

Appendix B - Health and Social Services Inventory

The following is a list of health and social/ community services that were available at the time of compiling the document. The list might not be complete or some services are no longer available.

Health Services

Organisation	Programmes available
Waikato DHB	<p>Te Kuiti Hospital</p> <ul style="list-style-type: none"> • General inpatient services include General Medicine, General Surgery, Rehabilitation, Respite, Palliative Care, caseload and Independent midwives. • Level 3 24/7 Emergency Department • 24/7 laboratory service providing Haematology, Microbiology, Biochemistry, Bacteriology services • Medical Radiography service • Day Surgical Procedures include dental and general surgery and a range of out patients services provided by visiting consultants from Waikato Hospital <p>Community Services</p> <ul style="list-style-type: none"> • District Nursing Service throughout the North King Country including Public Health Nurses, Dietitian, Vision Hearing Tester, Occupational Therapist, Social Workers, Ear Nurse Specialist, Physiotherapist, Dental Therapists, Sexual Health, and Screening services • Population Health Health Promoters • Rural Mental Health and Addiction services - multi-disciplinary, community based teams which incorporate access to all specialist mental health and addictions services
Arthritis New Zealand <ul style="list-style-type: none"> • Otorohanga • Te Kuiti 	<ul style="list-style-type: none"> • Arthritis Clinics - Arthritis Educator providing consultation and support
Beattie Community Trust Inc. <ul style="list-style-type: none"> • Otorohanga 	<ul style="list-style-type: none"> • Rest Home • Elderly residents complex
Cancer Society <ul style="list-style-type: none"> • Otorohanga • Piopio • Te Kuiti 	<ul style="list-style-type: none"> • Trained local volunteers providing support and information • Women's cancer support groups
Hillview Resthome <ul style="list-style-type: none"> • Te Kuiti 	<ul style="list-style-type: none"> • Hospital care • Rest Home
Kawhia Health Centre	<ul style="list-style-type: none"> • Sole GP practice • Diabetes Health Worker • Cervical Smear taker • Lifestyle Coaches (Raewyn Sayers & Karen Bishop) • Te Riakina Social Services and Supports • After hour / emergency coverage is available through the local 111/Ambulance Service who call the GP if necessary
Medical Centre Health Pharmacy <ul style="list-style-type: none"> • Te Kuiti 	<ul style="list-style-type: none"> • Pharmacy Services

Organisation	Programmes available
Ngati Maniapoto Marae Pact Trust <ul style="list-style-type: none"> • Te Kuiti 	<ul style="list-style-type: none"> • Community Health Worker provides health-care, education and information to the community. • Registered Nurse • Asthma support group • Disability support including advocacy, caregivers and practical assistance. • Home based and personal care for disabled and elderly. • Smoking cessation. • Kaumatua coordinator who organised outings and events for Kaumatua. • Truancy officer to help with youth • Domestic Violence coordinator who works with the people effected by violence in families. • Te Whare Ruruhau supported mental health residential accommodations. • Budgeting service and financial management • Working in conjunction with CYF for respite care of children. • NZQA accredited training programmes i.e. forestry, farming, conservation and life skills.
O'Fee & Bain Health Pharmacy <ul style="list-style-type: none"> • Te Kuiti 	<ul style="list-style-type: none"> • Pharmacy Services
Otorohanga Dental Surgery <ul style="list-style-type: none"> • Otorohanga 	<ul style="list-style-type: none"> • Dental services • Rural Dental Services
Otorohanga Health Pharmacy <ul style="list-style-type: none"> • Otorohanga 	<ul style="list-style-type: none"> • Pharmacy Services
Otorohanga Medical Centre	<ul style="list-style-type: none"> • GP and primary health care services
Otorohanga Physiotherapy <ul style="list-style-type: none"> • Otorohanga 	<ul style="list-style-type: none"> • Physiotherapy services •
Physio Plus <ul style="list-style-type: none"> • Te Kuiti 	<ul style="list-style-type: none"> • Physiotherapy services
Piopio Physiotherapy <ul style="list-style-type: none"> • Piopio 	<ul style="list-style-type: none"> • Physiotherapy services
Plunket <ul style="list-style-type: none"> • Te Kuiti • Otorohanga 	<ul style="list-style-type: none"> • Toll free telephone support service staffed by specially trained Plunket nurses to respond to caregivers' concerns on child health and parenting • Car seat rental scheme, Parenting Information Book • Thriving Under Five, Māori Child Health. • Family centre services - breastfeeding support, sleep advice • Well Child Assessments • Parents As First Teachers (PAFT) programme • Child Safety Programme • Antenatal Classes
St Johns Ambulance <ul style="list-style-type: none"> • Otorohanga • Kawhia • Piopio • Te Kuiti 	<ul style="list-style-type: none"> • Ambulance emergency services • PRIME (Primary Response in Medical Emergencies) programme • Healthline & Well Child telephone advice
Stroke Foundation <ul style="list-style-type: none"> • Te Kuiti 	<ul style="list-style-type: none"> • Field Officer - hospital or home visits, advise and support
Te Kete Manaaki Child Health Services <ul style="list-style-type: none"> • Te Kuiti 	<ul style="list-style-type: none"> • Well Child clinics, Well Child home visit and immunisations • Hearing Promotion through the mobile ear caravan • Lift The Lip (Dental care) visits to kohanga-reo and playschools.

