



ACE Nursing Summary Report End of Year 2016

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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Withdrawn - Failed State	Applicants who were either matched electronically or manually and who subsequently failed their November 2016 state exam
Employed ACE Subsequent Talent Pool	Applicants who have been employed from the End of Year 2016 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Withdrawn	Any applicants who have indicated to ACE that they withdrew their application for various reasons: Employed Elsewhere; Employed Previous Talent Pool (Mid-Year 2016); 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 2016 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 2016 intake.

The total number employed **1017** 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 2016 intake attracted **1554** applications between 10 August 2016 and 6 September 2016. Of these applications, **1455** were deemed complete by the time of the application close date. During the 8 weeks before the Electronic Match was conducted on 31 October 2016, **20** candidates withdrew their applications for various reasons and subsequently **1435** applications were included in the Electronic Match. For the purposes of this statistics report, the total of **1435** applications will be used as the benchmark for all subsequent statistics in this report.

784 positions were submitted by employers nationwide to be included in the match. **670** were NETP positions and **114** were NESP positions for Mental Health and Addictions. **724** candidates were electronically matched on 31 October and a further **33** candidates were manually matched via the Early Talent Pool on 4 November. **757** candidates were sent offers of employment on **16 November**. **20** candidates who were matched either declined their employment offer or failed the November 2016 state exams, and were subsequently withdrawn from the ACE intake. **737** candidates accepted their offers.

678 applicants were not initially matched to a position at the time of the Electronic and Manual Match and were placed into the Subsequent Talent Pool which went live on 17 November. 280 candidates were hired from the Subsequent Talent Pool between 17 November 2016 and 23 June 2017. **21** 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 2016 intake closed, **1017** candidates in total were successfully employed via the Match, the Early Talent Pool, and the Subsequent Talent Pool. There were **377** applicants who remained unemployed from the National Talent Pool.

ACE Nursing End of Year 2016 Summary	
Total Number of Applications	1554
Total Number of Completed Applications Prior to the Match	1455
Total Number of Completed Applications Included Match	1435
Total Number Positions Submitted to ACE by Employers	784
Total Number Applicants Matched Electronically	724
Total Number of Applicants Matched Manually via Early Talent Pool	33
Total Number of Applicants Matched who Declined Offer (18) or Failed State (19)	20
Total Number Employed from the Match who Accepted Offer	737
Total Number Employed from the Subsequent Talent Pool	280
Total Number Applicants Unsuccessful	678
Total Number of Applicants Withdrawn from National Talent Pool	21
Total Number Applicants Remaining on National Talent Pool	377
Total Number Employed via Match and Subsequent Talent Pool	1017

Overall End of Year 2016 Intake Percentages

- **70.9%** of the End of Year 2016 applicants have successfully been employed via ACE.
- **26.3%** of the End of Year 2016 applicants remain on the National Talent Pool.
- **2.8%** of the End of Year 2016 applicants have either withdrawn their application, failed state or declined their offers and no longer seek employment in the End of Year 2016 intake.

DHB Preference Statistics

- **78.1%** of successful applicants were employed into their 1st choice DHB.
- **13.7%** of successful applicants were employed into their 2nd choice DHB.
- **3.5%** of successful applicants were employed into their 3rd choice DHB.
- **4.7%** of successful applicants were employed into DHBs they have not originally ranked as a preference.

