, RNs must be PDRP participants. **PDRP participation** may be at Competent or Proficient or Expert level

Another key change relates to the format of the 2012 Application Forms for HWNZ Funded Study Assistance. These will be available electronically in August.

Go to <http://intranet/division/ed/pg/default.aspx> for more information

If you are thinking of studying in 2012, make sure your funding Application Form is in by the closing date in **October**. The Application Forms are : **Nursing Home> Education> Postgraduate Education > Postgraduate Nursing Education>Forms**. There is information about what you can study, eligibility criteria and a Frequently Asked Questions section. The CTA is now part of Health Workforce NZ, so "CTA" will be changed to **HWNZ** on our forms. Their website is : www.healthworkforce.govt.nz.

Do **enrol early** at the University as some popular courses have had more applications than places available. Tertiary institutions have a strict closing date for enrolments. Avoid the disappointment of finding out your chosen course is already full.

We are based with the NETP and PDRP teams on the 5th floor at TPMH.
Contact Nanette Ainge on Extn 68679 or Leonie Partridge, PG Administrator on Extn 68680



NetP Programme Overview

The national vision for New Zealand NetP programmes is that nursing graduates enthusiastically commence their careers well-supported, safe, skilled and confident in their clinical practice, equipped for further learning and professional development, meeting the needs of health and disability support service users and employers (building a sustainable pathway for the New Zealand registered nurse workforce into the future).

The regional NETP Team ensures our local programme fulfils these objectives.

The learning environment must be approved by Nursing Council New Zealand against the Standards for NetP programmes and our regional NETP programme underwent audit in January this year and has received approval until 2015.

Thinking of employing a new graduate nurse?

Funding is available to support organisations providing health care in community, aged care and primary health settings to employ new graduate nurses. There are certain criteria that must be met to meet Health Workforce New Zealand (HWNZ) funding requirements and the Nurse Co-ordinator for the Canterbury Regional NetP programme would be pleased to advise your organisation about this. If you would like more information, please contact: becky.hickmott@cdhb.govt.nz

Current Intakes – September 2010 & January 2011

The fantastic dedication of our current new graduate nurses must be mentioned, as they valiantly contribute to patient care and their clinical teams during unexpected and trying circumstances impacting on their lives both privately and professionally. Quakes, interrupted NetP programme events and most recently a huge snow storm cannot hold these new graduates back, and there is no doubt that all the unique learning opportunities arising during their 2010/2011 intakes will provide them with a very solid foundation as they move forward in their careers after graduation.

Due to quake related issues, Nursing Council was contacted regarding building more flexibility within the programme to assist us in reducing the pressure on the programme and specifically on the graduate nurses. Council staff were consulted and were very supportive of changes that needed to be made. They have stated that the “graduate nurses have learned lessons that most nurses would never learn in their lifetime” and they wanted to do everything they could to assist Canterbury with our challenges.

Therefore, significant adaptations to mandatory completion criteria for both intakes were made with the support and endorsement of Nursing Council. We want to say well done to the graduate nurses on our programme and to thank you for your contributions to the patients and to our region along the way.

Recruitment for September 2011

With the ever increasing numbers of applicants applying to the Canterbury Regional NetP programme, a review was undertaken of the recruitment and selection process. The review was to look at applying a more appropriate recruitment model to what is effectively a volume recruitment need. Another key driver was the overwhelming number of applicants for the January 2011 intake (180 applied), and the logistics of managing this number of candidates. Jane Clarke, Nurse Coordinator-Recruitment and Becky Hickmott met with Mary Gordon, Executive Director of Nursing to discuss a way forward. Jane then met with HR Consultant, Jo Owsley, who designed the assessment centre based around the Registered Nurse Position Description. Mary Gordon is the chief sponsor of the project with the Directors of Nursing supporting the change process.

An "Assessment Centre" is a popular way to meet with potential new employees to determine their suitability for a role. Rather than just a 'standard' interview, the assessment centre gives potential employees the opportunity to participate in a number of different assessments from group work, to interview, to a comprehension exercise, and a brief presentation over half a day. This allows employers to get a much clearer picture of who the candidate is and what skills and attributes they possess.