Organisation	Programmes available
<ul style="list-style-type: none"> Otorohanga Benneydale. 	<ul style="list-style-type: none"> Referrals to a dental specialist.
Te Kuiti Dental Centre <ul style="list-style-type: none"> Te Kuiti 	<ul style="list-style-type: none"> Dental services
Te Kuiti Family Health Centre (Kokiri Trust)	<ul style="list-style-type: none"> GP and primary health care services
Te Kuiti Medical Centre Te Kuiti	<ul style="list-style-type: none"> GP and primary health care services
Te Ngaru O Maniapoto Health Services <ul style="list-style-type: none"> Te Kuiti 	<ul style="list-style-type: none"> Dual diagnosis support for adults with mental health and addiction issues. Drug and alcohol adult one-to-one counseling / assessments regarding alcohol and drug addictions tailored to the needs of an individual and/or family/whanau. Mental health support services for children, adolescents and youth. Transport to GP and specialist appointments within 20km radius for koroua/ kuia. Health promotion and education to koroua/ kuia on the function of cervical screening, respiratory issues, diabetes, nutrition, positive lifestyle changes and breast screening.
Te Rohe Potae o Rereahu Maniapoto Trust / Te Pou Ora Health Clinic <ul style="list-style-type: none"> Te Kuiti 	<ul style="list-style-type: none"> Kaupapa Māori mental health needs assessment and service co-ordination Te Pou Tumanako Diabetes, Heart Disease and Asthma Disease State Management Services Te Pou Awhina Community Mental Health Support Services for adults, tamariki and Rangatahi Te Pou Mahi Nutrition & Physical Activity, Sexual & Reproductive Health Promotion Services Whanaungatanga nutrition and physical activity programme Whakapapa sexual health peer mentoring support "Sit and be fit" gentle exercise group
Unichem Otorohanga Pharmacy <ul style="list-style-type: none"> Otorohanga 	<ul style="list-style-type: none"> Pharmacy Services AIDS Local Needle Exchange Specialty clinics – Optometrist, podiatrist and hearing tests

Community, Social and other Local Support Services

Organisation	Programmes available
Carers Support Group <ul style="list-style-type: none"> Te Kuiti 	<ul style="list-style-type: none"> Support for those caring for somebody else, either long term or short term. Monthly meeting, guest speakers, videos and books available on loan
Citizens Advice Bureau <ul style="list-style-type: none"> Te Kuiti Otorohanga 	<ul style="list-style-type: none"> Free, confidential information and advice to anyone about any query or problem. Staffed by trained volunteers who can access information by computer or from the extensive range of resources held by each bureau. The service can be accessed by phone, email or in person. Consumer queries on education and training, employment, housing, budgeting and finances, legal inquiries, personal and family matters, - transport, travel and immigration.
Community Foodbank	<ul style="list-style-type: none"> Providing food to those in need