Spread of Successful Applicants

1037 applicants were electronically matched, manually matched via the Early Talent Pool, or employed via the Subsequent Talent Pool. Of these candidates, **20** who were initially matched, subsequently declined their employment offer or failed the Nursing State Exam in November 2016, taking the total employed to **1017**. Overall **78.1%** 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 DHB	90	21	2	8	121	74.4%	17.4%	1.7%
Bay of Plenty DHB	48	1	0	1	50	96.0%	2.0%	0.0%
Canterbury DHB	95	8	1	4	108	88.0%	7.4%	0.9%
Capital & Coast DHB	77	12	0	1	90	85.6%	13.3%	0.0%
Counties Manukau DHB	86	13	4	5	108	79.6%	12.0%	3.7%
Hawke's Bay DHB	27	2	3	0	32	84.4%	6.3%	9.4%
Hutt Valley DHB	9	10	0	2	21	42.9%	47.6%	0.0%
Lakes DHB	16	0	0	1	17	94.1%	0.0%	0.0%
MidCentral DHB	32	2	1	0	35	91.4%	5.7%	2.9%
Nelson Marlborough DHB	27	7	1	0	35	77.1%	20.0%	2.9%
Northland DHB	24	1	0	0	25	96.0%	4.0%	0.0%
Otago DHB (Dunedin)	41	5	1	1	48	85.4%	10.4%	2.1%
South Canterbury DHB	8	2	3	0	13	61.5%	15.4%	23.1%
Southern Cross - Auckland	5	0	0	2	7	71.4%	0.0%	0.0%
Southern Cross - Central (WGTN)	0	0	0	1	1	0.0%	0.0%	0.0%
Southern Cross - Midland (BoP & Waikato)	1	1	1	0	3	33.3%	33.3%	33.3%
Southern Cross - New Plymouth	1	1	0	0	2	50.0%	50.0%	0.0%
Southern Cross - Southern (CHCH)	2	2	1	1	6	33.3%	33.3%	16.7%
Southland DHB (Invercargill)	15	2	1	2	20	75.0%	10.0%	5.0%
Tairāwhiti DHB	10	2	0	0	12	83.3%	16.7%	0.0%
Taranaki DHB	20	2	0	0	22	90.9%	9.1%	0.0%
Waikato DHB	65	18	9	3	95	68.4%	18.9%	9.5%
Wairarapa DHB	6	0	1	1	8	75.0%	0.0%	12.5%
Waitemata DHB	77	22	4	13	116	66.4%	19.0%	3.4%
West Coast DHB	2	2	1	2	7	28.6%	28.6%	14.3%
Whanganui DHB	10	3	2	0	15	66.7%	20.0%	13.3%
Total	794	139	36	48	1017	78.1%	13.7%	3.5%

ACE Match & Subsequent Employment Results

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

Employers submitted **784** NETP and NESP vacancies to ACE prior to the Match. A deficit of **27** vacancies was identified after the Electronic Match process was completed. Additionally, **20** matched candidates declined their offer or failed the state finals.

Decisions were made independently by those employers who had vacancies, 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 whom 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 2016 intake concluded, there was a surplus of **233** (129.7%) positions created over the **784** 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. Southern Cross Central (WGTN) 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 DHB	80	121	41	151.3%
Bay of Plenty DHB	49	50	1	102.0%
Canterbury DHB	89	108	19	121.3%
Capital & Coast DHB	53	90	37	169.8%
Counties Manukau DHB	82	108	26	131.7%
Hawke's Bay DHB	27	32	5	118.5%
Hutt Valley DHB	7	21	14	300.0%
Lakes DHB	12	17	5	141.7%
MidCentral DHB	18	35	17	194.4%
Nelson Marlborough DHB	35	35	0	100.0%
Northland DHB	15	25	10	166.7%
Otago DHB (Dunedin)	38	48	10	126.3%
South Canterbury DHB	13	13	0	100.0%
Southern Cross - Auckland	7	7	0	100.0%
Southern Cross - Central (WGTN)	0	1	1	N/A
Southern Cross - Midland (BoP &	3	3	0	100.0%
Southern Cross - New Plymouth	2	2	0	100.0%
Southern Cross - Southern (CHCH)	5	6	1	120.0%
Southland DHB (Invercargill)	13	20	7	153.8%
Tairāwhiti DHB	11	12	1	109.1%
Taranaki DHB	19	22	3	115.8%
Waikato DHB	88	95	7	108.0%
Wairarapa DHB	5	8	3	160.0%
Waitemata DHB	92	116	24	126.1%
West Coast DHB	7	7	0	100.0%
Whanganui DHB	14	15	1	107.1%
Total	784	1017	233	129.7%

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

Percentage of Applicants Matched to First Preferred Employer

757 applicants were matched electronically or manually matched via the Early Talent Pool. **737** applicants accepted their offers. **20** candidates, who were initially matched, subsequently declined their employment offer (12) or failed (8) the November 2016 Nursing State exams. Overall **84.0%** of successful applicants were matched to their first preferred employer. This is a strong indicator that the ACE Algorithm is working as intended.

