

Employer Information

- Programme timeframe is 10-12 months
- Graduate positions are required to be a minimum of .8 FTE
- Graduates to have a shared case load with preceptor for initial 6 weeks (orientation)
- The graduate will not be the sole registered nurse on duty/be in charge for duration of programme, an experienced registered nurse is required to also be present
- Graduates to be released for 12 study days over 10 -12 month period including orientation study days
- Preceptor to be released for 2 days over 10—12 months for continuing, relevant professional development
- Graduate and preceptor to be released for equivalent of 16 hours over 10-12 months for goal setting, assessment, critical reflection etc
- Graduates to submit their portfolio for assessment to a NCNZ accredited Professional Development & Recognition Programme—Competent Level
- CTA funding is provided to approved sites to contribute towards NETP Expansion Programme release time, clinical education and training of graduate and preceptor
- MOU is required with the employer and BOPDHB specifying the resources and obligations of both parties



Nursing Entry to Practice (NETP) Expansion Programme

For
Newly Graduated
Nurses entering
Primary Care

Rationale for Programme

To enable nursing graduates to practice safely, effectively and confidently as registered nurses within primary care

To improve the quality of care through nursing skills development

To have a positive impact on the nursing workforce through improved recruitment and retention

Graduate Eligibility

- Nurses who have graduated within the previous 12 months (exceptional circumstances will be considered) from a New Zealand nursing programme that has been accredited by Nursing Council of New Zealand
- Be registered with the Nursing Council of New Zealand within the Registered Nurse Scope of Practice, 'in good standing'
- Have a current annual practicing certificate
- Be a New Zealand citizen or permanent resident
- Have not practiced as a Registered Nurse for more than 6 months prior to coming onto the NETP Expansion Programme

Are you aware of some New Zealand nursing statistics?

- ◆ 39% of nurses work 3 days or less per week
- ◆ 25% of nurses are over the age of 50 years
- ◆ The nursing workforce is not evenly distributed – the central north island is below the national average
- ◆ **16.7%** of nurses work in primary health care – this is the sector where most growth is expected in the future, however most ie **43.5%** work in hospital based secondary or tertiary services
- ◆ The average age of a NZ nurse is 47 years and it is anticipated that this will continue to increase over the ensuing 10 or so years

(NZ Workforce Strategy, 2006)



So who is going to fill your nurses shoes?

The NETP Expansion programme is Nursing Council of New Zealand and Ministry of Health accredited. It is a proactive workforce development strategy being implemented to provide newly graduated nurses with a supportive environment whereby they can safely, effectively and confidently develop as registered nurses within primary health care.

Where to from here?

Employers:

- If employing a graduate nurse is a viable option please contact Wendy Tustin-Payne, preferably prior to advertising the position or employing
- Talk to those within your organization about the possibility of having a graduate nurse
- Consider who may precept the graduate—does this nurse need to undertake preceptor training?

Potential Graduates:

- Make and maintain regular contact with the programme coordinator — Wendy Tustin-Payne
- Be proactive in:
 - responding to employment advertisements, even if they state they require an 'experienced' nurse
 - contacting Managers and presenting your CV in advance of wanting employment—it is often better to do this in person rather than via the mail

Please contact:

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