As well as the assessment centre configuration, Jane Clarke met with Meredith Woodsford, Recruitment Team Leader to create another significant change by creating an **online application process** on the CDHB Careers website in conjunction with IS team. This resulted in streamlining the application process for the NetP staff and had the additional advantage of screening out applications from people who were not eligible for the programme. It also allowed the candidates to indicate which clinical placement preferences they had. More accurate recording of information occurred and subsequently removed the requirement for manual data entry processes that were previously very time consuming.

The effective collaboration between the Recruitment Specialists from the Human Resources team and the CDHB NetP team meant that the inaugural assessment centre for the September 2011 intake ran very smoothly. Assessors from the clinical areas assessed alongside the Recruitment Specialists thus allowing a team of ten the opportunity to see each candidate for around three hours in a variety of scenarios. Approximately 20 candidates at a time were seen at each half day assessment centre running over the week of the 13th to 17th June. Senior clinical assessors from the NetP Partner organisations also played a crucial role in this process as assessors for the assessment centre. Staff involved feel that this process was a robust and thorough way to assess their potential candidates for the NetP programme. All involved agree that this is a huge improvement on the previous process and following feedback, fine tuning will take place prior to the next recruitment round in September/October for the January 2012 intake.



Assessors observing two teams undertaking a group exercise

Mary Gordon stated after attending an assessment centre session “The atmosphere was very positive and relaxed. The graduates had completed the group exercise, the presentation, the comprehensive assessment and were in the final stages of individual interviews when I arrived. The feedback from the graduates was they enjoyed the different exercises as they felt they had more opportunity to display a true sense of their skills, attitude and capability. The graduates commented that the morning was well organised, flowed well and were impressed with how friendly everyone was.”

Michael McIlhone Nursing Director stated “I had the pleasure and privilege of being part of a team of assessors who facilitated the NetP (new graduate nurses) recruitment programme. This was the first time that the CDHB has used this multi-faceted approach rather than a straight interview process. It would be fair to say that based on feedback from each day it was an overwhelming success.”

David Meates, CEO of the CDHB, also visited an assessment centre in progress and the graduate nurses commented on how much they enjoyed meeting the senior staff of the or-



Mary Gordon, Executive Director of Nursing CDHB, David Meates, Chief Executive Officer CDHB and Becky Hickmott, Nurse Coordinator-NetP

NetP Internet Website Development

The need for immediate external access to NetP information on-line has become a clear priority as the NetP programme has grown and expanded with partner organisations now across community, aged care and primary health settings.

Along with the challenges we faced with communicating post quakes meant that a NetP website was prioritised and developed by Sarah Brophy and Fiona Davie with brilliant support from the talented CDHB Web Administrator, Susan Wilford, for whom no request was too difficult. It is currently in awaiting final sign off, and it is expected that it will ‘go live’ in early August, at which point, the new website link will be emailed out far and wide.

Regional South Island NetP Meeting

Recently the wider Canterbury NetP team attended a regional NetP meeting in Dunedin to meet to discuss NetP programmes and ways to collaborate more effectively as a region. Also attending the meeting were NetP Coordinators from Southern District Health Boards (DHB), South Canterbury DHB, and West Coast DHB. An overview of the DHBs programme was given by each Coordinator and also key points such as assessment, recruitment processes and timeframes, Health Workforce New Zealand funding, preceptorship and study days were discussed. Meetings to be held at least annually and moderation is to also take place at the next meeting.

Specialist Mental Health Service

NEW ENTRY TO SPECIALIST PRACTICE MENTAL HEALTH & ADDICTION NURSING

In 2011 we celebrate the 15th year of the New Entry to Specialist Practice Mental Health & Addiction Nursing programme.

Our cohort of 23 nurses new to the field of mental health, this year, was our largest intake to date. Unfortunately the terrible events of 22 February have impacted strongly on the participants, with four nurses leaving the programme as a direct result of the earthquake.

This Te Pou funded programme targets registered nurses who are new to mental health and addiction nursing, including new graduate nurses. Te Pou is New Zealand's National Centre of Mental Health Research, Information and Workforce Development. The key objectives are: to build a strong and enduring workforce to deliver mental health services to all people; and to develop a culture of continuous quality improvement in which information and knowledge is welcomed and used to enhance recovery and service development. Te Pou is funded by the Ministry of Health.

