



ACE Nursing Summary Report End of Year 2015

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Introduction

The Advanced Choice of Employment (ACE) for ACE Nursing has been successfully operating since 2012 and is intended to simplify the application process for positions associated with Nurse Entry to Practice (NETP) and New Entry to Specialist Practice (NESP) Mental Health and Addictions programmes, and streamline the recruitment of graduate nurses for the DHBs.

A process of continuous improvement has been in place for ACE Nursing since 2012 based on feedback from applicants, employers, tertiary providers, DHB recruiters and stakeholders. Employers and DHB recruiters are becoming more familiar with ACE Nursing process and several have mentioned that the process is easier to navigate and apply to year on year. Applicants have found the ACE Nursing website and portal easy to use and had all the support they required to complete their applications.

ACE Nursing Statuses

Application Complete	Applicants who submitted their completed ACE Nursing applications
Employed Electronic Match	Applicants who were employed following the electronic match
Employed Manual Match (Early Talent Pool)	Applicants who were employed following the manual match via the Early Talent Pool process The Early Talent Pool is open for 48 hours to employers who have vacancies remaining after the Electronic Match was completed
Declined Offer	Applicants who were either matched electronically or manually and declined their offer of employment
Withdrawn - Failed State	Applicants who were either matched electronically or manually and who subsequently failed their November 2015 state exam
Employed ACE Subsequent Talent Pool	Applicants who have been employed from the End of Year 2015 Subsequent Talent Pool
Withdrawn	Any applicants who have indicated to ACE that they withdrew their application for various reasons: Employed Elsewhere; Employed Previous Talent Pool (Mid Year 2015); Failed State or they indicated No Reason for withdrawing their applications

Participants

Auckland (ADHB) Bay of Plenty (BoPDHB) Canterbury (CDHB) Capital & Coast (CCDHB) Counties Manukau (CMH) Hawkes Bay (HBDHB) Hutt Valley (HVDHB) Lakes (LDHB) MidCentral (MCDHB) Nelson Marlborough (NMH) Northland (NDHB) South Canterbury (SCDHB) Southern DHB - Dunedin Southern DHB - Invercargill Tairāwhiti (TDH) Taranaki (TDHB) Waikato DHB Wairarapa DHB Waitemata DHB West Coast (WCDHB) Whanganui (WDHB)	Auckland University of Technology (AUT) Christchurch Polytechnic Institute of Technology CPIT) Eastern Institute of Technology (EIT) Manukau Institute of Technology (MIT) Massey University Albany Massey University Manawatu Massey University Wellington Nelson Marlborough Institute of Technology (NMIT) Northland Polytechnic (NorthTec) Otago Polytechnic Southern Institute of Technology (SIT) Unitec Institute of Technology (UNITEC) Universal College of Learning (UCOL) University of Auckland Waiariki Institute of Technology Waikato Institute of Technology Western Institute of Technology Taranaki Whitireia New Zealand
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ACE Nursing End of Year 2015 Intake Statistics

Information within this report relates to the total number of employed applicants (employed from both the initial match and subsequently from the talent pool) via the ACE Nursing end of year 2015 intake.

The total number employed **925** relates to the number of applicants that have accepted an offer and have since begun work within the NETP or NESP programmes. It excludes those applicants that were initially matched via the ACE Algorithm and subsequently declined their offer of employment or failed their state final exam and were unable to accept their offers as a result.

The ACE Nursing End of Year 2015 intake attracted **1517** applications between 12 August 2015 and 8 September 2015. Of these applications, **1451** were deemed complete by the time of the application close date. During the 8 weeks before the Electronic Match was conducted on 6 November 2015, **25** candidates withdrew their applications for various reasons and subsequently **1426** applications were included in the Electronic Match. For the purposes of this report, the total of **1426** applications will be used as the benchmark for all subsequent statistics in this report.

752 positions were submitted by employers nationwide to be included in the match. **617** were NETP positions and **135** were NESP positions for Mental Health and Addictions. **679** candidates were electronically matched on 6 November and a further **45** candidates were manually matched via the Early Talent Pool on 13 November. **724** candidates were sent offers of employment on 18 November. **37** candidates who were matched either declined their employment offer or failed the November 2015 state exams and were subsequently withdrawn from the ACE intake. **687** candidates accepted their offers.

