

# WORKFORCE STRATEGY GROUP

## ALL DISTRICT HEALTH BOARDS

### WSG AUGUST MEETING UPDATE

#### KEY ACHIEVEMENTS

- ✓ Agreed a diverse work programme for the WSG for 2016-17. Key areas build on the work already commenced by the national GMs HR Group. Activities are spread across strategic and operational workforce issues, workplace culture and engagement, workforce information, vulnerable and key workforces and sector engagement. The programme also draws on feedback from DHB lead professional groups on their priorities and alignment to the NZ Health Strategy.
- ✓ Successful partnering with HWNZ, includes continued co-development work on the proposed revision of the funding model for medical vocational training and further work planned across the work programme.
- ✓ Leadership is a critical lever and the WSG has committed to the benefits of a shared approach to leader and leadership development across the health and social sector. There is support from the national Chairs and CEs for a collaborative approach with the State Services Commission and Ministry of Health for the next phase of leadership work, which builds on the common Leadership Domains developed by the GMsHR and HWNZ.
- ✓ Foundation work completed over the last year provides a platform for further development. Highlights include development of a workforce data visualisation tool, eight workforce assessments, activities to support vulnerable workforces e.g. sonographers and support for effective DHB representation and communication on workforce issues.
- ✓ Imaging workforce – agreement to scope a project with the DAHs looking at the development of the workforces working in the imaging area. The goal is to take a strategic view of the workforces to improve patient outcomes.

THE WSG HELD ITS THIRD MEETING IN AUGUST AND EXPERIENCED GOOD ENGAGEMENT ACROSS A DIVERSE AGENDA.

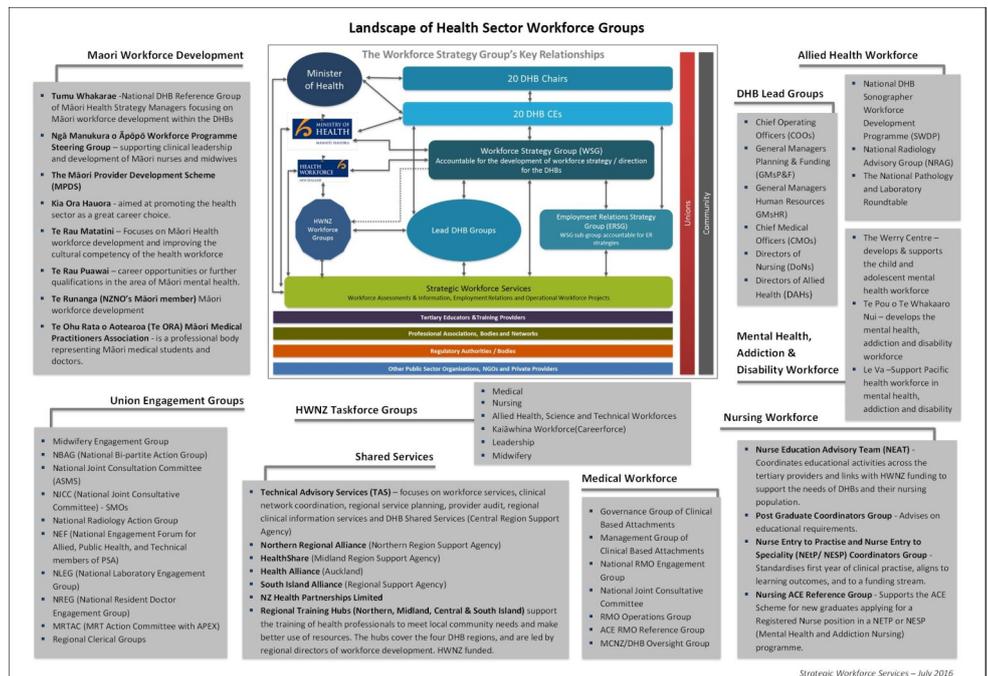
The agenda focussed on the HWNZ led review of the vocational training funding model, health sector leader and leadership development and a proposal for the development of the imaging workforce.

The group also considered what it wants to achieve over the coming year and reflected on what has been achieved over the last year, i.e. since the CEs approved establishment of the national workforce team in August 2015.

The WSG welcomed Fiona Michel (Chief of People & Capability, Auckland DHB), Donna Hickey (DHB Executive Director People & Culture, Central Region GM HR Chair) and Hector Mathews (Executive Director - Māori and Pacific Health, Canterbury DHB).

The WSG farewells Carole Heatly (CEO, Southern DHB) and John McKeefry (GM HR Hawkes Bay DHB, Regional GM HR Chair Central).

