

# Growing Frangipani in a Cold Climate

## *Pacific Return to Nursing Pilot*

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# Question?

*How do you grow a tropical plant in a cold climate?*



## Key facts:

- Pacific under-represented in health current workforce – all services
- Pacific make up 21% of CMDHB population versus 10% of the CMDHB pacific workforce.
- CMDHB forecast identify that 300-400 nurses will need to be trained each year (to 2020) to meet future health care needs.<sup>1</sup>

# Our Vision

## Vision

To work in partnership with our community to improve the health status of all, with particular emphasis on Māori and **Pacific** peoples and other communities with health disparities'

## Our Shared Values

Care and respect

Teamwork

Professionalism

Innovation

Responsibility

Partnership

# Pacific Return to Nursing Pilot



# Rationale

- Priority outcome for CMDHB
- Address health inequality
- Develop a health workforce that is reflective of its community
- Delivering culturally appropriate services
- Significant numbers of Pacific trained and registered nurses residing in NZ work as HCAs.

# Pacific Return to Nursing Programme

## PILOT OBJECTIVE

The objective of this pilot is to achieve New Zealand nursing registration for 20+ Pacific trained nurses currently working in New Zealand as Health Care Assistants or in occupations outside of their nursing skill set.

## TARGET GROUP

Pacific trained and registered Nurses

## WHAT

Two phase pilot programme that incorporates IELTS lessons and then undergo an 8-12week Competency Assessment Programme with an approved provider.

## TIME FRAME

May 2008 – June 2011

# PRTN 2008 – Looking Back

- Plan Developed
- Partners identified
- Funding secured
- Selection for Cohorts
- IELTS commenced
- Evaluate and loop back into programme improvements



Class photo sheet

841.424-081N (17/05/2008) - Preparation and Practice for English Tests 36 (U) Activity Occurrence



Ah Hiau, Tattamala



Annes, Sathala



Dantini, Susana



Dinesh, Varanese



Etsell, Akaku



Fathima, LUMBUKI  
BAI



Fawad, Linnawfula



Garia, Sathala (Dancer)



Helen, Leo



Joseph, Sathala (Dancer)



Jerome, Thasala (Dancer)



Leuffi, Viki



Liana, Sathala



Miaa, Linnawfula  
(LAWOOD)



Miss, Faruqi



Mui, Ivy



Pruthi, Laxmi



Qibsonah, Karamita



Sofia, Maria



Sathana, Maria



Sathya, Fathia



Seel, Samaha



Taffin, Is



Taki, Tazama



Taki, Dehiga



Tazana, Farid



Tazal, Tammaha



Tazal, Ahi



Tubasa, Sathala



Ushakata, Yunnesa



White, Sira

# COHORT 1



Kelera Batiwale



Karolaini Bucece



Aggie Bulu



Leslie Filiaf



Priya Francis



Lisa Fuata



Una Koroi



Rosie Kumar



Peggy Maaloo



Salome Pymana



Milly Puamau



Salome Ravonokula



Ateca Ravula



Miri Savaudra  
(Nawaibure)



Sheila (Virisila)  
Taio



Moate Umu



Manu Vainikolo



Ima Vakasogo (Vakasogo)



Omeri Singeta



Omi Singeta



Pateru'a Anu



Suga, Thina



Takau, Ufani



Teale, Teale



Tupou, Mawani



Aefano, Lotele



Pasi, Vili



Talasa, Taimoni (Dina)



Vamuhia, Paeo



Genesete, Afi (Jina)



Tani, Ware

# COHORT 2

# PRTN 2009

- IELTS continued
- IELTS barriers identified
  - Family – deaths, births, travel back home, illness and responsibilities to their wider community
  - Finances – Cost to resit IELTS which has increased from \$295 to \$340 to \$360
  - Keys to learning –Attending tutorials
  - Self belief- keeping well and staying motivated
- IELTS Success for some
- First group of students completed CAP at MIT
- Second group of students start CAP at ADHB



# ADHB CAP COMPLETION



# PRTN 2010

- Second group of students complete CAPS at ADHB
- Nurses secure employment as RNs within Primary Care, DHB and Aged care.
- Graduation Ceremony for the 14 students who completed CAP and received their Nursing registration.
- Commenced IELTS tutoring for 14 students with one module to complete IELTS.
- Negotiate CAP with ADHB for all over Christmas.
- Look to commence CAP in December
- Evaluation

# PRTN Graduation Celebration





# PRTN Graduation Celebration



# Pre to Post Pilot Employment

Students	Pre pilot - Employment	Post pilot - Employment as NCNZ Registered Nurse
1	HCA – Aged care, Rotorua	Aged Care, Rotorua
2	HCA – Aged care, Hamilton	Aged Care, Hamilton
3	HCA – Rest home South Auckland	CMDHB: Middlemore Hospital,
4	HCA –South Auckland Provider	South Auckland Provider
5	No Job	ADHB Auckland Hospital
6	HCA – Waikato DHB	CMDHB: Middlemore Hospital
7	HCA –South Auckland Provider	South Auckland Provider
8	No Job	Accident & Medical Clinic South Auckland & CMDHB
9	HCA - Medacs	CMDHB: Middlemore Hospital
10	HCA	Accident and Medical Clinic Manurewa
11	HCA – South Auckland Provider	South Auckland Provider
12	HCA – Aged Care Provider Hamilton	Aged Care Provider Hamilton
13	HCA- Medacs	ADHB Auckland Hospital
14	No Job	ADHB Auckland Hospital

# Others in the Pilot

# of Students	Category Details
14	Have achieved New Zealand Nursing Council Registration
1	Commences CAP re-assessment at MIT Feb 2011
<b>14</b>	<b>Are left with 1 more IELTS module to pass (score 6.5). Funding approved to focus the transition of this group through to registration and employment by June 2011</b>
10	Are left with 2 more IELTS modules to pass. Their scores are either at 6 or 6.5 out of the passing mark 7.
11	Redirected to other avenues in health eg: Aneasthetic technician, Self Management Education, Breast feeding advocates, Occupation therapists.
14	Hope to redirect to other avenues of Health
11	No response
75	Total Participants

# PRTN 2011

- Continue with CAP at ADHB to March
- Those who achieve IELTS later than the CAP commencement date at ADHB to enrol at MIT CAP in February.
- Graduation ceremony for second class of 14

# Point of Difference

- Cultural and clinical leadership
- Addressed barriers
- Wrap around support
- Broker approach – from entry to employment
- Passion and Committed team
- Specific to Pacific

# Conclusion

- IELTS is the key barrier
- CAPs is the easier step
- Official original documents from overseas were difficult to assemble
- Intergrated programme “future option”
- There is Success and a positive solution to Pacific nursing shortages

# Answer

*Nurture it in an environment where it can best survive, grow and bloom..*