702 applicants were not initially matched to a position and were placed into the Subsequent Talent Pool which went live on 19 November 2015. **238** candidates were hired from the Subsequent Talent Pool between 19 November 2015 and 24 June 2016. **13** candidates withdrew their applications from the talent pool during the same period with varying reasons. At the time that the ACE Nursing End of Year 2015 intake closed, **925** candidates in total were successfully employed via the Match, the Early Talent Pool, and the Subsequent Talent Pool. There were **451** applicants who remained unemployed from the National Talent Pool.

ACE Nursing End of Year 2015 Summary	
Total Number of Applications	1517
Total Number of Completed Applications Prior to the Match	1451
Total Number of Completed Applications Included Match	1426
Total Number Positions Submitted to ACE by Employers	752
Total Number Applicants Matched Electronically	679
Total Number of Applicants Matched Manually via Early Talent Pool	45
Total Number of Applicants Matched who Declined Offer (18) or Failed State (19)	37
Total Number Employed from the Match who Accepted Offer	687
Total Number Employed from the Subsequent Talent Pool	238
Total Number Applicants Unsuccessful	464
Total Number of Applicants Withdrawn from National Talent Pool	13
Total Number Applicants Remaining on National Talent Pool	451
Total Number Employed via Match and Subsequent Talent Pool	925

Overall End of Year 2015 Intake Percentages

- **64.9%** of the End of Year 2015 applicants have successfully been employed via ACE.
- **31.6%** of the End of Year 2015 applicants remain on the National Talent Pool.
- **3.5%** of the End of Year 2015 applicants have either withdrawn their application, failed state or declined their offers and no longer seek employment in the End of Year 2015 intake.

DHB Preference Statistics

- **78.4%** of successful applicants were employed into their 1st choice DHB.
- **13.9%** of successful applicants were employed into their 2nd choice DHB.
- **3.7%** of successful applicants were employed into their 3rd choice DHB.
- **4%** of successful applicants were employed into DHBs they have not originally ranked as a preference.

Spread of Successful Applicants

962 applicants were electronically matched, manually matched via the Early Talent Pool, or employed via the Subsequent Talent Pool. Of these candidates, **37** who were initially matched, subsequently declined their employment offer or failed the Nursing State Exam in November 2015, taking the total employed to **925**. Overall **78.4%** of successful applicants were employed by their first preference employer.

The percentage of candidates overall successfully employed into their DHB preferences is reduced from Electronic Match and Manual Match results over time because candidates who are offered positions from the Subsequent Talent Pool are more likely to accept a position from any employer, regardless of whether or not they preferred the employer in their original application.

	Number Employed in 1st DHB Preference	Number Employed in 2nd DHB Preference	Number Employed in 3rd DHB Preference	Number Employed Who Did Not Rank DHB	Total Employed by DHB	% Successfully Employed in 1st DHB Preference	% Successfully Employed in 2nd DHB Preference	% Successfully Employed in 3rd DHB Preference
Auckland	90	14	4	1	109	82.6%	12.8%	3.7%
Bay of Plenty	45	4	1	0	50	90.0%	8.0%	2.0%
Canterbury	80	13	2	0	95	84.2%	13.7%	2.1%
Capital & Coast	68	10	2	0	80	85.0%	12.5%	2.5%
Counties Manukau	62	13	9	15	99	62.6%	13.1%	9.1%
Hawke's Bay	26	1	1	2	30	86.7%	3.3%	3.3%
Hutt Valley	9	5	0	1	15	60.0%	33.3%	0.0%
Lakes	14	2	2	0	18	77.8%	11.1%	11.1%
MidCentral	25	4	1	0	30	83.3%	13.3%	3.3%
Nelson Marlborough	31	5	0	0	36	86.1%	13.9%	0.0%
Northland	18	1	1	0	20	90.0%	5.0%	5.0%
Otago	40	9	2	2	53	75.5%	17.0%	3.8%
South Canterbury	6	4	0	1	11	54.5%	36.4%	0.0%
Southern Cross - Auckland	2	0	2	1	5	40.0%	0.0%	40.0%
Southern Cross - Midlands	1	0	0	0	1	100.0%	0.0%	0.0%
Southern Cross - New Plymouth	0	2	0	0	2	0.0%	100.0%	0.0%
Southern Cross - Southern (CHCH)	5	1	0	0	6	83.3%	16.7%	0.0%
Southland	11	4	0	1	16	68.8%	25.0%	0.0%
Tairāwhiti	11	1	0	0	12	91.7%	8.3%	0.0%
Taranaki	21	2	0	1	24	87.5%	8.3%	0.0%
Waikato	69	15	1	8	93	74.2%	16.1%	1.1%
Wairarapa	4	0	0	0	4	100.0%	0.0%	0.0%
Waitemata	69	16	4	4	93	74.2%	17.2%	4.3%
West Coast	4	1	2	0	7	57.1%	14.3%	28.6%
Whanganui	14	2	0	0	16	87.5%	12.5%	0.0%
Total	725	129	34	37	925	78.4%	13.9%	3.7%

