

Health Workforce New Zealand's new exciting nursing career options

Are you ready to take your nursing career in a new direction?

Are you interested in working in a new innovative role or further training to extend your skillset and competencies?

Do you want to contribute to the development of new models of care and make a difference in providing for the health needs of New Zealanders in the future?

If you answered 'yes' to any of these questions you can visit our website to find out more: <http://healthworkforce.govt.nz/>

There are many exciting, challenging and rewarding opportunities that exist in nursing waiting for you!

You will find that nursing provides a variety of career choices and opportunities for graduates or those in their mid-career. Options include management, education, advanced clinical practice and post graduate qualifications.

HWNZ supports DHBs in offering assistance to achieving your career goals through options like:

- *Postgraduate Nursing Training* – funding for postgraduate study (PGCert, PGDip or Master's Degree) is available and applications need to be made through your DHB. Applications for 2014 close in October.
- *Voluntary Bonding Scheme* - an incentive based payment scheme to reward graduates who work in hard-to-staff communities and/or specialties. It can help repay student loans. Those without a student loan can still receive payments.
- *Advanced Trainee Fellowship* - train or study overseas or in New Zealand in a priority specialty area. Return to New Zealand and commit to work and share your skills in New Zealand for a minimum of two years.
- *Nursing Entry to Practice programme (NETP)* - supports newly registered nurses in their first year of practice through clinical placements and training. There are specific transition programmes for those wanting to work in priority areas of mental health and aged care.

Nurses are continuing to develop their skills and are expanding their scope of practice across all specialties as part of innovation demonstration projects supported by HWNZ.



Some recently developed nursing career opportunities include:

Primary Care Registered Nurse Credentialing in Mental Health

A framework for supporting primary care nurses to better respond to patients with mental health care needs is now up and running, with several nurses having successfully completed the credentialing process. The framework formally acknowledges a registered nurse's knowledge, skills and continued learning in delivering mental health care in the primary care setting.

"Credentialing has strengthened the role I have in primary care and established my competencies to take on the work. It recognises how important it is to add mental health into our assessment process."



Anne Maclean -
First nurse credentialed
in Mental Health

HWNZ's training in care coordination

HWNZ is launching a demonstration in care coordination/ care management training later this year to explore qualification options for this speciality. This is for nurses and other health professionals who help patients navigate through the health system to achieve better health outcomes. Examples of nursing roles that provide care coordination include Cancer Nurse Coordinators and nursing roles in the community. This training will provide a transportable and recognised qualification for nurses.

Some new expanded scopes of clinical nursing practice:

Diabetes Nurse Specialist Prescriber



Mele Kaufusi
DNS Prescriber

A Diabetes Nurse Specialist is an extension of the diabetes nurse specialist role, allowing them to prescribe a range of medications for their patients. The nurses that are 'designated' prescribers in this demonstration undertook further study and did a supervised practicum before being authorised to prescribe by the Nursing Council. Prescribing by diabetes nurse specialists is improving continuity of care for patients by reducing the need for separate appointments for routine prescriptions.

"Having us able to prescribe treatment is much faster and more convenient for people."

Gerontology Nurse Specialist in Primary Care

The Gerontology Nurse Specialist (GNS) in Primary Care demonstration is a nurse-led initiative with a preventative and early intervention focus. This model screens over 55 year olds and identifies at-risk people that are then assessed by the GNS to either provide immediate help or refer them to another health service provider. This role is currently working with enrolled patients from a General Practice.

Registered Nurse Surgical Assistant (RNSFA)

The Registered Nurse Surgical Assistant role builds on the theatre nurse role and provides a new specialist career pathway and portable qualification that aids nurse recruitment and retention.

"There is nothing more rewarding than seeing a patient who had previously been troubled with an orthopaedic problem presenting to our clinic at their six-week check with a spring in their step and a smile on their face."



Amelia Howard-Hill
RNSFA

A new post graduate qualification for nurses and other health professionals to consider:

Clinical Exercise Physiologist

A Clinical Exercise Physiologist is a postgraduate-trained health professional who specialises in the delivery of exercise, lifestyle education and behaviour programmes. The Postgraduate Diploma in Clinical Exercise Physiology is the only qualification of its kind in New Zealand and programme entry requires an undergraduate degree that has either a focus on physical conditioning for health. A six-month bridging course is currently being developed for people who do not fit the entry criteria but come from a health discipline, such as nursing. For more information see:



<http://www.ucol.ac.nz/Programmes/Exercise%20and%20Sport/242/overview> or <http://www.science.auckland.ac.nz/uoa/clinical-exercise-physiology>

Health Workforce New Zealand's new developments that are making a difference for nurses

A new supporting workforce role:

Primary Care Practice Assistant (PCPA)



PCPA Trainees 2012

Primary Care Practice Assistants take on clinical routine support duties. The new role aims to benefit patients by freeing up the time of GPs, practice nurses and managers to allow them more time to spend directly caring for patients.

"We have helped in a lot of ways, relieving nurses from working with recalls and paperwork while they attend to more serious work in dealing with patients one-on-one". Mele Taufuou, a PCPA is really enjoying the clinical side of the PCPA role, especially contributing to patient care.

New technology that is helping a mobile workforce:

Agility TRx Community Care Workforce Mobility Solution

Connecting district nurses with real-time information about patients they see while out in the community, is a key aim of a new electronic tool being tested by rural service providers.

"From a workforce perspective, it has been so inspiring to see how passionate and excited the District Nursing team are about the Agility TRx pilot, there has been significant buy in and very real benefits to the efficiency and enjoyment of their work as a result."



Karl Metzler
CEO, Gore Health Ltd

Learn more about these new exciting nursing career opportunities on the HWNZ website: <http://healthworkforce.govt.nz/> or email us at: info@healthworkforce.govt.nz