	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 DHB	90	21	2	8	121	74.4%	17.4%	1.7%
Bay of Plenty DHB	48	1	0	1	50	96.0%	2.0%	0.0%
Canterbury DHB	95	8	1	4	108	88.0%	7.4%	0.9%
Capital & Coast DHB	77	12	0	1	90	85.6%	13.3%	0.0%
Counties Manukau DHB	86	13	4	5	108	79.6%	12.0%	3.7%
Hawke's Bay DHB	27	2	3	0	32	84.4%	6.3%	9.4%
Hutt Valley DHB	9	10	0	2	21	42.9%	47.6%	0.0%
Lakes DHB	16	0	0	1	17	94.1%	0.0%	0.0%
MidCentral DHB	32	2	1	0	35	91.4%	5.7%	2.9%
Nelson Marlborough DHB	27	7	1	0	35	77.1%	20.0%	2.9%
Northland DHB	24	1	0	0	25	96.0%	4.0%	0.0%
Otago DHB (Dunedin)	41	5	1	1	48	85.4%	10.4%	2.1%
South Canterbury DHB	8	2	3	0	13	61.5%	15.4%	23.1%
Southern Cross - Auckland	5	0	0	2	7	71.4%	0.0%	0.0%
Southern Cross - Central (WGTN)	0	0	0	1	1	0.0%	0.0%	0.0%
Southern Cross - Midland (BoP & Waikato)	1	1	1	0	3	33.3%	33.3%	33.3%
Southern Cross - New Plymouth	1	1	0	0	2	50.0%	50.0%	0.0%
Southern Cross - Southern (CHCH)	2	2	1	1	6	33.3%	33.3%	16.7%
Southland DHB (Invercargill)	15	2	1	2	20	75.0%	10.0%	5.0%
Tairāwhiti DHB	10	2	0	0	12	83.3%	16.7%	0.0%
Taranaki DHB	20	2	0	0	22	90.9%	9.1%	0.0%
Waikato DHB	65	18	9	3	95	68.4%	18.9%	9.5%
Wairarapa DHB	6	0	1	1	8	75.0%	0.0%	12.5%
Waitemata DHB	77	22	4	13	116	66.4%	19.0%	3.4%
West Coast DHB	2	2	1	2	7	28.6%	28.6%	14.3%
Whanganui DHB	10	3	2	0	15	66.7%	20.0%	13.3%
Total	794	139	36	48	1017	78.1%	13.7%	3.5%

Data includes declined or failed state candidates.

Applicant DHB Ranking Preferences

This data is based on the 1435 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 DHB	194	210	55	459
Bay of Plenty DHB	89	67	49	205
Canterbury DHB	132	60	35	227
Capital & Coast DHB	169	74	48	291
Counties Manukau DHB	123	86	119	328
Hawke's Bay DHB	48	15	16	79
Hutt Valley DHB	25	106	41	172
Lakes DHB	39	36	23	98
MidCentral DHB	57	23	25	105
Nelson Marlborough DHB	34	18	11	63
Northland DHB	41	7	8	56
Otago DHB (Dunedin)	65	29	9	103
South Canterbury DHB	11	12	13	36
Southern Cross - Auckland	6	13	54	73
Southern Cross - Central (WGTN)	N/A	N/A	N/A	N/A
Southern Cross - Midland (BoP & Waikato)	4	37	23	64
Southern Cross - New Plymouth	3	18	2	23
Southern Cross - Southern (CHCH)	10	45	9	64
Southland DHB (Invercargill)	33	9	8	50
Tairāwhiti DHB	22	10	9	41
Taranaki DHB	48	10	7	65
Waikato DHB	134	77	57	268
Wairarapa DHB	13	3	13	29
Waitemata DHB	115	112	102	329
West Coast DHB	5	5	9	19
Whanganui DHB	15	11	6	32
Total	1435	1093	751	