Organisation	Programmes available
<ul style="list-style-type: none"> • Te Kuiti • Otorohanga 	<ul style="list-style-type: none"> • Referral to budgeting service
Family Court <ul style="list-style-type: none"> • Te Kuiti 	<ul style="list-style-type: none"> • Up to six hours free of charge counselling regarding relationship, care of children or maintenance to assist people resolving issues so they do not need to be decided in court. • A court hearing is necessary when differences have not been resolved in other ways. • Protection Orders can be obtained quickly for victims of domestic violence. • Domestic Violence programmes if there are protection orders in place.
Kaitiaki Youth Resource Centre <ul style="list-style-type: none"> • Otorohanga 	<ul style="list-style-type: none"> • Sports activities, advice, advocacy, support, education, confidence/ self esteem camps for youth 11-17 years; • Referral to other agencies as appropriate.
Māori Women's Welfare League <ul style="list-style-type: none"> • Kawhia 	<ul style="list-style-type: none"> • Promote fellowship and understanding between Māori and European women and to cooperate with other women's organisations, Departments of State, and local bodies for the furtherance of these objects • Preserve, revive, and maintain the teaching of Māori arts and crafts and to perpetuate Māori culture • Aid members and others in need
North King Country Family Support <ul style="list-style-type: none"> • Otorohanga 	<ul style="list-style-type: none"> • Supervised access regarding custody issues • Household management (family needs and budgeting assistance) • Advocacy, information, referrals, • Parenting advise • Women's support Group, Waahine Tiaki O Otorohanga - self-esteem and confidence
Order of St John Community Care <ul style="list-style-type: none"> • Otorohanga 	<ul style="list-style-type: none"> • Transportation to hospital and other medical appointments for those who have no other means of getting to appointments
Otorohanga Counselling Services (Counselling Services North King Country Inc) <ul style="list-style-type: none"> • Otorohanga 	<ul style="list-style-type: none"> • One on One Counselling Sessions with NZAC Professional Counsellor for children, youth and families. • Issues covered include conflict resolution, depression, grief, relationships, anger management and drug and alcohol abuse
Otorohanga Household Budgeting Service Inc. <ul style="list-style-type: none"> • Otorohanga 	<ul style="list-style-type: none"> • Liaise with clients and their dealings with government agencies e.g. provide advocacy, we will help them fill out forms, go to appointment like WINZ, IRD, Housing New Zealand, ACC • Budgeting Skills • Long or short term budget plans relevant to individual situations are suggested, ultimate responsibility is left to the client. • Home Visits • Referrals to Life Skills groups (ie Women's support group); Wintec Training; Young Mumz Otorohanga support group
Otorohanga Support House Whare Awhina Inc <ul style="list-style-type: none"> • Otorohanga 	<ul style="list-style-type: none"> • Strengthens and enhances social services available in the community. • Facilitate, support, assist and provide information to health and social service organisations • Otorohang Health and Welfare Forum • Assistance with constitutions, job descriptions, employment contracts, pamphlets/posters, grant applications, training and health promotions. • Rooms available to hire for meetings and services.