ACE Match & Subsequent Employment Results

Number of Matched Candidates Compared to Positions Initially Submitted to ACE by Employers

Employers submitted **752** NETP and NESP vacancies to ACE prior to the Match. A deficit of **73** vacancies was identified after the Electronic Match process was completed. Decisions were made independently by those employers that they would employ further candidates via the Subsequent Talent Pool as they identified additional positions in their wards. One of the main drivers for this decision is to appoint candidates they considered to be suitable based on their indicated practice setting preferences and placement experience in the wards rather than relying on candidates who were not electronically matched and who were also low on their own ranking lists, i.e. they were ranked below the quota line.

At the date that the End of Year 2015 intake concluded, there was a surplus of **173** (23%) positions created over the **752** positions originally identified by the employers. This suggests that employers who needed to appoint further NETP or NESP positions acquired additional funding from HWNZ or funded the positions themselves. Hutt Valley DHB did not submit any number of positions to ACE prior to the intake and indicated that they would only appoint vacancies as they arose and subsequently hired only from the Subsequent Talent Pool. Finally, Primary Health positions tend to be appointed based purely on contingency and they do not align their own hiring periods with that of the ACE Process.

	Number of Vacancies Initially Submitted to ACE	Total Employed (Electronic Match + Manual Match + Subsequent Talent Pool)	Total Positions Filled Over Number of Vacancies Initially Identified	% Positions Filled from Number of Vacancies Initially Identified
Auckland	89	109	20	122%
Bay of Plenty	44	50	6	114%
Canterbury	89	95	6	107%
Capital & Coast	68	80	12	118%
Counties Manukau	61	99	38	162%
Hawke's Bay	24	30	6	125%
Hutt Valley	1	15	14	1500%
Lakes	18	18	0	100%
MidCentral	6	30	24	500%
Nelson Marlborough	35	36	1	103%
Northland	14	20	6	143%
Otago	34	53	19	156%
South Canterbury	9	11	2	122%
Southern Cross - Auckland	5	5	0	100%
Southern Cross - Midlands	2	1	-1	50%
Southern Cross - New Plymouth	2	2	0	100%
Southern Cross - Southern (CHCH)	6	6	0	100%
Southland	10	16	6	160%
Tairāwhiti	12	12	0	100%
Taranaki	23	24	1	104%
Waikato	89	93	4	104%
Wairarapa	4	4	0	100%
Waitemata	84	93	9	111%
West Coast	7	7	0	100%
Whanganui	16	16	0	100%
Total	752	925	173	123%

Data does not include candidates who declined their offer or were matched and failed state.

Percentage of Applicants Matched to First Preferred Employer

724 applicants were matched electronically or manually matched via the Early Talent Pool. **687** applicants accepted their offers. **37** candidates, who were initially matched, subsequently declined their employment offer or failed the November 2015 Nursing State exam. Overall **84.9%** of successful applicants were matched to their first preferred employer. This is a strong indicator that the ACE Algorithm is working as intended.

	Number Matched to 1st DHB Preference	Number Matched to 2nd DHB Preference	Number Matched to 3rd DHB Preference	Total Matched to DHB	% Successfully Matched to 1st DHB Preference
Auckland	77	8	2	87	88.5%
Bay of Plenty	39	4	1	44	88.6%
Canterbury	72	12	2	86	83.7%
Capital & Coast	57	6	2	65	87.7%
Counties Manukau	56	6	2	64	87.5%
Hawke's Bay	20	2	1	23	87.0%
Hutt Valley	0	0	0	0	0.0%
Lakes	14	2	2	18	77.8%
MidCentral	6	0	0	6	100.0%
Nelson Marlborough	28	4	1	33	84.8%
Northland	12	1	1	14	85.7%
Otago	27	4	3	34	79.4%
South Canterbury	5	3	1	9	55.6%
Southern Cross - Auckland	2	0	1	3	66.7%
Southern Cross - Midlands	1	0	0	1	100.0%
Southern Cross - New Plymouth	0	2	0	2	0.0%
Southern Cross - Southern (CHCH)	5	1	0	6	83.3%
Southland	9	0	0	9	100.0%
Tairāwhiti	11	1	0	12	91.7%
Taranaki	22	1	0	23	95.7%
Waikato	69	14	2	85	81.2%
Wairarapa	4	0	0	4	100.0%
Waitemata	60	10	3	73	82.2%
West Coast	4	1	2	7	57.1%
Whanganui	15	1	0	16	93.8%
Total	615	83	26	724	84.9%

Data includes declined or failed state candidates.