Tertiary Provider Results

This data is based on the 1017 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 DHBs Linked to the Tertiary Institute
ARA Institute of Technology	96	Canterbury + West Coast	121	117	96	79.3%	0.79
Auckland University of Technology	172	Auckland + Waitemata	135	133	92	68.1%	1.27
Eastern Institute of Technology	38	Hawke's Bay + Tairāwhiti	77	75	42	54.5%	0.49
Manukau Institute of Technology	82	Counties Manukau	123	121	95	77.2%	0.67
Massey University Albany	172	Auckland + Waitemata	22	22	19	86.4%	7.82
Massey University Manawatu	18	MidCentral	33	33	27	81.8%	0.55
Massey University Wellington	65	Capital & Coast + Hutt Valley	96	96	73	76.0%	0.68
Nelson Marlborough Institute of Technology	35	Nelson/ Marlborough	35	35	29	82.9%	1.00
Northland Polytechnic (NorthTec)	15	Northland	47	45	28	59.6%	0.32
Otago Polytechnic	26	Southland + South Canterbury	102	101	76	74.5%	0.25
Southern Institute of Technology	26	Southland + South Canterbury	45	45	34	75.6%	0.58
Toi-Ohomai Institute of Technology	61	Bay of Plenty + Lakes	122	122	75	61.5%	0.50
Unitec Institute of Technology	172	Auckland + Waitemata	53	51	34	64.2%	3.25
Universal College of Learning Palmerston North	18	MidCentral	49	49	34	69.4%	0.37
Universal College of Learning Wairarapa	5	Wairarapa	19	19	13	68.4%	0.26
Universal College of Learning Whanganui	14	Whanganui	19	18	16	84.2%	0.74
University of Auckland	254	Auckland + Counties Manukau +	90	90	77	85.6%	2.82
Waikato Institute of Technology	88	Waikato	121	118	72	59.5%	0.73
Western Institute of Technology at Taranaki	19	Taranaki	44	44	23	52.3%	0.43
Whitireia New Zealand	65	Capital & Coast + Hutt Valley + Wairarapa	101	100	62	61.4%	0.64
Total	1441		1454	1434	1017	69.9%	

*** Please note, while Southern Cross Central (WGTV) did not participate in the End of Year 2016 intake they did hire one position from the Subsequent National Talent Pool. Additionally, one application was submitted by a student who in fact studied with Flinders University in Australia which was included in the Match by error. Their application is not included in these results.

Practice Setting Statistics

Preferred Clinical Practice Settings of Applicants

This data is based on the **1435** complete applications included in the match and the **1017** 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.

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 CPS	% Applicants Successful in Gaining Position in CPS
Aged Residential Care	12	20	25	57	0.8%	4.0%	32	56.1%
Assessment, Treatment & Rehabilitation	24	36	59	119	1.7%	8.3%	41	34.5%
Cardiac Care includes Coronary Care Units and Cardiothoracic	54	63	64	181	3.8%	12.6%	42	23.2%
District Nursing	17	32	47	96	1.2%	6.7%	17	17.7%
Emergency & Trauma	125	101	83	309	8.7%	21.5%	57	18.4%
Health of Older People within the DHB	29	43	70	142	2.0%	9.9%	26	18.3%
Intensive Care and High	45	53	51	149	3.1%	10.4%	21	14.1%
Medical	194	304	265	763	13.5%	53.2%	151	19.8%
Mental Health and Addictions	147	40	52	239	10.2%	16.7%	128	53.6%
Neonatal	43	39	24	106	3.0%	7.4%	12	11.3%
Oncology	24	21	34	79	1.7%	5.5%	14	17.7%
Paediatrics/ Child Health/ Youth Health	133	86	84	303	9.3%	21.1%	75	24.8%
Perioperative Care (Theatre)	130	72	78	280	9.1%	19.5%	92	32.9%
Primary Health Care including Practice Nursing, Iwi Providers, School Nursing and Hospice	123	91	112	326	8.6%	22.7%	72	22.1%
Public Health Nursing	15	39	33	87	1.0%	6.1%	15	17.2%
Surgical	320	329	200	849	22.3%	59.2%	219	25.8%
Total	1435	1369	1281				1014	

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 59.4% of the 737 candidates, who were electronically or manually matched, were employed in their first preferred practice setting. This is a 0.1% increase compared to the Mid-Year 2015 intake when 59.3% of initially matched candidates were matched to their first preferred practice setting.

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 15.6% of the 737 matched graduates obtained a position in their second choice practice setting. This is a 5.5%

increase compared to the Mid-Year 2016 intake when 10.1% of initially matched candidates were matched to their second preferred practice setting.

Please note, the 737 figure refers only to the applicants matched electronically or manually, and differs from the total number of applicants employed through the End of Year 2016 intake (1017).

