

Kaiāwhina

Workforce Action Plan:

5-Year Actions 2015-2020 | Toward the 20-year Vision

September 2018

Welcome to the latest Kaiāwhina Workforce in Action Newsletter. We're pleased to share the latest initiatives and actions.

Kaiāwhina Workforce Action Plan – *Refreshed* and on target to deliver



At the half way point earlier this year of the 5-Year Kaiāwhina Workforce Action Plan (the Plan), a comprehensive review and refresh of the actions was undertaken to ensure they are still relevant and driving contribution towards the achievement of the 20-Year Vision.

After several months of work, reviews, workshops and recommendations, the Plan's refresh has been approved and is now available in its new format to all stakeholders. A copy of the current Plan can be found [here](#).

At 1 September 2018, 16 of the 53 actions have been completed with a further 15 well progressed. All other actions have achieved some degree of progress and the Plan continues to make positive inroads into increasing the visibility and profile of the kaiāwhina

The Kaiāwhina Workforce Programme, a partnership between Careerforce and Health Workforce New Zealand ([HWNZ](#)), sets out a 20-year vision and a 5-year action plan (2015-2020) for the development of the health and disability kaiāwhina (non-regulated) workforce.

16 actions have been completed as at September 2018. Here are the latest actions:

QS 2.1

Education and training programmes are competency based with consumer safety and service quality underpinning all programmes.

Category 1



Completed
May 2018

WR 2.4

Terms and conditions of employment are achieved through applying the principles of good faith as required by the Employment Relations Act.

Category 1



Completed
May 2018

workforce and to realising the future potential kaiāwhina have as part of a whole of system approach to service delivery.

One of the encouraging aspects of the refresh process has been the increasing level of interest in, and commitment to, the progress of the Plan across the health and disability sectors. A unique aspect of the Plan has been the fact that, while the partnership between Health Workforce New Zealand and Careerforce provides the overarching support to the Plan, the actions are progressed through the leadership of the multiple organisations and agencies which are involved.

The Plan has been the force behind seminal workforce developments and it is increasingly referenced in national strategies – for instance the [Healthy Ageing Strategy](#), [The Review of Adult Palliative Care Services in New Zealand](#) and Te Pou workforce plans e.g. [Fast Track: Challenges and opportunities for the mental health and addiction community support workforce](#).

Recognition of the wide reaching value of this workforce continues to grow along with recognition of the potential for kaiāwhina to contribute to a sustainable New Zealand health and disability system. This includes being a critical part of the system response to the growing ageing population as well as having many other roles across the spectrum of settings. The focus for the final two years of the 5-year Plan's implementation is now on driving significant progress and completion of the actions.

WR 3.3

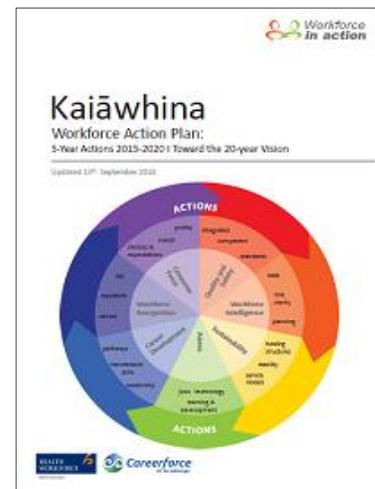
Terms and conditions of employment are explored that will maintain a skilled and stable kaiāwhina workforce.

Category 1



Completed
May 2018

[Download](#) the refreshed Action Plan below:



For more information, please refer to the [Resources](#) section of the [Workforce in Action Website](#):

2017 Pay Equity Settlement - Have Your Say!



NEW ZEALAND WORK RESEARCH INSTITUTE

Dr Katherine Ravenswood and Dr Julie Douglas (from the Faculty of Business, Economics and Law at AUT) are exploring the challenges and advantages associated with the Pay Equity Settlement in residential aged care, home and community care and the disability sectors.

Focus groups have been running over recent weeks and the next round of those in Whangarei will be held in October. Managers and staff from aged care residential and home and community organisations are invited to participate in the focus groups for each sector. For more information, please see our website for a list of [focus groups](#) and to find out how to register your interest.

There will be more groups in other areas to come, details are still to be confirmed, so watch this

[space](#) for news.

The Kaiāwhina Workforce Programme is a partnership between and [Health Workforce New Zealand \(HWNZ\)](#), and [Careerforce](#)

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Please forward this email to others who you feel would be interested in learning about the Kaiāwhina Action Plan or feel free to share through your social media channels.



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