Applicant DHB Ranking Preferences

This data is based on the 1426 applications that were included in the Electronic Match. This table shows only the preference rankings initially submitted by the applicants up to the application closing date. There were a small sample of students who elected to change their employer preference order prior to the match; these changes are not updated to this table.

	Employer Preference 1	Employer Preference 2	Employer Preference 3	Total
Auckland	186	212	80	478
Bay of Plenty	79	43	42	164
Canterbury	121	63	29	213
Capital & Coast	163	88	61	312
Counties Manukau	120	84	138	342
Hawke's Bay	55	10	17	82
Hutt Valley	44	119	26	189
Lakes	39	28	26	93
MidCentral	60	26	32	118
Nelson Marlborough	39	24	16	79
Northland	33	7	11	51
Otago	61	20	18	99
Southland	24	11	8	43
South Canterbury	8	15	15	38
Southern Cross - Auckland	12	41	79	132
Southern Cross - Midlands	8	41	22	71
Southern Cross - New Plymouth	5	11	4	20
Southern Cross - Southern (CHCH)	14	39	18	71
Tairāwhiti	16	5	5	26
Taranaki	43	15	12	70
Waikato	124	74	53	251
Wairarapa	15	6	13	34
Waitemata	127	121	116	364
West Coast	9	5	7	21
Whanganui	21	18	13	52
Total	1426	1126	861	

Tertiary Provider Results

This data is based on the 925 applicants employed from the Match, the Early Talent Pool and the Subsequent Talent Pool. The total number of applicants who studied at a Tertiary Institute aligned with the regional DHB(s) and who were employed in that DHB's region. Southern Cross could not be included in this data.

Tertiary Institute	Number of Vacancies in Associated DHB's	Associated DHB's	Total No. of Complete Applications Prior to Match	Total No. of Complete Applications Included in the Match	Total Applicants Employed	Percentage of Successful Applicants	Ratio of Vacancies to Applicants in the DHB's Linked to the Tertiary Institute
Auckland University of Technology	173	Auckland + Waitemata	114	112	77	68.8%	1.54
Christchurch Polytechnic Institute of Technology	96	Canterbury + West Coast	112	106	90	84.9%	0.91
Eastern Institute of Technology	36	Hawke's Bay + Tairāwhiti	81	80	48	60.0%	0.45
Manukau Institute of Technology	61	Counties Manukau	136	134	74	55.2%	0.46
Massey University (Albany)	173	Auckland + Waitemata	32	32	27	84.4%	5.41
Massey University (Manawatu)	6	MidCentral	38	38	33	86.8%	0.16
Massey University (Wellington)	73	Capital & Coast + Hutt Valley + Wairarapa	73	72	46	63.9%	1.01
Nelson Marlborough Institute of Technology	35	Nelson/ Marlborough	47	46	36	78.3%	0.76
Northland Polytechnic (NorthTec)	14	Northland	39	36	23	63.9%	0.39
Otago Polytechnic	19	Southland + South Canterbury	99	99	79	79.8%	0.19
Southern Institute of Technology	19	Southland + South Canterbury	40	40	30	75.0%	0.48
Unitec Institute of Technology	173	Auckland + Waitemata	71	69	39	56.5%	2.51
Universal College of Learning	6	MidCentral	86	84	45	53.6%	0.07
University of Auckland	234	Auckland + Counties Manukau +	84	83	72	86.7%	2.82
Waiariki Institute of Technology	62	Bay of Plenty + Lakes	111	110	64	58.2%	0.56
Waikato Institute of Technology	89	Waikato	118	116	68	58.6%	0.77
Western Institute of Technology at Taranaki	23	Taranaki	41	41	20	48.8%	0.56
Whitireia New Zealand	73	Capital & Coast + Hutt Valley + Wairarapa	129	128	54	42.2%	0.57
Total	1365		1451	1426	925	64.9%	

*** Please note that while Hutt Valley DHB did not participate in the End of Year 2015 intake, it did hire 15 positions from the Subsequent National Talent Pool.