Organisation	Programmes available
	<ul style="list-style-type: none"> • One-stop-shop for social service organisations housed at this facility: Citizens Advice Bureau, North King Country Family Support, Otorohanga Household Budgeting Service, Otorohanga Counselling Services, Otorohanga Community Foodbank, Sport Waikato, Community Probation, Relationship Services, Waikato DHB Diabetes Nurse Educator, Free Legal Services, Arthritis New Zealand, Te Awamutu Hearing Association, WINZ, CYFS, Toy Library, Children's Mobile Ear Clinic, Kaitiaki Youth Resource Centre.
Otorohanga Toy Library <ul style="list-style-type: none"> • Otorohanga 	Provide good quality toys and equipment for children up to 10 years old.
Parents Centre New Zealand Inc <ul style="list-style-type: none"> • Otorohanga 	<ul style="list-style-type: none"> • Childbirth education with qualified childbirth educators • Parent support groups - opportunities for parents to share and network together • Parent education offering a variety of parenting courses for children from birth to 2 years of age • Advocacy / lobbying for parenting, birthing and families.
Resource Teacher Learning and Behaviour (RTLB) <ul style="list-style-type: none"> • Otorohanga 	<ul style="list-style-type: none"> • Assists teachers in schools with children having behavioural and/or learning difficulty.
Senior Citizens Association <ul style="list-style-type: none"> • Te Kuiti 	<ul style="list-style-type: none"> • A social group for senior citizens to meet and connect with others once a week for social activities including card games, Christmas dinner and functions and trips or outings.
SPELD NZ Inc King Country <ul style="list-style-type: none"> • Te Kuiti 	<ul style="list-style-type: none"> • Volunteers working from home provide assessment and tuition for children with specific learning disabilities • Support for affected families • Advocacy and public awareness • A two-day course introduction to Specific Learning Disabilities. SPELD trains testers and tutors. Block and Distance Teacher training courses are available.
Te Kuiti Community House Trust <ul style="list-style-type: none"> • Te Kuiti 	<ul style="list-style-type: none"> • Providing information and support to individuals, groups and community organisations. • One-stop-shop for social service organisations housed at this facility: Arthritis Educator, Stroke Foundation Field Officer, Counselling Services North King Country, and Relationship Services • Meeting room hire, available for minimal fee • Monthly newsletter, with information local services and events • Te Kuiti Health and Welfare Forum • "Sit and be fit" gentle weekly exercise group
Victim Support - Waipa/Waitomo <ul style="list-style-type: none"> • Te Kuiti 	<ul style="list-style-type: none"> • 24hr emotional support, personal advocacy and information to all people affected by crime, accident or other emergency or traumatic event.
Waitomo Literacy Trust <ul style="list-style-type: none"> • Te Kuiti 	<ul style="list-style-type: none"> • One-on-one tutoring to adults with basic and intermediate reading, writing, spelling and basic mathematics skills
Waitomo Women's Refuge <ul style="list-style-type: none"> • Te Kuiti 	<ul style="list-style-type: none"> • Halfway and safe house available for domestic violence victims, 24 hours. • Information and referral services such as legal advice, counselling, health and medical needs, benefits and housing. • Support and advocacy
Whanau Support Group <ul style="list-style-type: none"> • Kawhia 	<ul style="list-style-type: none"> • Support the community and are also Māori Wardens. • Parents that can't afford food • Families that are in financial trouble

Organisation	Programmes available
	<ul style="list-style-type: none"> • Child abuse
Work and Income (MSD) <ul style="list-style-type: none"> • Otorohanga Office • Te Kuiti Office 	<ul style="list-style-type: none"> • Income support and employment services, sickness benefits, unemployment benefits and superannuation.

Appendix C - North King Country Health Workforce Networks

- Maniapoto Māori Health Provider Forum (MHP)
- North King Country Health Workforce Development Group (NKCHWDG)
- Otorohanga Health and Welfare Forum
- Te Kuiti Health and Welfare Forum
- Waikato DHB Waitomo / Otorohanga Community Health Forum (CHF)
- Waikato Primary Health King Country Local Management Group (LMG)
- Waikato Primary Health Rural Advisory Group (RAG)

Appendix D - Health Workforce Development Planning Day

The following is a summary of the issues and recommendations discussed at the planning day that was held on Monday 22 September 2008 at Te Kuiti Wintec.

Recruitment and Retention Issues

1. Recruitment of new workforce
<ul style="list-style-type: none">• Waikato DHB recruitment process for all hospital positions done centrally• Methods used for recruitment include<ul style="list-style-type: none">○ Internet○ Local papers (i.e. Waitomo News; Waikato Times)○ Recruitment agencies○ Word of mouth○ Regional and national networks are used• Recruitment to positions in NCK is a wider issue than health, it is difficult for other sectors including education and local government
2. Overseas recruitment
<ul style="list-style-type: none">• Health care professionals are often recruited from overseas (US, Canada, UK) to work in rural areas but after they get their residency they move on either to larger centres within NEW ZEALAND (i.e. Hamilton) or they move to Australia.• Overseas recruits are often willing to sign only for one-year term.• Working in a rural area is seen as a “foot in the door” stage.• They come to NEW ZEALAND to experience the different life style but not intend to stay here for longer than the original contract.• Recruitment from overseas is very expensive – the cost of engaging a recruitment agency is about \$10k.
3. Applicants pool
<ul style="list-style-type: none">• Limited numbers of applicants respond to advertisements• Difficult to find allied health with experience and skills• Students’ loans act is a disincentive to retaining people locally• Each organisation spend resources on recruitment in isolation from others
4. Retention of current workforce
<ul style="list-style-type: none">• Workforce migrate from NGOs, primary care and disability sectors to DHB because the salaries are better• Employers and community don’t make an effort to welcome new arrivals to the community and support their families• People leave the health sector because there is too much politics - administration, clinical, policies, compliance costs are too heavy• DHB policies and rules are based on centralised/ big city views that are not applicable for rural communities
5. Workforce residing elsewhere

