



5. Nursing workforce – invest in the solution – Te Ohu Māori

Top themes

- Aotearoa New Zealand requires a nursing workforce that represents the population it serves.
- A sustainable, critical mass of nurses, working to the fullest extent of their scope of practice, is essential.
- Investment, resources and commitment to the Māori nursing workforce is required.
- Equal emphasis on healthy workplaces, including care capacity and demand management (CCDM), and workforce development will contribute to improved patient outcomes.

The headline concerns for the nursing workforce in Aotearoa New Zealand:

- The **lack of investment and resources to create a national nursing workforce strategic plan** that is current and clear.
- The **absence of a Māori nursing strategic plan** and the resources to support and implement it.
- **Less than 100 per cent employment for graduate nurses.** Not all graduate nurses have access to a nurse-entry-to-practice programme (or equivalent).
- **Māori and Pacific nurses are under-represented** for the populations they serve.
- **50 per cent** of the nursing workforce will be **retiring by 2035.**
- A **dependence on internationally qualified nurses** (the rate of 27 per cent is higher than any other Organisation of Economic Co-operation and Development (OECD) country).
- Persistent and serious **underfunding for postgraduate nursing education.**

NZNO strategic actions

- Advocate for a 50 per cent increase in public health nurse numbers within three years.
- Advocate for an additional 200-250 nurse practitioners per year until 2020.
- Advocate to increase the postgraduate education budget for nurses (Health Workforce New Zealand) by 25 per cent in 2019 and 35 per cent in 2020.
- Advocate for a Māori nursing strategic plan and implementation timeline to be completed.
- Lead initiatives to increase the Māori nursing workforce to at least 15 per cent of the total nursing workforce by 2030.

The full strategy can be downloaded from: www.nurses.org.nz

and advice and help can be received by phoning the NZNO number: **0800 28 38 48.**

