

Occupational Health Nurses Workforce Development Project

2021/22 Plan and Key Milestones.

Purpose

To provide an update on progress against milestones and the focus areas for the next 12 months regarding the NZ Occupational Health Nurses (OHN) Workforce Development Project.

Background

There is a project team for each of the four Workstreams and a Project Coordinator. Three Governance positions ensure clarity in the project purpose with oversight by one paid project position, a HASANZ representative and an NZOHNA representative. The project has the full support of the NZOHNA Executive Committee and members.

Project Achievements and Next Steps

The first 12 months of the project have been successful. We have:

- Expanded the number of spirometry and audiometry technical courses.
- Undertaken an initial review of the current OHN education and training pathways.
- Effectively engaged with Massey, Otago and Victoria Universities regarding their education offering and opportunities to provide an OHN qualification. This included mapping their programmes against the OHN competency framework.
- Undertake a number of webinars, CPD sessions and other events in conjunction with other H&S associations to increase awareness of the role of OHNs.
- Developed a communications and stakeholder plan.
- Undertaken a number of webinars, and events to raise the awareness of OHNs.

The next 12 Months we are focused on:

- Develop a national approach to training including expanding the number and locations of short courses offered and delivered - especially audiometry. Select a University to develop a postgraduate OHN programme (leveraging off existing programmes and papers)
- Implement an assessor training programme which will assist more OHNs to go on to the HASANZ Register.
- Implementation of a mentoring programme to support early career OHNs.
- Work with other H&S disciplines to raise the profile of OHNs.
- Review the OHN Knowledge Skills Framework (KSF) adding research, education and management.
- Market and socialise the changes to the Association through marketing plan, website (which needs to be changed or redeveloped).
- NZOHNA requires a professional to work with members as we embed changes moving into 2022, as a point of contact

Other Information

The membership is currently standing at 342 members with 60% being corporate members. The annual financial membership renewal is now due. During the renewal process we will take the opportunity to review project requirements and member information. The Project 'Stakeholder' workstream will analyse member engagement in the Association.

Major review of the constitution is underway currently, with a change to a two-tiered professional membership being proposed including an assessment for full membership offered to all members. This will create an easier pathway to the HASANZ register.

Currently we are working collaboratively with ANZSOM to strengthen our links with the Ministry of Health.

The Knowledge and Skills Competency Framework was developed from the NZ Nursing Council 'Registered Nurse' recertification audit, adapted to reflect the competencies required by OHNs and has been in place since 2016. This is now a mature framework that is being reviewed to include management, research and education reflecting where OHNs, in NZ, work. Executives are assisting the Education and Career Pathway Workstream with this part of the project.

Yours sincerely,



Nikki Edge

NZOHNA WDP Coordinator

Education and Career Pathway– Nicky Curran

Workstream Goals - Explore and present options for an OHN-specific education and training pathway, including OHN-specific postgraduate qualification[s]. This activity must be undertaken in consultation with key stakeholders (including education providers and the Nursing Council of New Zealand). The pathway should cover becoming competent and moving on to proficient and expert as per the NZOHNA Knowledge & Skills framework.

Highlights/Successes 2020/21	Actions and Activity 2021/22
<p>Completed a draft state analysis of OHN education.</p> <p>Successful engagement with Universities offering Nursing programmes. Mapping of existing content against OHN competency framework</p> <p>Draft Modification of 'Aotearoa/NZ Primary Health Care Nursing Standards' commenced</p> <p>Develop draft Standards, Competencies and commence Learning Outcomes. Once this is completed RFP/RFI can proceed</p> <p>Tables of Comparison of International Standards commenced</p> <p>Table of key points/advice, from Independent subject matter experts, about developing the Programme commenced.</p>	<ul style="list-style-type: none"> Carry out a benchmarking exercise of the international OHN standards against the Aotearoa/NZ PHC Nursing Standards. Ensure NZOHNA Standards capture the necessary elements of all OHN standards. This will involve engagement with Māori to provide input into the modification of Standards Carry out a review of the KSF expanding them into the four areas of practice. That is the areas of management, research and education in addition to the clinical area. Ensure they are aligning with trends in OHN Practice since 2016. Undertake an RFP/RFI process with NZ Universities to select a University(ies) to develop and administer an OHN programme. The RFP process will identify gaps and barriers of each provider based on an independent assessment.