Practice Setting Statistics

Preferred Clinical Practice Settings of Applicants

This data is based on the **1426** complete applications included in the match and the **925** candidates who were successfully employed. The data reports the most popular Practice Settings preferences from first preference to third preference. It also aims to identify those Practice Settings which are currently the least popular but which may require an increase in workforce requirements over time, most notably Aged Residential Care. **6** candidates hired from the Talent Pool were employed in Practice Settings that they did not preference in their original ACE application.

Clinical Practice Setting (CPS)	1st Preference	2nd Preference	3rd Preference	Total	% of Applicants who Selected a CPS as a 1st Preference	% of Applicants Selected CPS as a Preference 1, 2 or 3	Total Number of Applicants Successful in Gaining Position in the CPS	% of Applicants Successful in Gaining Position in the CPS
Aged Residential Care	15	15	43	73	1.1%	5.1%	37	50.7%
Assessment, Treatment & Rehabilitation	37	53	75	165	2.6%	11.6%	42	25.5%
Cardiac care includes Coronary Care Units and Cardiothoracic	41	56	64	161	2.9%	11.3%	33	20.5%
District Nursing	22	42	53	117	1.5%	8.2%	14	12.0%
Emergency & Trauma	112	82	82	276	7.9%	19.4%	51	18.5%
Health of Older People within the DHB	22	36	49	107	1.5%	7.5%	20	18.7%
Intensive Care and High	42	35	52	129	2.9%	9.0%	23	17.8%
Medical	206	270	257	733	14.4%	51.4%	142	19.4%
Mental Health and Addictions	162	28	41	231	11.4%	16.2%	135	58.4%
Neonatal	30	38	27	95	2.1%	6.7%	17	17.9%
Oncology	29	25	46	100	2.0%	7.0%	13	13.0%
Paediatrics/ Child Health/ Youth Health	123	95	67	285	8.6%	20.0%	64	22.5%
Perioperative Care (Theatre)	115	89	75	279	8.1%	19.6%	67	24.0%
Primary Health Care including Practice Nursing, Iwi Providers, School Nursing and Hospice	129	126	124	379	9.0%	26.6%	58	15.3%
Public Health Nursing	12	47	52	111	0.8%	7.8%	2	1.8%
Surgical	329	332	198	859	23.1%	60.2%	185	21.5%
Total	1426	1369	1305				903	

Match Overview Breakdown of Practice Settings

Breakdown of match data into first preferred practice setting

The ACE Match data (which excludes any applicants employed from the Subsequent Talent Pool) shows that 73.1% of the 687 candidates, who were electronically or manually matched, were employed in their first preferred practice setting. This is a 30.8% increase compared to the Mid-Year 2015 intake when 42.3% of initially matched candidates were matched to their first preferred practice setting.

This indicates that employers increasingly continue to match applicants according to their applicants' first practice setting preferences wherever possible. This validates the integrity of the ACE Match Algorithm and the ACE Process of Practice Setting preferences indicated by students in their ACE application.

Breakdown of match data into second preferred practice setting

The ACE Match data (which excludes any applicants employed from the Subsequent Talent Pool) shows that 12.4% of the 687 matched graduates obtained a position in their second choice practice setting. This is a 2% increase compared to the Mid-Year 2015 intake when 10.4% of initially matched candidates were matched to their second preferred practice setting.

Please note, the 687 figure refers only to the applicants matched electronically or manually, and differs from the total number of applicants employed through the End of Year 2015 intake (925).

The tables below include information about applicants employed via the Electronic Match and manually via the Early Talent Pool.

Successful Applicants in each Practice Setting who Selected First Choice Practice Setting Preferences

	% of Employed Applicants Matched to their 1st Practice Setting Preference	Number of Employed Applicants Matched to their 1st Practice Setting Preference	Total Number of Applicants Who Chose their Practice Setting as their 1st Preference	Total Number Matched and Employed to this Practice Setting
Aged Residential Care	20.0%	2	15	10
Assessment, Treatment & Rehabilitation	38.5%	10	37	26
Cardiac Care includes Coronary Care	50.0%	13	41	26
District Nursing	25.0%	3	22	12
Emergency & Trauma	92.7%	38	112	41
Health of Older People within the DHB	23.5%	4	22	17
Intensive Care and High Dependency	72.7%	16	42	22
Medical	68.1%	77	206	113
Mental Health and Addictions	88.3%	106	162	120
Neonatal	70.0%	7	30	10
Oncology	87.5%	7	29	8
Paediatrics/ Child Health/ Youth Health	86.5%	45	123	52
Perioperative Care (Theatre)	77.8%	42	115	54
Primary Health Care including Practice	80.0%	24	129	30
Public Health Nursing	50.0%	1	12	2
Surgery	74.3%	107	329	144
Total	73.1%	502	1426	687