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 Employed to their 1st Practice Setting Preference	Total Number Applicants Who Chose their Practice Setting as 1st Preference	Total Number Employed in this Practice Setting
Aged Residential Care	15.6%	5	12	32
Assessment, Treatment & Rehabilitation	22.0%	9	24	41
Cardiac Care includes Coronary Care	59.5%	25	54	42
District Nursing	47.1%	8	17	17
Emergency & Trauma	71.9%	41	125	57
Health of Older People within the DHB	23.1%	6	29	26
Intensive Care and High Dependency	76.2%	16	45	21
Medical	51.0%	77	194	151
Mental Health and Addictions	78.9%	101	147	128
Neonatal	83.3%	10	43	12
Oncology	64.3%	9	24	14
Paediatrics/ Child Health/ Youth Health	76.0%	57	133	75
Perioperative Care (Theatre)	66.3%	61	130	92
Primary Health Care including Practice	51.4%	37	123	72
Public Health Nursing	26.7%	4	15	15
Surgery	63.0%	138	320	219
Total	59.6%	604	1435	1014

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 to their 2nd Practice Setting Preference	Total Number Applicants Who Chose their Practice Setting as 2nd Preference	Total Number Employed in this Practice Setting
Aged Residential Care	9.4%	3	20	32
Assessment, Treatment & Rehabilitation	19.5%	8	36	41
Cardiac Care includes Coronary Care	26.2%	11	63	42
District Nursing	11.8%	2	32	17
Emergency & Trauma	10.5%	6	101	57
Health of Older People within the DHB	19.2%	5	43	26
Intensive Care and High Dependency	9.5%	2	53	21
Medical	24.5%	37	304	151
Mental Health and Addictions	7.8%	10	40	128
Neonatal	0.0%	0	39	12
Oncology	7.1%	1	21	14
Paediatrics/ Child Health/ Youth Health	13.3%	10	86	75
Perioperative Care (Theatre)	13.0%	12	72	92
Primary Health Care including Practice	15.3%	11	91	72
Public Health Nursing	6.7%	1	39	15
Surgery	19.2%	42	329	219
Total	15.9%	161	1369	1014

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.

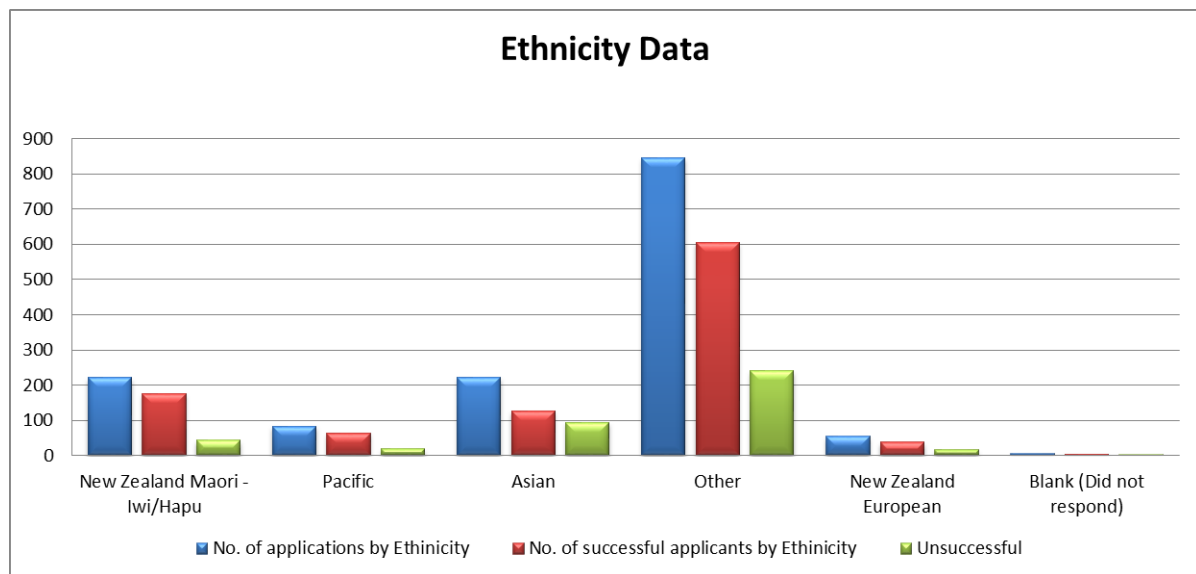
	Total Number of Applicants who chose Practice Setting as a Preference	Total Number Matched in a Position in that Practice Setting	Chance of Obtaining a Position in that Practice Setting
Aged Residential Care	57	32	56.1%
Assessment, Treatment & Rehabilitation	119	41	34.5%
Cardiac Care includes Coronary Care	181	42	23.2%
District Nursing	96	17	17.7%
Emergency & Trauma	309	57	18.4%
Health of Older People within the DHB	142	26	18.3%
Intensive Care and High Dependency	149	21	14.1%
Medical	763	151	19.8%
Mental Health and Addictions	239	128	53.6%
Neonatal	106	12	11.3%
Oncology	79	14	17.7%
Paediatrics/ Child Health/ Youth Health	303	75	24.8%
Perioperative Care (Theatre)	280	92	32.9%
Primary Health Care including Practice	326	72	22.1%
Public Health Nursing	87	15	17.2%
Surgery	849	219	25.8%
Total		1014	

