

Midwifery Workforce Accord

April 2019

Parties to the Accord

Midwifery Employee Representation and Advisory Service (MERAS)

New Zealand Nurses Organisation (NZNO)

District Health Boards (DHBs)

Director-General of Health

Purpose

The purpose of this Accord is to record the commitment and assurance of the Parties to ensuring that staffing levels for midwives employed by DHBs are safe, both for midwives and for mothers and their babies. The Accord describes the actions that will be taken.

Preamble

All Parties acknowledge and accept that:

- The DHBs' Workforce Information Report (September 2018) found that the midwifery workforce is under pressure nationally and is facing widespread workforce challenges;
- The workload of the DHB midwifery workforce and how it is managed is a fundamental issue that must be addressed;
- Commitment is required by all Parties to the Accord to address the issues;
- These issues of safe staffing and workload have developed over a significant period of time and will take time to rectify;
- Both MERAS (*MERAS Midwifery Staffing Standards for Maternity Facilities 2014; MERAS Recruitment, Retention and Responsiveness Strategy 2018*) and the DHBs have developed strategies that inform the management of this issue;
- The effective implementation and monitoring of Care Capacity Demand Management (CCDM) is required to address workforce issues.

Commitments

The Parties acknowledge and accept that implementation of CCDM in maternity services is primarily the responsibility of the DHBs, in partnership with the midwifery workforce and their representative unions.

The parties agree to:

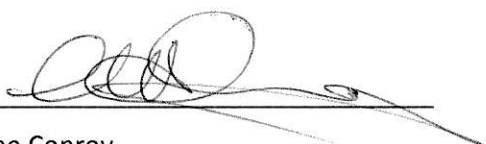
1. work together and with the Safe Staffing Healthy Workplaces Unit Governance Group to progress the implementation of CCDM and the use of Trendcare in maternity services in each DHB, with the consistent implementation of TrendCare as a priority;
2. use the MERAS Midwifery Staffing Standards as a guide for further developing Trendcare and CCDM for midwifery, and as a guide where TrendCare is not in place;
3. use the support from Government to ensure effective and timely implementation of CCDM including TrendCare in maternity services.

Therefore, in order to give effect to a commitment to implement CCDM by 30 June 2021, the parties agree to:

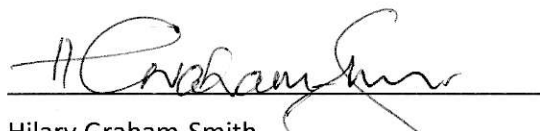
- a) Explore options for providing support and encouragement to new midwifery graduates to choose DHB employment, taking into account that midwifery graduates can also choose to become self-employed Lead Maternity Careers, and report to the Minister of Health by the end of October 2019;
- b) Develop any accountability mechanisms that the Parties believe are necessary (over and above those already agreed) to ensure DHBs implement any additional staffing needs identified by the implementation of CCDM in maternity services within timeframes agreed with DHB Chief Executives and report to the Minister of Health by the end of May 2019;
- c) Develop a strategy for retention of the existing midwifery workforce, workforce development and succession planning, and the re-employment of those who have left the workforce, and provide an interim report to the Minister of Health by the end of October 2019 and a final report by the end of March 2020;
- d) Develop a strategy to better support midwives in training, particularly Māori and Pacifica, and to advise on making the VBS available for all graduate midwives and report to the Minister of Health by the end of October 2019 so that agreed actions can then be implemented.

The Parties agree that the development and negotiation of these commitments will be overseen by the Health Sector Relationship Agreement Group.

The provisions of the Accord come into effect on the date of signature.




Caroline Conroy
Co-Leader (Midwifery)
Midwifery Employee Representation
and Advisory Service



Hilary Graham-Smith
Associate Professional Services-Manager
New Zealand Nurses' Organisation

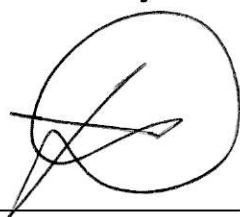


Helen Mason
Chief Executive
Bay of Plenty District Health Board
(on behalf of District Health Boards)



Keriana Brooking
Deputy Director-General
(on behalf of the Ministry of Health)

Witnessed by:



Hon Dr David Clark
Minister of Health

15 April 2019