Successful Applicants in each Practice Setting who Selected Second Choice Practice Setting Preference

	% of Employed Applicants Matched to their 2nd Practice Setting Preference	Number Employed Applicants Matched to their 2nd Practice Setting Preference	Total Number of Applicants Who Chose their Practice Setting as their 2nd Preference	Total Number Employed this Practice Setting
Aged Residential Care	30.0%	3	15	10
Assessment, Treatment & Rehabilitation	0.0%	0	53	26
Cardiac Care includes Coronary Care	26.9%	7	56	26
District Nursing	25.0%	3	42	12
Emergency & Trauma	2.4%	1	82	41
Health of Older People within the DHB	29.4%	5	36	17
Intensive Care and High Dependency	13.6%	3	35	22
Medical	15.9%	18	270	113
Mental Health and Addictions	7.5%	9	28	120
Neonatal	0.0%	0	38	10
Oncology	12.5%	1	25	8
Paediatrics/ Child Health/ Youth Health	11.5%	6	95	52
Perioperative Care (Theatre)	14.8%	8	89	54
Primary Health Care including Practice	10.0%	3	126	30
Public Health Nursing	50.0%	1	47	2
Surgery	11.8%	17	332	144
Total	12.4%	85	1369	687

Chance of Obtaining a Position Based on Graduates' Preferred Practice Setting

The total number of applicants who were employed via the Electronic Match and manually via the Early Talent Pool. This does not include 'subsequent positions' filled from the Talent Pool.

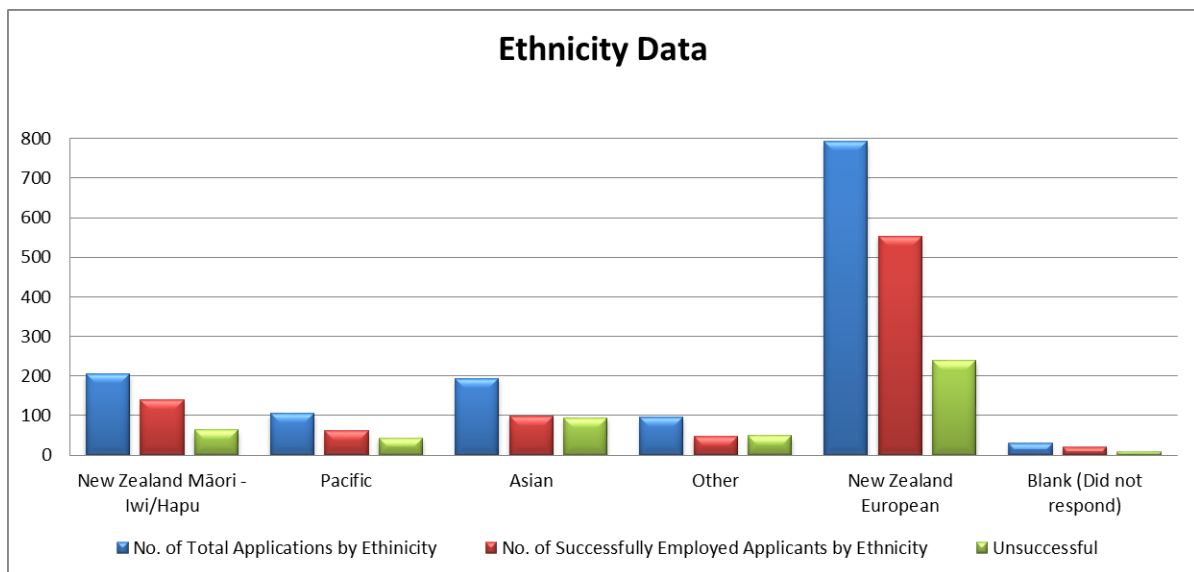
	Total Number of Applicants who chose Practice Setting as a Preference	Total Number Matched and Employed in a Position in that Practice Setting	Chance of Obtaining a Position in that Practice Setting
Aged Residential Care	73	10	13.7%
Assessment, Treatment & Rehabilitation	165	26	15.8%
Cardiac Care includes Coronary Care	161	26	16.1%
District Nursing	117	12	10.3%
Emergency & Trauma	276	41	14.9%
Health of Older People within the DHB	107	17	15.9%
Intensive Care and High Dependency	129	22	17.1%
Medical	733	113	15.4%
Mental Health and Addictions	231	120	51.9%
Neonatal	95	10	10.5%
Oncology	100	8	8.0%
Paediatrics/ Child Health/ Youth Health	285	52	18.2%
Perioperative Care (Theatre)	279	54	19.4%
Primary Health Care including Practice	379	30	7.9%
Public Health Nursing	111	2	1.8%
Surgery	859	144	16.8%
Total		687	

Ethnicity

Ethnicity data was collected using the method of prioritising ethnic groups in the order of Māori, Pacific, Other and NZ European, in alignment with the Ministry of Health's Ethnicity Data Protocol.