<ul style="list-style-type: none"> • Many travel to work in NCK from other areas (i.e. Hamilton, Te Awanutu) but its becoming expensive and time consuming and they may be consider finding a job closer to their residence • Often health professionals want to live elsewhere else so they can have private life and not be recognised in their community
6. Rural life is not attractive for potential workforce
<ul style="list-style-type: none"> • Negative perception of rural life – boring, no city activities (i.e. night clubs) • Salaries differ even with the same qualifications between organisations (DHB, NGOs, primary care, mental healht, disabilities) • Wider problem than health (similar recruitment problems for other sectors – education, local government) • Tyranny of distance – urban people are concerned with the distance from other places • Not enough jobs for middle managers and teachers (may be a problem for spouses) • Education for children is not the same level locally - many have to send their children to boarding schools out of the district • Transient world – not locally focused • Generation y – the “me generation”
7. Young people from NKC don’t return to work after they complete their education
<ul style="list-style-type: none"> • Farms are consolidating and rural jobs are diminishing • Looking for experiences overseas or in larger centres
8. High School students and health careers
<ul style="list-style-type: none"> • Current open day at hospital focusing on hospital careers - not inclusive of NGOs/ Māori providers / other health careers • Often are only aware of docs and nurses careers not the wider range of health career options • Are intimidated by the level of science, numeracy and literacy required for health studies • Lack the confidence to continue into tertiary education • Generic career days – health is one option among many other that are more appealing to youth - Competition with other more interesting career options (Army, Navy) • Information on training options and scholarships is readily available if students are looking for it and interested • Students aren’t ready to leave Te Kuiti immediately after high school – they have the option of one year programme of health sciences at local WINTEC • Lots of information can be confusing • Not enough science and human biology classed in high schools • Worry that the costs of tertiary education (tuition, accommodations, etc) will be too high and not affordable • Scholarships criteria too rigid • Student allowance criteria too rigid for young people because it depends on parents’ income
9. Mature students and health careers
<ul style="list-style-type: none"> • Cost of re-training and education can put off prospective students • Intimidated by the level of science, numeracy and literacy required • Lack the confidence to continue into tertiary education • Lack the medical/health terminology • Difficult to retain clinical competencies when taking time off to raise children
9. Current training issues

- No hands on experience for nurses for first 2 years of studies
- Drop out rate very high in nursing who find that the academic requirements are too much especially the numeracy and literacy levels
- Barriers for Māori employment and retention around the level of training entry requirements. People with passion and ability but not academically minded are still useful and can be trained with extended pathways around careers and on job training.

Recruitment and Retention Recommended Solutions

1. Recruitment of new workforce

- Relationships between local providers need to strengthen; recruit together; share pool of applications
- Promotion of NKC's other attractions, services, range of health services
- Overview of Ngati Maniapoto's history in Maoridom
- Develop close relationships with education (local schools, WINTEC, TWA)
- Use of DHB HR resources
- Staff attend international expos and can use it to promote rural positions in addition to Hamilton-based positions
- Use DHB website to advertise for NGOs positions
- Use regional and national networks to promote jobs
- Overcome the perception that smaller health organisations are not as financially viable as bigger ones so its not worth while to apply for positions
- Advertise as NKC not as individual organisation for a number of positions might increase the number of people applying for positions
- Sell the life style
 - Promote a friendly community – mentoring and support
 - Website to promote the rural community i.e. Google, blogs, why people live in this community
 - Make community appealing – remove graffiti, shop fronts. Role out the red carpet
 - Community workforce for health will pull in the rest of employers to help promote community
 - TV ads to promote rural life style
 - Opportunity to work in both mainstream and Māori health
- Offer trial period for new employees “see if you like the life style “

2. Welcome package

- Investment in community packages – find what are the interest of the new worker, get them involved in those groups – free membership in golf club – involve the community in welcome and support
- Welcomes to the area provided within a Māori forum in recognition of value to the community
- Welcome committee with a welcome package - milk, bread, firewood etc
- Taking new people along – introduce to community, events, clubs
- Design package per employee
- Quarterly welcome to the newbies event
- Provide choice of what they want and how to be welcome

