

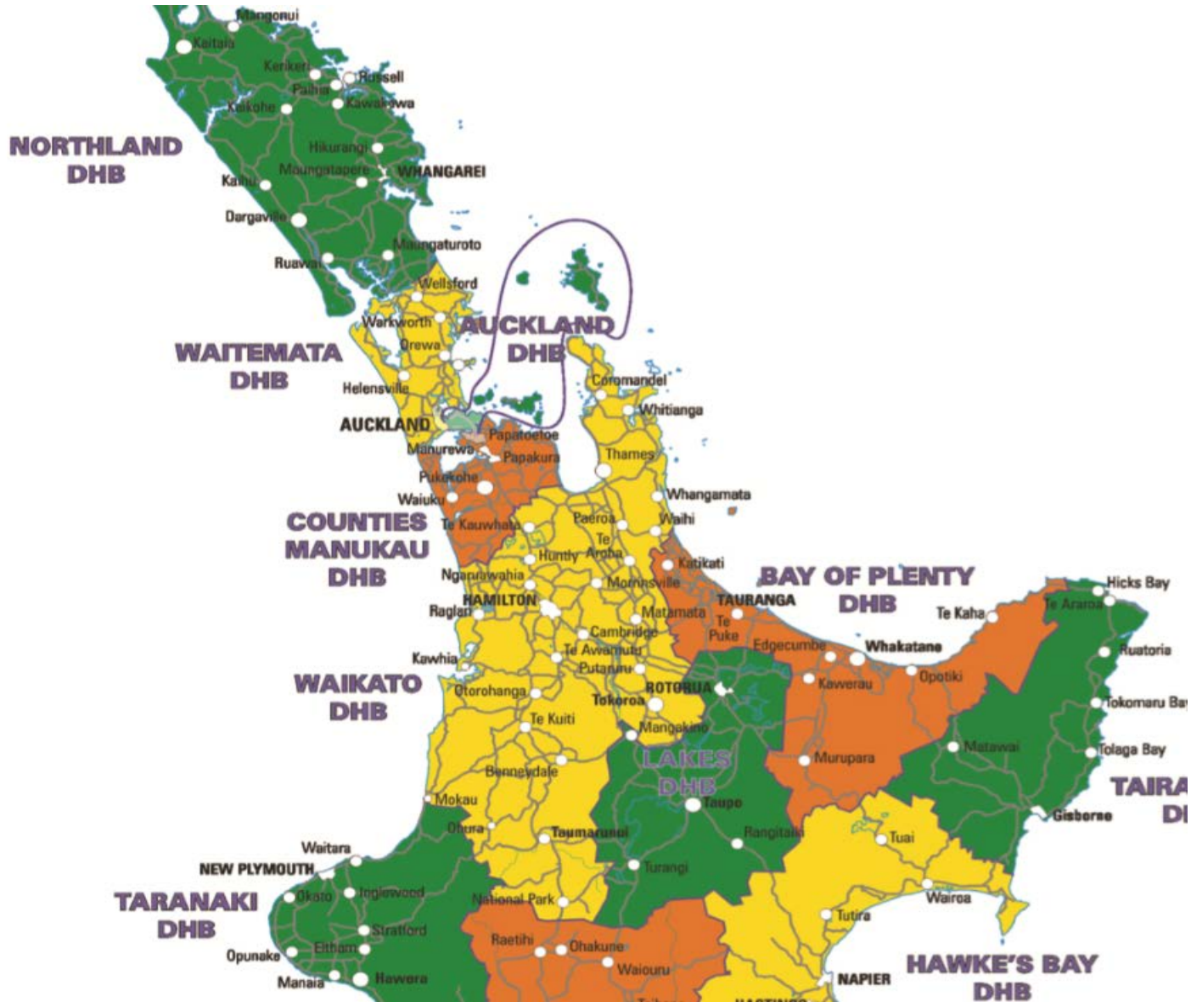
A model for increasing Māori New Graduate Nurses into Primary Care