The programme provides a supportive and challenging programme over a ten month period. It involves post graduate study with the University of Otago (two level 8 papers) over two semesters, 3 clinical rotations (one in a community area). In addition, mandatory training and substantial clinical support are provided (Preceptorship and individual Supervision). Upon completion nurses have obtained a post graduate certificate in mental health nursing and Competent on the CDHB Professional Development and Recognition programme. This is a very clinically focussed programme and is a significant step along the way of a nursing career pathway.

All nurses are fully funded to attend University, and receive a salary cognisant with previous nursing experience. Study days are funded.

We are largely based on the Hillmorton Hospital site, with additional clinical areas at The Princess Margaret Hospital and in the wider Christchurch area, for the community placements.

Further information, including entry criteria, is available on the CDHB careers website.





2011 PDRP Portfolio Submission Dates

Thursday 11 August
Tuesday 13 September
Friday 7 October
Tuesday 1 November

(Bookings are required for new submissions for the last three intakes for 2011. Please book by contacting Jackie Nepia 68835 or jackie.nepia@cdhb.govt.nz.)

Remember that you can bring your portfolio in at any time prior to the submission date; if you are successful, your anniversary date will be the submission date for that intake.

If you are resubmitting your portfolio you do not need to wait for a monthly submission date in order to hand in your portfolio to the PDRP office. Just ensure your portfolio is handed in prior to your expiry date.

Please remember to always see your *PDRP Resource Person* before submitting your portfolio. A full list of Resource People can be found on the intranet under Nursing - Home/PDRP/Resource

New Scope of Practice for ENs

Enrolled Nurses (ENs) within New Zealand are currently transitioning into their new scope of practice, which was changed by Nursing Council of New Zealand in May 2010.

The Council has requested that ENs who completed their training prior to 2000 be supported to transition to their new scope of practice by their employer. CDHB has been running an education programme and has invited all ENs in Canterbury, from both DHB and Non Government Organisations to attend if they wish, as it is a voluntary process.

Regional PDRP Meeting

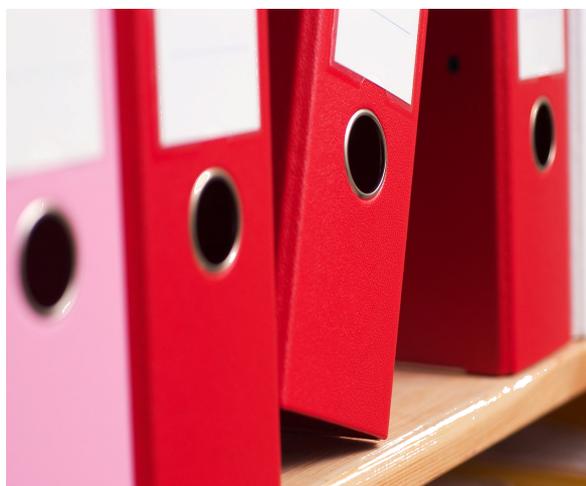
Recently Becky Hickmott and Suzanne Johnson attended a regional PDRP meeting along with programme staff from Southern DHB, Mercy Ascot Dunedin, WCDHB and SCDHB. The venue was Dunedin Hospital's Learning Centre and the topics covered were:

- ◆ Programme update on alignment to new evidential guidelines.
- ◆ Portfolio assessment issues
- ◆ Joint moderation of portfolios

CDHB received minimal recommendations on moderated portfolios. Positive feedback received on the major improvement found within our performance appraisals. Well done to staff and line managers who have worked hard to provide accurate and consistent feedback within portfolios.

PDRP reminder letters all electronic

The PDRP office is very lucky to have had the assistance of Graeme McQueen—CDHB Business Analyst to help implement the electronic reminder letters for the interim year and final year notifications. This is now working a treat. If you are on the PDRP and we do not have an email address for you, please can you supply us with one.



PDRP Education Sessions 2011

PDRP Workshop

A day intended for staff who have familiarised themselves with the PDRP documents. Staff attending will be given a greater understanding of the evidence requirements for the Proficient and Expert/Accomplished levels, and speak with a panel of assessors and applicants.