### Mapping the landscape of Health Sector Workforce Groups in New Zealand



**KEY MESSAGES**

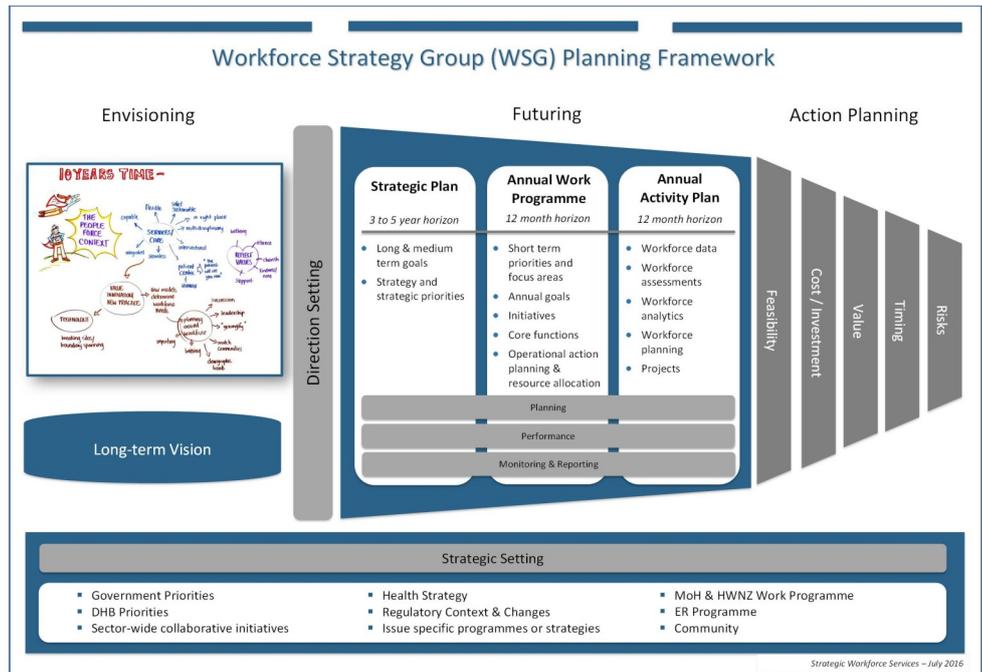
⊕ **Collaboration, co-development and alignment**

- There are benefits for DHB workforce development to partner with other agencies, where it makes sense to do so, to avoid duplication and to achieve a more robust and sustainable outcome. In the case of information sharing the aim is to get 'one source of truth'.

⊕ **Leadership matters**

- A stronger focus on patients, delivering excellent services closer to home, working within teams and making improvements within a complex system. These are just some of the expectations now required of our health leaders.
- Developing leaders to thrive in this environment takes the committed, coordinated efforts of many across and beyond the health sector. As such this is a priority for the WSG.

⊕ **Workforce strategy needs to look beyond DHBs to the whole health sector**



**and strengthen connections to the social sector**

- There is a need to have a workforce view that is wider, with connections to aged care, community and private providers.

⊕ **Can't look at workforces in isolation**

- Services are delivered by a range of workforces working together.
- Changes in the supply (recruitment, retention, training, etc.) and demand (service need) of one workforce, have flow-on effects to other workforces.

⊕ **Consider the 'whole workforce'**

- Those employed by DHBs and those funded by DHBs as well as other funders.

⊕ **'Context' is a key consideration to implement change successfully**

- Readiness for change or the ability to utilise change are importance factors to consider when assessing various proposals for investment.

⊕ **Being proactive rather than reactive**

- This is key to changing the pattern of vulnerable workforces, particularly allied health workforces.

**WORKFORCE STRATEGY GROUP MEMBERS**

- Julie Patterson (Chair) – CEO, Whanganui DHB
- Helen Mason – CEO, Bay of Plenty DHB
- Nick Chamberlain – CEO, Northland DHB
- Sally Webb – DHB Chair, Bay of Plenty DHB
- Dale Oliff – Chief Operating Officer, Hutt Valley DHB
- Hector Mathews – Executive Director, Māori and Pacific Health, Canterbury DHB
- Helen Pocknall – Executive Director of Nursing & Midwifery, Wairarapa and Hutt Valley DHBs
- Hugh Lees – CMO, Bay of Plenty DHB
- Michael Frampton – GM People and Capability, Chair National GM HR Group, Regional GM HR Chair Southern, Canterbury and West Coast DHBs
- Beth Bundy – GM HR, Counties Manukau DHB, Deputy Chair National GM HR Group
- Fiona Michel – Chief of People & Capability, Auckland DHB, Regional GM HR Chair Northern
- Greg Peplow – Director People & Performance, Waikato DHB, Regional GM HR Chair Midlands
- Donna Hickey – DHB Executive Director People & Culture, Central Region GM HR Chair
- Sam Bartrum – GM Planning, Outcomes, Integrated Care & District Hospitals, Northland DHB
- Martin Chadwick – Director of Allied Health, Counties Manukau DHB, Chair of Directors of Allied Health
- Mick Prior – GM Strategic Workforce Services, DHB Shared Services
- Margareth Attwood – Manager Policy, Advice & Regulation, Health Workforce New Zealand
- Yvonne Bruorton – Chief Advisor Employment Relations, Ministry of Health
- Doug Martin – Director, Martin Jenkins Consultancy

**Data Visualisation Tool**

Providing easier access to the DHB national workforce data collection to enable learning, discovery and insights; to inform workforce planning and decision making.

**Regional workshops are underway. Rollout to DHBs from October 2016.**

For more information, please contact:

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**Full size PDF versions of all diagrams are available at:**  
<http://www.centraltas.co.nz/strategic-workforce-services/workforce/workforce-strategy-group>