3. Retention of current workforce

- Improve the “welcoming” environment

- Ensure salaries are competitive across the sector
- Help staff pay their professional registration
- 'Right fit' within organisation can entice staff to stay
- Learn how to compete in the "Global market"
- Flexible working conditions - relief nurses, job share
- Pay ambulance paramedics or volunteers – reverse engineering of flexibility
- Accept that young people are more migratory in today's environment and plan accordingly
- Help spouse/partner find an appropriate job
- Set up a North King Country Trust that will employ GPs, nurses and other health workers
- Travel allowance, car, or accommodation in NKC

4. NKC Community support for health workforce

- Retention and recruitment of health workforce is not just the health sector issue, rather it's the entire community's. All sectors should be involved – local govt, health workers, Maniapoto, central govt, Waikato PHO, Waikato DHB, Friends of the Hospital, Rotary, Lions, WINZ
- It is the community's responsibility to make NKC look positive and welcoming
- Providers to work together in order to attract workforce to the area
 - Coordinate recruitment efforts
 - Coordinate staff vacations
 - Work towards pay parity across providers
 - Encourage students from the area to return home
 - Introduce NKC to students
 - Career expos – should have local focus
 - Option for new grads

5. Rural life is not attractive for potential workforce

- Overcome the perception of rural life as a boring environment
- Find a husband
- Buy a house and get a mortgage
- Get support of other sectors in the community to market NKC
- Incentives to live and work in NKC
- Property values are higher elsewhere – more economical to reside in NKC
- Each person is expected to have 7 careers in a life time (while it used to be 7 jobs)
- Recreation opportunities
- Provide incentive package that includes child care and travel allowance/ car/ housing
- Find their interests prior to arrival
- Whakatau

6. Return women to work after they spend time at home raising children

- Support people who have to take time off work while bringing up their children – maintain and upgrade nursing competencies – so when they are ready they can immediately return to workforce and will not need additional re-training
- Support keeping up clinical skills – registration, practitioners, insurance, and HPCA
- Keep register of "qualified people" who are residents of NKC
- Encourage people who left to return back - promote the life style of rural NKC
- Develop online up-skilling so you don't get out of touch
- Block courses for people with families – 1 day per month

<ul style="list-style-type: none"> • Keep nursing competency up • Promote health careers to mothers of children in kindy and play centres
7. Young people from NKC don't return to work after they complete their education
<ul style="list-style-type: none"> • Give incentives to new graduates to return to rural communities – local and national (government programmes)
8. High School students and health careers
<ul style="list-style-type: none"> • Use promotion that was tried and proven successful by other sectors - use the methods that the Navy, Air force and Army are using to promote their careers to students – develop clear pathways, build discipline and boundaries, and pay well also during training • Build on what students like (i.e. physical activity) and don't like • Follow up on students that express interest in health careers – develop mentoring schemes • Involve new graduates and local students in career days (“local heroes”) • Hold open health career day at night so parents can also attend and start thinking about their children' future even if the children are only in primary school • Include younger students in career days (intermediate and higher primary) • Include health focused options within the Gateway programme • Promote health careers through Career Services • Promote the concept of “health is a passport to the world” • Expose children to what happens in health work – success stories of local people • De-emphasise the magic and glamour and provide more information (its not Shortland Street!) • Find out why people are still working in health - stories – they live in the area, they have families here; they are imbedded in the community (find husbands!) • Shoulder taps individuals and encourage them • Build confidence in students • Teach more science and human biology in high school • Travelling health expo road show to all schools • WINTEC to pull school leavers back to studies when they leave school • Hospital open day for young children – introduce them to the different aspects of hospital work, hands on (old equipment) • Establish a High School Health Careers based vocational programme based on USA "magnet" school model
9. Support students while studying
<ul style="list-style-type: none"> • Bonding schemes back to rural communities – not just medical students also other disciplines • Combine academic and practical work so students will have some experience with rural work/life style when they graduate and be encouraged to work in rural area • Paid holiday programme to prepare new grads to the real work • Include compulsory rural training as part of education • Focus scholarships in areas and professions of need • Register of placement students who want holiday work • Stock take of local students at tertiary institutions • Staggered incentives as students pass unit • Reverse annuity scheme – equivalent years of loan worked • Develop structures in place for mentors from industry and from organisations to support trainees • Not just nurses and docs, also environmental health officers, health promoters, pefusionists – give equal profile to all careers