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Overview

- Context
- Background
- A model for recruitment
- Results
- Discussion

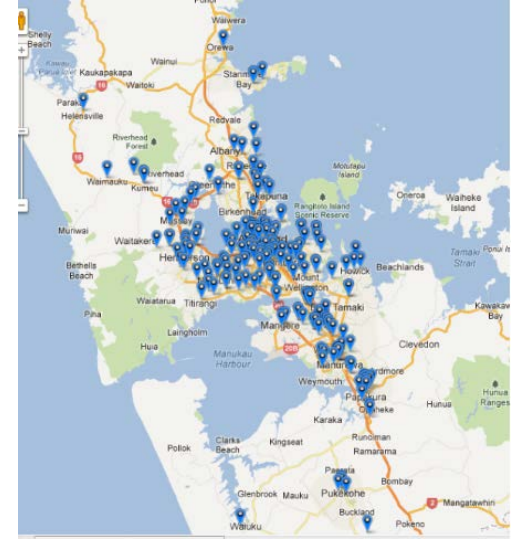


Reference: Ministry of Health <http://www.health.govt.nz>

Context

- ProCare is a primary health network, representing and supporting Aotearoa's largest network of general practice teams
- Our network includes more than 200 practices across the wider Tāmaki Makaurau region with an enrolled population of 827,600
- Māori 88,883 and Pacific 108,908

Reference <http://www.procare.co.nz/#/>



ProCare's purpose

We are a cooperative of health care professionals committed to delivering world leading health services

- Driving clinical excellence to improve **health outcomes** and reduce inequalities
- Advocating for clinicians and our **communities** to build a sustainable health system
- Strengthening the capabilities of our **general practices** to make the medical home the centre of health care
- **Collaborating** across the **health sector** to deliver integrated patient driven care

Background

- Workforce shortages, significant for nursing
- Increase demand on primary care with patients with multiple comorbidities
- Key strategic goal is to match the Māori nursing workforce with the percentage of Māori in their population by 2028

Reference:

Ratima, M., Brown, R., Garrett, N., Wikaire, E., Ngawati, R., Aspin, C., & Potaka, U. (2007). Rauringa Raupa: Recruitment and retention of Maori in the health and disability workforce. AUT University: Auckland.

Counties Manukau Health DHB

- The largest Māori and Pacific population in New Zealand
- Increase the number of Māori in the CMH health and disability workforce everywhere from 6% to 16% by

	Māori	Pacific
% of workforce (HC)	7.1%*	10.2%
CMDHB population	16.3%	23.1%
Variance	-9.2%	-12.9%

Table 1: Ethnicity of workforce by headcount compared to CMDHB population in 2014
(Reference: CMDHB Māori Health Plan 2016)

Nursing Recruitment

- New Zealand has a National nursing recruitment process Advanced Choice of Employment (ACE)
- Supported Nursing Entry to Practice Programme (NETP)
- Government pilot in 2014 to 2015 aimed to increase the numbers of new grads in primary care (VLCA- Very low cost access)

Nursing Recruitment

Table 1. Primary health care recruitment by ethnicity

Year	Total Community No:	Māori	Pacific
2013	15	2	2
2014	21 (12 VLCA)	2 (VLCA)	9
2015	21 (5 VLCA)	0	5
2016	9	1	2

Total numbers of New Grads applying for positions at CMDHB 260 – 350
Approx 130-150 new grads gain employment annually
Of that 30 – 40 new grads select primary care as their first preference

Barriers to employment for Māori

- Limited numbers of clinical placements for undergraduates in primary care
- Institutional bias
- Recruitment processes

A model for recruitment

- Build on key findings from the VLCA initiative
- Pilot will focus on two intakes of 5 Māori new graduates per intake and align with the national recruitment process
- Collaboration with CMDHB, ProCare and the School of Nursing Manukau Institute of Technology (MIT)

- Funding incentive support
- Cultural support and mentoring incorporated into the programme
- Underpinning the programme is Tikanga and Mātauranga Māori

Results

- A key focus on identifying practices that are interested in students
- Align student placements with practices likely to offer employment
- 5 Māori offered and 4 accepted
- Currently have 8 that are being interviewed and forecasted employment of 7

Discussion

A kaupapa Māori approach to supporting new graduates is crucial.

Developing our new graduates with Māori nursing leadership improves recruitment and ensures we retain our Māori nursing workforce in primary care.

Policy can ensure that the model is replicated across other DHBs

We can then support them to develop into our clinical leaders for the future.