Technical Skills – Nikki Edge

Workstream Goals - To address gaps and barriers in Technical Training (initially focussing on Audiometry and Spirometry)

Highlights/Successes 2020/21	Actions and Activity 2021/22
<p>Technical Courses planned/completed</p> <p>Spirome Spirometry Training: Completed Otago/Southland and Taranaki, planned Bay of Plenty</p> <p>GreenLane (ADHB) Spirometry Training: March, June and October</p> <p>Canterbury (CDHB) Spirometry Training: April, October and November</p> <p>Asthma Waikato: April</p> <p>Audiometry online update: dates to be confirmed (University of Canterbury)</p> <p>2-day Audiometry course for the North Island: June</p> <p>2-day Audiometry course for the South Island: July</p>	<ul style="list-style-type: none"> Finalise and implement a 2021 plan to expand high priority technical training based on the prior research and continue to identify ways to resolve any barriers Identify additional audiometry providers and roll out further audiometry training Scope an online Audiometry training Scope technical training in areas beyond Spirometry and Audiometry

Assessing and Mentoring - Nikki Edge

Workstream Goals - To increase the number of OHNs on the HASANZ Register

Highlights/Successes 2020/21	Actions and Activity 2021/22
<p>Webinar on getting on to the HAZANZ register completed (now 17 OHNs on the Register - 3 in progress)</p> <p>Analysed information gathered from previous surveys regarding those interested in Mentoring, Assessing and the HASANZ Register. Further information will be gathered with membership renewal</p> <p>Currently 3 HASANZ Assessors are completing the final KSF assessment with assistance from Executive and Branch Presidents for the initial KSF assessments for register applications</p> <ul style="list-style-type: none"> ● Success of Taranaki Pilot Programme ● HASANZ developing Assessor Guideline ● Ability to use the NZ Nursing Council Guidelines for Competence Assessment 	<ul style="list-style-type: none"> ● Review current state (numbers, availability etc) of Assessors and Mentors ● Develop Assessor Handbook (include prerequisites for assessors, KSF and HASANZ pathway) ● Determine the most appropriate way to training and upskill Assessors ● Train and expand the number of assessors ● Review Mentoring Handbook ● Train and expand the number of mentors to support the OHN career transition from novice to expert and include supervision of expert OHNs. ● Investigate options for administration of the programme

Stakeholder Understanding - Carolyn Haybittle

Workstream Goals - Determine scope for a small research exercise to understand the role and the perceptions of OHNs amongst other H&S disciplines and other stakeholders. Plan the development of materials and activities that shows skills, synergies and collaboration with other stakeholders to ensure co profession understanding and a multidisciplinary approach to engaging the OHS disciplines.

Highlights/Successes 2020/21	Actions and Activity 2021/22
<p>Undertaken a number of webinars, CPD sessions and other events in conjunction with other H&S associations to increase awareness of the role of OHNs</p> <p>Determine scope for a small research exercise to understand the role and the perceptions of OHNs amongst other H&S disciplines and other stakeholders</p> <p>A communication strategy has been developed to support the stakeholder engagement plan and priority area at different phases of the project. The objectives of the strategy are to:</p> <ol style="list-style-type: none"> 1. Increase awareness of NZOHNA and the important specialist role occupational health nurses (OHN) across the nursing profession. 2. Promote the services, professional development and mentoring opportunities available to current, new and returning OHNs 3. Showcase the value of OHN services to businesses in relation to the health and wellbeing of its workers and also the positive impact it has on company productivity. 4. Engage key central government and industry bodies to reinforce specialist services offered by qualified OHNs 	<ul style="list-style-type: none"> ● Complete market research on the awareness of OHNs and the role they undertake. ● Implement stakeholder and communications plan to grow the awareness and visibility against high priority group. ● Continue running webinars and events, in conjunction with other disciplines and organisations, to showcase the value of OHNs. ● Develop and produce marketing collateral, videos and similar to that explains the role of OHNs to PCBU's and key stakeholders, as well as attracting Registered Nurses into the OHNING field.