- Bond staff to NKC rather than just with one employer

10. Support mature students

- Bonding schemes
- Free childcare to students
- Hold open days in the evening to promote health careers for mature students
- Shoulder tap individuals and encourage them
- Encourage to build on skills that they already have (taking care of children and nursing older relatives)

11. Training opportunities

- Develop local professional development opportunities for health workforce (on-line, face-to-face)
- Support the local training initiative jointly developed by Wintec and Te Kuiti hospital
- WINTEC and TWOA offer foundation studies
- WINZ provide financial support through training
- Develop additional health training options that are designed for rural needs and environment (i.e. Physician Assistants, Community Health Aide/ Workers (CHA/P's)) to support and complement medical staff
- Integrate theory with practice in nursing curriculum – return hospital-based training
- In rural areas need for more generalists less specialist
- Commit to provide employment after training is completed
- Appropriate mentoring and support
- Develop practical/ on-the-job training for people who are not academically minded but have the passion and ability to work in health care. Ideally through partnership between DHB, MHP, Wintec and TWOA to encourage partnership building, standards sharing and career advancement exposure.
- Paid student placements for those providers used as an incentive to assist trainee student placements for those progressing through both Māori and Pakeha institutions
- Identify clear pathways for health careers

Appendix E – List of Stakeholders who were Consulted

Aileen Berrigan	Aimie Smith	Amy Thomsen
Anne Green	Anne Lemieux	Bernie Barry-Addy
Betty Blair	Cecilia Hodson	Christine Brears
Chrissy Fouracre	Christine Purdie	Cloudy Ngatai
Dale Williams	Dede Downs	Denise Lacey
Don Lemieux		
Dr Bruce Phillips	Dr Caitlin Gill	Dr David Mclean
Dr John Burton	Dr Keith Buswell	Dr Ross Marshall
Dr Sacha Baijnath	Erica Amon	Gavin Castle
Gillian Chitty		
Grant O'Brien	Hilary Blamires	Hilary Karaitiana
Jade Chase	Jane Crookes	Janise Eketone
Joanne Brough	Karen Bishop	Lesley Finn
Lorna Gribble	Lynne Benefield	Maata Tihoe
Mark Ammon	Marlene Perry	Michelle Peters
Muri Rata	Murray Loewenthal	Patsy Roach
Pauline Lea	Peg Loomas	Putangi Wehi
Raewyn Sayers	Ramona Waho	Robin Steed
Rosemary Murray	Ruth Ross	Shania Kissick
Shirley Turner	Shirley Willison	Soraya Rowling
Steve Rickards	Sue Collier	Tania Te Wano
Thia Priestly	Toby Klopper	Tui-Anne Bishop-Hay
Wayne Jensen		

Appendix F – Glossary

Capitation	Payment system based on the enrolled PHO population
CAB	Citizens Advice Bureau. Provide information to assist with almost any issue
CME	Continuous Medical Education
CPI	Consumers Price Index - a measure of the price change of goods and services purchased by private New Zealand households
DC	District Council
Externships	Experiential learning opportunities, similar to internships, giving students short practical experiences in their field of study (ie visiting physicians)
Fieldays	Annual New Zealand National Agricultural Fieldays at Mystery Creek (Hamilton)
LMG	Local Management Group
Medical Inflation	Increase costs of health care due to aging of population, new technologies, cost of research & development, etc
NGO	Non Governmental Organisation
NKC	North King Country
NKCHWDG	North King Country Health Workforce Development Group
NZIRH	New Zealand Institute of Rural Health
ODC	Otorohanga District Council
OECD	Organisation for Economic Co-operation and Development
PHO	Primary Health Organisation
Pinnacle	General Practice Network and Management services to Primary Health Organisations and general practice
RAG	Rural Advisory Group
Rural Ranking	A score that is included in the calculation of the level of funding
Schools Plus	Policy to ensure that all young people gain the skills and qualifications

they need, and support them to stay connected to education for longer

TAFE	Technical and Further Education colleges in Australia (funded by the state/territory government not the federal)
Tertiary Institutions	Include state owned universities, polytechnics, colleges of education and wānanga, and privately owned training establishments (PTEs)
Webhealth Waikato	Online connection to Health and Social Services in the Waikato DHB region and other related services
WDC	Waitomo District Council
WDHB	Waikato District Health Board
WHO	World Health Organisation report
Wintec	Waikato Institute of Technology
WPH	Waikato Primary Health