Ethnicity of applicants

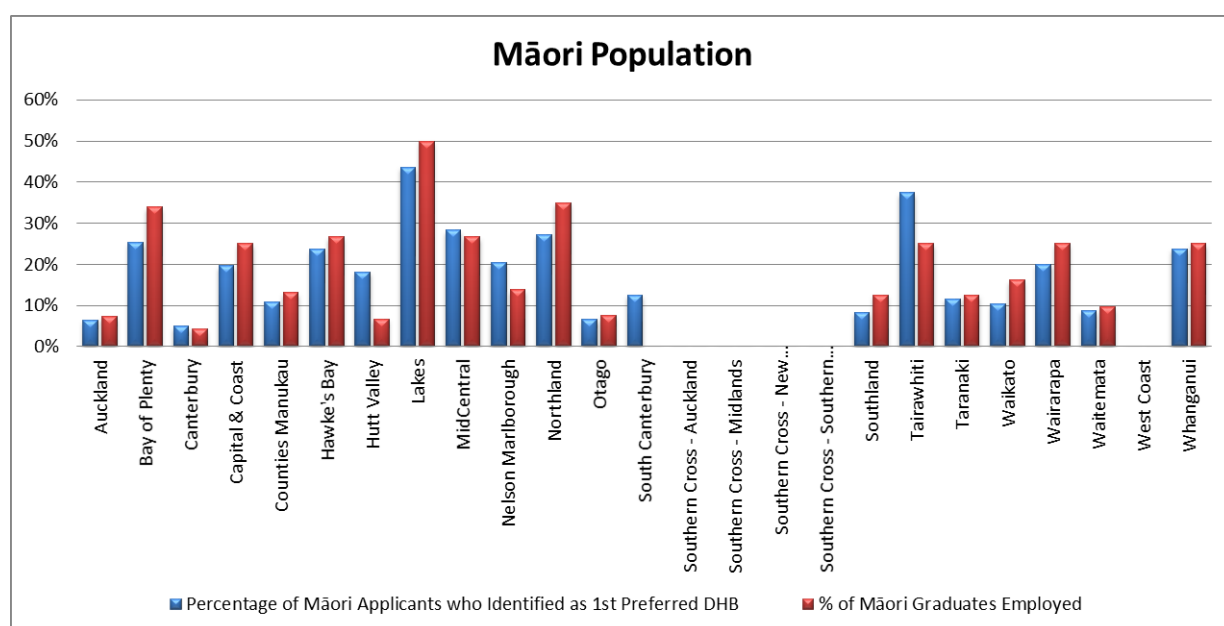
Ethnicity Group	No. of Total Applications by Ethnicity	No. of Successfully Employed Applicants by Ethnicity	% Successful
New Zealand Māori - Iwi/Hapu	205	141	69%
Pacific	106	62	58%
Asian	194	99	51%
Other	97	48	49%
New Zealand European	793	554	70%
Blank (Did not respond)	31	21	68%
Total	1426	925	65%



The potential for the nursing workforce to better reflect the Māori population

Māori Population includes all Māori, NZ European Māori and all Māori sub categories. This excludes Cook Island Pacific Māori, who are reported in the Pacific Peoples statistics.