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

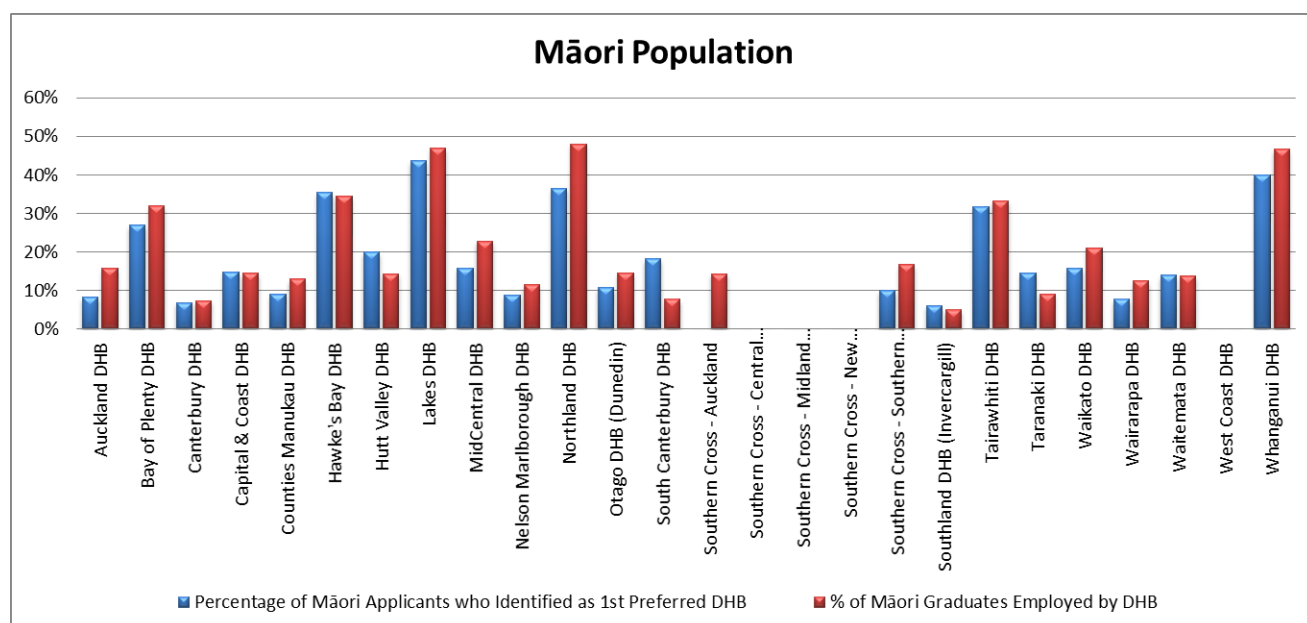
Ethnicity Group	No. of applications by Ethnicity	No. of successful applicants by Ethnicity	% Successful
New Zealand Maori - Iwi/Hapu	221	177	80%
Pacific	84	64	76%
Asian	223	128	57%
Other	846	605	72%
New Zealand European	55	38	69%
Blank (Did not respond)	6	5	83%
Total	1435	1017	71%



