

## WORKFORCE SURVEY 2023

The 2023 workforce survey was sent to all nurses to be completed over a two-week period, between 17-31 May, who work for general practices that are members of the Midlands Health Network (MHN) PHO (the “network”) as well as nurses employed by Midlands Health Network who are in clinical (client/patient-facing) roles.

School-based nurses are funded by the network cover 37 sites across the Waikato region from Te Kauwhata to Taumarunui including the Coromandel Peninsula. They are funded to cover nurse-led clinics in decile 1-5 high schools, wharekura, alternative education facilities and teen parent units.

The aim of the school health service is to reduce poor health outcomes for youth and their families who traditionally face access barriers; by making themselves readily available in their day-to-day education setting at no cost.

A total of 10 school nurses responded to the workforce survey.

## OUR SCHOOL-BASED NURSING WORKFORCE



Our school-based nurses are **predominantly female**

The average age of nurses is **47.7 years**, similar to that of practice nurses



50% of school-based nurses identify as non-European—of Māori, Asian and Pacific ethnicity. For Māori kaimahi, affiliations were to Tainui, Ngāti Koroki Kahukura and Ngāi Tahu



**80%** of school-based nurses are **NZ-trained**

**40%** of school-based nurse respondents are **nurse prescribers**



**No school-based nurses who responded had symptoms of burnout**

### Averages:

- Time since first registration is **24 years**
- Time working in primary care is **12.8 years**
- Time in current workplace is **4.2 years**



Minimum training requirements for employees include HEEADSSS\*, smoking cessation, resuscitation level 4 and certificates in child protection and family planning

\*HEEADSSS is a psychosocial interview format for adolescents



**90%** of school-based nurses have **access to a nurse lead**

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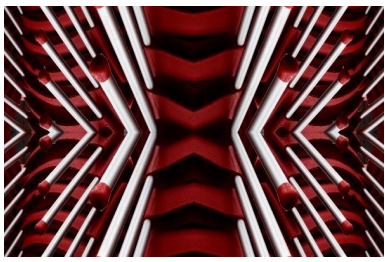
### ABOUT THE SURVEY

The last full Pinnacle Workforce Survey was completed in 2009. The landscape of nursing in NZ has changed considerably in this time. This survey was an opportunity to better understand the complexities that are faced in primary care today, and how our services can best meet the people we serve into the future.

### SUGGESTIONS FOR PRIMARY CARE TO THRIVE

- Pay parity with Te Whatu Ora nurses
- Greater access to services to mental health
- Access to requesting x-rays and taking blood
- Referring clients for check-ups without waiting for parental consent
- To look after frontline staff better.





## JOB SATISFACTION AND OTHER TOPICS

A final matrix was provided for school-based nurses to rate topics from very dissatisfied to very satisfied based on their current job (job satisfaction), teamwork, professional development opportunities, leadership opportunities, managing your workload and feeling valued. Each result is introduced, displayed on a graph and has some key findings featured. Each response was scored with 1 = very dissatisfied to 7 = very satisfied. The average is reported without a standard unit. The number towards 7 indicates greater satisfaction and vice-versa, the lower the average, indicates greater dissatisfaction.

### RETIREMENT INTENTIONS

The school-based nursing workforce appears stable with the majority (65%) not planning to retire for the next 16+ years.

### MĀORI RESPONSIVENESS

Māori responsiveness recognises the need to increase health equity for Māori through focused ways of working that uplift the health and mana of students and their whānau resulting in equitable [or greater] health outcomes.

School-based nurses were confident using te reo Māori greetings (90%).

Enquiry about whānau reflects the way in which school-based nurses work in reducing barriers to improved health outcomes (80%).

Increasing health literacy by using the teach-back technique of checking understanding is done routinely with students (80%).

School-based nurses have benefited from Te Tiriti or cultural safety training that support their practice (70%).

### POSTGRADUATE STUDY

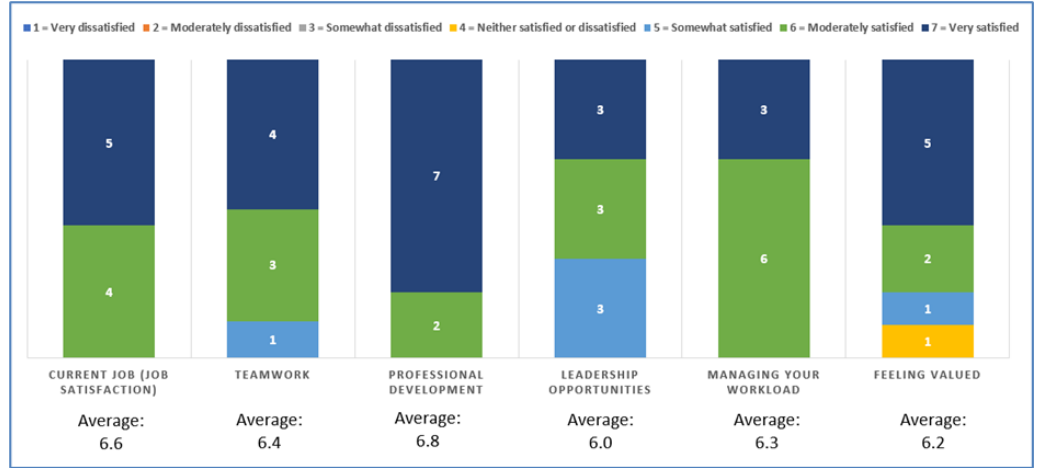
One school-based nurse identified current postgraduate study, while more were considering it in the future. One nurse was considering enrolling for the nurse practitioner pathway one day.

Four school nurses identified having postgraduate study qualifications.

### PROFESSIONAL DEVELOPMENT

70% of school-based nurses identified >5 days of professional development in the past 12 months.

Common barriers were that nothing of interest was on offer or they were too busy at work.



School-based nurses had the highest average ratings across the range of topics of the nursing groups, however as a small cohort this is not necessarily the true picture.

The majority of school-based nurses had greater than 5 days professional development leave which might contribute to the high average for this category.

The picture appears rosy for school-based nurses even though their workload and their client group can be challenging at times.

There were high levels of job satisfaction by school-based nurses.

*“Value the importance of professional development. It needs to be seen as a necessity, not a nice to have. Nurses need to be encouraged and supported to pursue learning opportunities within primary care including post-graduate education.”*

## WORKFORCE RECOMMENDATIONS



### PLAN

- A population health approach
- Workforce sustainability measures
- Strengthen engagement on workforce issues
- Build understanding of the nuances of workforce issues in the network
- A coordinated workforce leadership strategy
- Research and evaluation network



### RECRUIT

- Growing the Māori and Pasifika workforce in general practice and primary care
- Promotion of general practice and primary care, including rural practice as a career pathway (for New Zealand and internationally qualified)
- Build skill-mix development



### RETAIN

- Support wellbeing and reduce burnout
- Strengthen induction and early career support
- Workforce flexibility options for early career, mid-career and staff approaching retirement
- Gather feedback on how we can make primary care a place staff want to stay
- Expanding professional practice
- Growing existing staff
- Organisationally led representation