Wednesday 7 September, 0830-1630

Current Assessor Study Days

A full day workshop for current PDRP assessors updating on key changes to the programme, feedback on regional moderation and update on any feedback or assessment issues. This annual update is a requirement for PDRP assessors. Although two choices of days are listed, only one need be attended.

Friday 5 August, 0830-1630

Friday 4 November, 0830-1630

Nursing PDRP New Assessor Training

The PDRP Regional programme is now seeking new assessors to work with the wider assessor team. For more information on the role of the assessor, the information pack can be found on the CDHB Intranet under Nursing-Home/PDRP/Assessor Information. Assessors will attend training provided by Open Polytechnic of New Zealand and obtain the New Zealand Qualifications Authority Unit Standard 4098 Workplace Assessment Qualification. Nomination packs can also be found on the Nursing-Home/PDRP/Assessing Information Intranet site.

Training Dates:: Tuesday 20th & Wednesday 21st September, 2011

PDRP Resource Person Training

A 3-hour workshop educating new or updating existing PDRP Resource staff on PDRP processes. Resource People have been delegated by their line manager.

Wednesday August 10, 1300-1500

Thursday September 1, 1300-1500

All of the above training sessions will be held at TPMH. Venue and times will be confirmed closer to the time. To book into any of the above sessions, please contact Jackie Nepia ext 68835 or email jackie.nepia@cdhb.govt.nz

SNAP Portfolio Session

Our SNAP nurses are on their final rotation. Suzanne Johnston ran an education session with them on preparing a Proficient portfolio for PDRP. The SNAP programme will be reviewed once this current cohort graduate and will be next offered in 2013. RNs completing NETP are being informed of postgraduate study opportunities to support career development.

PDRP Audit

As part of Nursing Council's normal audit processes, the specifications require the programme to be reviewed every five years. To date the PDRP office has received feedback from all portfolios, and information gathered from study days and focus groups has been collated. The PDRP office will need to also provide evidence that action points from committee meeting minutes and feedback received or issues raised have been dealt with. Once the end report is finalised, it will be presented at the next PDRP committee meeting. The next PDRP audit was set for November 2011, but this is likely to be delayed due to the impact of the February quake.

Message to all Nurses and Midwives in the Canterbury and West Coast Region

In light of the recent earthquake and the ongoing redeployment of staff during this national state of emergency, Nursing Council of New Zealand and Midwifery Council of New Zealand have been assisting the Canterbury and West Coast region staff and wish to communicate the following:

Enrolled Nurse Transition programme

All Enrolled Nurses trained prior to 2000 who were preparing to be transitioned into the new scope have been given a further six month extension to this process until December 2011. This applies to all ENs within the Canterbury and West Coast regions. For information regarding those trained after 2000, please refer to CPIT's website.

ENs applying for their practicing certificates before they have completed the transition process will have a temporary restriction on their certificate. This will be removed once they have completed their transition.

Remember that the information used for transition can also be utilised within your portfolio for PDRP. For information and support please contact your friendly resource person.

Nursing Council Audit

Nursing Council has removed all Canterbury region nurses from the audit pool for this round of recertification. This most likely will continue to the end of the year in light of the ongoing impact from the earthquake. Therefore, no nurse in Canterbury will be required to undergo the normal audit process by Council.

Midwifery Council Audit

Any midwives who have questions regarding audit processes or any other queries, can contact the Secretariat at the Midwifery Council to discuss their situation.

Portfolios due for submission

All nurses and midwives who have portfolios currently due for submission for Nursing Professional Development and Recognition Programme (PDRP) or Midwifery Quality and Leadership Programme (QLP) will be given an automatic 6 month extension to their submission dates. All staff will be notified of their new submission dates. Please note these extensions cease at the end of December 2011.

Interim year validation

All nurses due for their PDRP interim year validation will also be given a 6 month extension to their interim year validation as above.

Portfolios currently submitted

PDRP Portfolios for nurses and QLP (QLP) portfolios for midwives that were submitted prior to the earthquake have been granted a further three month extension for assessment processes and this date will be reviewed again in three months time. The original submission date still stands, therefore back pay will occur to this date if the nurse or midwife has met the level applied for.