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 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 by DHB
Auckland DHB	194	44	16	8.2%	121	19	43.2%	15.7%
Bay of Plenty DHB	89	45	24	27.0%	50	16	35.6%	32.0%
Canterbury DHB	132	24	9	6.8%	108	8	33.3%	7.4%
Capital & Coast DHB	169	42	25	14.8%	90	13	31.0%	14.4%
Counties Manukau DHB	123	29	11	8.9%	108	14	48.3%	13.0%
Hawke's Bay DHB	48	23	17	35.4%	32	11	47.8%	34.4%
Hutt Valley DHB	25	27	5	20.0%	21	3	11.1%	14.3%
Lakes DHB	39	36	17	43.6%	17	8	22.2%	47.1%
MidCentral DHB	57	19	9	15.8%	35	8	42.1%	22.9%
Nelson Marlborough DHB	34	6	3	8.8%	35	4	66.7%	11.4%
Northland DHB	41	17	15	36.6%	25	12	70.6%	48.0%
Otago DHB (Dunedin)	65	13	7	10.8%	48	7	53.8%	14.6%
South Canterbury DHB	11	6	2	18.2%	13	1	16.7%	7.7%
Southern Cross - Auckland	6	3	0	0.0%	7	1	33.3%	14.3%
Southern Cross - Central (WGTN)	0	0	0	N/A	1	0	N/A	N/A
Southern Cross - Midland (BoP & Waikato)	4	9	0	0.0%	3	0	0.0%	0.0%
Southern Cross - New Plymouth	3	1	0	0.0%	2	0	0.0%	0.0%
Southern Cross - Southern (CHCH)	10	3	1	10.0%	6	1	33.3%	16.7%
Southland DHB (Invercargill)	33	2	2	6.1%	20	1	50.0%	5.0%
Tairāwhiti DHB	22	17	7	31.8%	12	4	23.5%	33.3%
Taranaki DHB	48	9	7	14.6%	22	2	22.2%	9.1%
Waikato DHB	134	41	21	15.7%	95	20	48.8%	21.1%
Wairarapa DHB	13	3	1	7.7%	8	1	33.3%	12.5%
Waitemata DHB	115	34	16	13.9%	116	16	47.1%	13.8%
West Coast DHB	5	2	0	0.0%	7	0	0.0%	0.0%
Whanganui DHB	15	9	6	40.0%	15	7	77.8%	46.7%
Total	1435	464	221		1017	177	38.1%	17.4%



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 DHB	194	53	16	8.2%	121	15	28.3%	12.4%
Bay of Plenty DHB	89	2	0	0.0%	50	0	0.0%	0.0%
Canterbury DHB	132	4	3	2.3%	108	2	50.0%	1.9%
Capital & Coast DHB	169	21	14	8.3%	90	5	23.8%	5.6%
Counties Manukau DHB	123	51	30	24.4%	108	25	49.0%	23.1%
Hawke's Bay DHB	48	2	0	0.0%	32	1	50.0%	3.1%
Hutt Valley DHB	25	15	4	16.0%	21	2	13.3%	9.5%
Lakes DHB	39	1	1	2.6%	17	0	0.0%	0.0%
MidCentral DHB	57	1	0	0.0%	35	0	0.0%	0.0%
Nelson Marlborough DHB	34	2	1	2.9%	35	1	50.0%	2.9%
Northland DHB	41	0	0	0.0%	25	0	N/A	N/A
Otago DHB (Dunedin)	65	2	2	3.1%	48	1	50.0%	2.1%
South Canterbury DHB	11	0	0	0.0%	13	0	N/A	N/A
Southern Cross - Auckland	6	7	0	0.0%	7	0	0.0%	0.0%
Southern Cross - Central (WGTN)	0	0	0	N/A	1	0	N/A	N/A
Southern Cross - Midland (BoP & Waikato)	4	0	0	0.0%	3	0	N/A	N/A
Southern Cross - New Plymouth	3	0	0	0.0%	2	0	N/A	N/A
Southern Cross - Southern (CHCH)	10	1	0	0.0%	6	0	0.0%	0.0%
Southland DHB (Invercargill)	33	0	0	0.0%	20	0	N/A	N/A
Tairāwhiti DHB	22	0	0	0.0%	12	0	N/A	N/A
Taranaki DHB	48	2	2	4.2%	22	0	0.0%	0.0%
Waikato DHB	134	5	0	0.0%	95	2	40.0%	2.1%
Wairarapa DHB	13	3	0	0.0%	8	0	0.0%	0.0%
Waitemata DHB	115	36	10	8.7%	116	10	27.8%	8.6%
West Coast DHB	5	0	0	0.0%	7	0	N/A	N/A
Whanganui DHB	15	1	1	6.7%	15	0	0.0%	0.0%
Total	1435	209	84		1017	64	30.6%	6.3%