	Total Applicants who Selected 1st DHB Preference	Number of Māori Applications	Number of Māori Applicants who Identified as 1st Preferred DHB	Percentage of Māori Applicants who Identified as 1st Preferred DHB	Number of Graduates Employed by DHB	Number of Māori Employed by DHB	% of Māori Employed from all Māori Applications to that DHB	% of Māori Graduates Employed
Auckland	186	40	12	6.5%	109	8	20.0%	7.3%
Bay of Plenty	79	38	20	25.3%	50	17	44.7%	34.0%
Canterbury	121	11	6	5.0%	95	4	36.4%	4.2%
Capital & Coast	163	51	32	19.6%	80	20	39.2%	25.0%
Counties Manukau	120	31	13	10.8%	99	13	41.9%	13.1%
Hawke's Bay	55	21	13	23.6%	30	8	38.1%	26.7%
Hutt Valley	44	35	8	18.2%	15	1	2.9%	6.7%
Lakes	39	32	17	43.6%	18	9	28.1%	50.0%
MidCentral	60	29	17	28.3%	30	8	27.6%	26.7%
Nelson Marlborough	39	9	8	20.5%	36	5	55.6%	13.9%
Northland	33	16	9	27.3%	20	7	43.8%	35.0%
Otago	61	5	4	6.6%	53	4	80.0%	7.5%
South Canterbury	8	2	1	12.5%	11	0	0.0%	0.0%
Southern Cross - Auckland	12	8	0	0.0%	5	0	0.0%	0.0%
Southern Cross - Midlands	8	9	0	0.0%	1	0	0.0%	0.0%
Southern Cross - New Plymouth	5	1	0	0.0%	2	0	0.0%	0.0%
Southern Cross - Southern (Chch)	14	3	0	0.0%	6	0	0.0%	0.0%
Southland	24	2	2	8.3%	16	2	100.0%	12.5%
Tairāwhiti	16	13	6	37.5%	12	3	23.1%	25.0%
Taranaki	43	7	5	11.6%	24	3	42.9%	12.5%
Waikato	124	29	13	10.5%	93	15	51.7%	16.1%
Wairarapa	15	8	3	20.0%	4	1	12.5%	25.0%
Waitemata	127	29	11	8.7%	93	9	31.0%	9.7%
West Coast	9	1	0	0.0%	7	0	0.0%	0.0%
Whanganui	21	11	5	23.8%	16	4	36.4%	25.0%
	1426	441	205		925	141		



The potential for the nursing workforce to better reflect the Pacifica Peoples population

Pacific Peoples Population includes all Cook Island Māori, Fijian, Niuean, Samoan, Tokelauan, Tongan and Other sub categories of Pacific Island Peoples.

	Total Applicants 1st DHB Preference	Number of Pacifica Applications	Number of Pacifica Applicants who Identified as 1st Preferred DHB	Percentage of Pacifica Applicants who Identified as 1st Preferred DHB	Number of Graduates Employed by DHB	Number of Pacifica Employed by DHB	% of Pacifica Employed from all Pacifica Applications to that DHB	% of Pacifica Graduates Employed by DHB
Auckland	186	66	22	11.8%	109	14	21.2%	12.8%
Bay of Plenty	79	4	1	1.3%	50	0	0.0%	0.0%
Canterbury	121	8	2	1.7%	95	2	25.0%	2.1%
Capital & Coast	163	25	19	11.7%	80	11	44.0%	13.8%
Counties Manukau	120	65	33	27.5%	99	17	26.2%	17.2%
Hawke's Bay	55	1	1	1.8%	30	0	0.0%	0.0%
Hutt Valley	44	20	3	6.8%	15	1	5.0%	6.7%
Lakes	39	5	4	10.3%	18	1	20.0%	5.6%
MidCentral	60	5	3	5.0%	30	2	40.0%	6.7%
Nelson Marlborough	39	0	0	0.0%	36	0	N/A	0.0%
Northland	33	0	0	0.0%	20	0	N/A	0.0%
Otago	61	2	2	3.3%	53	2	100.0%	3.8%
South Canterbury	8	2	0	0.0%	11	0	0.0%	0.0%
Southern Cross - Auckland	12	13	1	8.3%	5	0	0.0%	0.0%
Southern Cross - Midlands	8	1	0	0.0%	1	0	0.0%	0.0%
Southern Cross - New Plymouth	5	0	0	0.0%	2	0	N/A	0.0%
Southern Cross - Southern (Chch)	14	4	2	14.3%	6	1	25.0%	16.7%
Southland	24	1	0	0.0%	16	0	0.0%	0.0%
Tairāwhiti	16	0	0	0.0%	12	0	N/A	0.0%
Taranaki	43	1	1	2.3%	24	1	100.0%	4.2%
Waikato	124	6	1	0.8%	93	1	16.7%	1.1%
Wairarapa	15	2	1	6.7%	4	1	50.0%	25.0%
Waitemata	127	46	10	7.9%	93	8	17.4%	8.6%
West Coast	9	1	0	0.0%	7	0	0.0%	0.0%
Whanganui	21	1	0	0.0%	16	0	0.0%	0.0%
	1426	279	106		925	62		