New PDRP EN Guidelines now available

New EN Guidelines integrating new national evidential requirements and the new EN Scope of Practice are now available for use by nurses submitting their portfolios. Click [here](#) for the new guidelines. ENs wishing to apply for PDRP and undertaking EN transition can utilise information gathered for the transition for PDRP.

EN Scope of Practice Changes and Transition process

Recently Nursing Council of New Zealand has made changes to the EN Scope of Practice. More information on transitioning is available [here](#).

PDRP Formal Evaluation

The PDRP is undertaking a five yearly evaluation of the programme. Click [here](#) for more information.

New Postgraduate Equivalence Process Released

Our regional PDRP advisory committee has established an educational equivalence committee to provide an option for nurses who have not had access to level 8 education but have achieved the equivalent knowledge, skills and attributes through other pathways. This will reduce barriers for these nurses to apply for equivalency prior to submitting at Expert level on the PDRP. Click [here](#) for more information.

Finally, nurses and midwives in our region have responded courageously and shown adaptability, resourcefulness and stamina in their response to the earthquake. Our heartfelt thanks for the support you are giving to the patients in your care during this difficult time.



Supporting Clinical Learning®

Dedicated Education Unit (DEU) model of clinical teaching and learning

It has been a busy first semester for the DEU wards. The nursing student placements had to be lengthened due to the earthquake events and some of the wards even managed to also support our Diploma of Enrolled Nursing students. We currently have 23 DEUs in Canterbury and are in the process of evaluating our first time DEUs this last semester which were Wards 15, 16, 17 and Healthcare NZ. We have no new DEUs starting in the second semester of 2011 so the DEU Working Group are focusing on developing a research plan researching the Canterbury model, and starting to compile our five year review.

We are holding a DEU workshop mid August and have approximately 16 new Clinical Liaison Nurses to educate about the role and how best to support students and staff working with students. There will be a larger group of nursing students on placement throughout the hospitals and community in the second semester.

The DEU Working Group team once again acknowledge and thank everyone who works with the nursing students and looks out for learning opportunities for them to grow as future nurses.

Location Change



The PDRP, NetP, DEU and Post Grad offices moved premises back in December 2010. Staff in these teams are now situated on the 5th floor of TPMH.

- ◆ For those of you who don't know, Becky Hickmott now coordinates the NetP as well as PDRP programmes.
- ◆ The PDRP office welcomed Suzanne Johnson to the team at the end of January 2011. Suzanne joined us in the seconded position of Nurse Educator PDRP. Suzanne was previously a Nurse Educator in Perioperative Services and was active in promoting and facilitating PDRP uptake in theatre. Suzanne is continuing to work with the wider CDHB staff to assist and encourage uptake. Suzanne has played a key role in providing education and support to the PDRP office during the period after the recent quakes.
- ◆ Jo Greenlees-Rae has been working on the EN transition project. She is continuing with one day a week while completing policy and self learning projects related to the EN transition.
- ◆ Sarah Brophy has returned from overseas to the seconded position of Nurse Coordinator—Nursing Workforce Development Projects.
- ◆ The CDHB NetP team warmly welcomed Cate McCall who commenced in the role of Nurse Educator—NetP Med/Surg Division in May 2011. Cate brings to the role strong links to senior nursing staff at Christchurch Hospital and previous experience as Nurse Educator in PACU. Cate's office is located at TPMH and Cate works across both TPMH and Med/Surg with the relevant wards attached to this service. Cate professionally reports to Heather Gray, DoN—Med/Surg and daily reports to Becky Hickmott, Nurse Coordinator—NetP/PDRP.
- ◆ We welcome Leonie Partridge to the team as Post Grad Administrator who is now working with Nanette Ainge.

Our contact details are:

Becky Hickmott—Nurse Coordinator—NetP/PDRP ext 69669
Jackie Nepia—PDRP Administrator ext 68835
Suzanne Johnson—Nurse Educator PDRP ext 69663
Jo Greenlees-Rae—ENs ext 69668
Yvonne Thorpe—NetP Administrator ext 68776
Michelle Casey—DEU ext 68825
Sarah Brophy—Projects ext 69661
Cate McCall—Nurse Educator NetP ext 68774
Nanette Ainge—Nurse Consultant PG ext 68679
Leonie Partridge—PG Administrator ext 68680

Mary Gordon is our Executive Director of Nursing

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