



Prioritisation Strategy for HWNZ Funded Postgraduate Nursing Education



Health Workforce New Zealand (HWNZ) allocates funds to the West Coast District Health Board (WCDHB) to fund Level 8 postgraduate education for nurses on the West Coast.

Each year, nurses apply to receive funding to support their learning pathway towards either a postgraduate certificate, post graduate diploma, or clinical master of nursing. As part of this process, a prioritisation strategy is utilised to make best use of the funding. HWNZ specifications, health targets, and workforce needs inform the prioritisation strategy and are as follows:

The HWNZ funding specifications state that the WCDHB must allocate the funding according to:

1. Prioritised workforce needs, identified by the DHB
2. The District Annual Plan (DAP) and District Strategic Plan (DSP)
3. Government priorities and national health policy

Health Targets

The health target areas help measure progress against achieving the government's priority areas for health improvement, along with addressing inequalities across population groups, improving Māori and Pacific peoples' health, and improving access for populations living with disabilities.

The current Health Targets identified by the government are:

- Shorter Stays in Emergency Departments
- Improved Access to Elective Surgery
- Faster Cancer Treatment
- Increased Immunisation
- Better Help for Smokers to Quit
- More Heart and Diabetes Checks

The following prioritisation strategy is utilised to determine who will receive funding on a year by year basis.

Nurses must:

- Meet funding specifications. These specifications include:
 - Be registered as a nurse under the Health Practitioners Competence Assurance Act (2003)
 - Hold a current annual practicing certificate (APC) with no restrictions on that APC that would negatively impact on their ability to participate in the programme
 - Be currently employed as a registered nurse by a health service that is funded by the DHB or Ministry of Health from Vote Health
 - Be a New Zealand citizen or hold a New Zealand residency permit as conferred by the New Zealand Immigration Service
 - Have evidence of support by their current employer to meet the training requirements
 - Meet the entry criteria required by the education provider
 - Have a minimum employment FTE of 0.4

- Have an up-to-date performance appraisal (obtained within the last year)
- Meet the needs of the nursing workforce development requirements: as outlined in the below prioritisation list
- Enrol and intend to complete a Nursing Council approved HWNZ funded post graduate qualification
- Have an up-to-date career plan

Prioritisation will be given to nurses who:

- Are on an established pathway to completing a Nursing Council approved HWNZ funded postgraduate qualification
- Work in isolation and with an expanded scope of practice
- Work within an environment of changing/alternate models of care which may include increased responsibility, working to the full extent of scope of practice or expanded nurse roles
 - District Nurses
 - Inpatient Wards
 - Recovery/Theatre
- Are studying in response to the rural nursing workforce strategy
- Have a current Professional Development and Recognition Portfolio (PDRP)
- Work directly with the identified health target areas:
 - Primary health care
 - Elective services
 - Oncology/palliative
 - Chronic condition management
 - Mental health
 - Maori and Pacific nurses
 - Health of the older person
 - Child and youth health

References

Ministry of Health (2015). *Health Targets*. Retrieved on 2nd September 2015 from: <http://www.health.govt.nz/new-zealand-health-system/health-targets>

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