

## **Policy - HWD (Health Workforce Directorate, formerly HWNZ) Funding for Postgraduate Nursing Education, 2019/2020**

**Policy Statement:** Postgraduate nursing education prepares the Canterbury registered nursing workforce for the future. The Health Workforce Directorate<sup>1</sup> funds around 160 scholarships per year in the Canterbury region.

**Purpose:** The Health Workforce Directorate funds postgraduate nursing education that will enable registered nurses (RNs) to improve health outcomes and disparities of New Zealanders<sup>2</sup>. This funding is administered by the Canterbury District Health Board (CDHB).

**Audience / Scope:**

- Directors of Nursing, Nursing Directors and Nurse Consultants
- Nursing Line Managers, senior nurses and other key stakeholders
- RNs employed by CDHB
- RNs employed in PHO, NGOs in primary care, aged care and other community-based nursing services.

**Key Dates:**

- Education Fairs are held in August each year.
- Applications open for the 2020 academic year (both semesters) on **2<sup>nd</sup> September 2019 and close on 11<sup>th</sup> October 2019.**
- Applicants are advised in writing via email of the application outcome.
- RNs must take individual responsibility for academic institution enrollment and adhere to enrolment cut-off dates.
- There will be a small funding round for Semester 2 papers only with applications opening on **the 9<sup>th</sup> of March and closing on the 17<sup>th</sup> of April.**

**Process for applying for HWD-funded places:** Applications must be submitted via online application form. There is a different form for CDHB and non CDHB employees. The online application form will be open on the Postgraduate Nursing Education website on the date's specified above [Postgraduate Nursing Education webpage](#).

**2020 Eligibility for funding:** The [HWD Postgraduate Nursing Training Specification](#) provides additional information about eligibility criteria.

- RNs must be permanent employees and NZ citizens or residents. CDHB applicants must be working 0.5 FTE or greater.
- With the exception of those in designated senior nursing roles, CDHB and Pegasus applicants must have successfully completed a PDRP portfolio<sup>3</sup>.
- Charge Nurse Manager and Nursing Director/Consultant endorsement of applicants is required.
- Applicants must have completed an **Individual Career Plan**<sup>4</sup>. A copy of the career plan is not required with the application for funding, however it must be produced if requested.

**Please note** – investment in individual nurses through funded postgraduate education comes with the expectation of ongoing commitment and completion of all study requirements. Similarly, continuation of funding for CDHB and Pegasus employed RNs is contingent on ongoing

<sup>1</sup> The Health Workforce Directorate was formally known as Health Workforce New Zealand (HWD)

<sup>2</sup> Paraphrased from Preamble of the HWD Postgraduate Nursing Training Specification.

<sup>3</sup> Participation includes those at Competent or Proficient or Expert level.

<sup>4</sup> Required by Health Workforce New Zealand for all trainees funded in 2019.

participation on the PDRP.

**Associated Documents:**

- CDHB Career planning documents for nurses: [Postgraduate Nursing Education webpage](#)
- HWD Career planning tools: [HWD Career Planning](#)

**Definitions and Notes**

<b>Health Workforce Directorate Funding</b>	This is allocated annually
<b>Study Leave</b>	HWD Funding enables trainees to attend the compulsory course study days. On-line papers are allocated an equivalent amount of study time.
<b>Tuition Fees</b>	These are paid directly to the educational provider on your behalf by CDHB.
<b>Travel</b>	Travel reimbursement is available (at the discretion of the DON) for speciality qualifications not available within the Canterbury region. If approved, accommodation subsidy is reimbursed up to \$100 per night. Funding for travel and accommodation is capped at \$1,000 per 30 point paper.
<b>Withdrawal from HWD funded Study</b>	It is very important to inform your DON, Nursing Director or Nurse Consultant and the CDHB Postgraduate Nursing Education (PGNE) Office in writing if you withdraw from a course so that the funding may be allocated to another nurse on the waitlist.
<b>Support Funding for Māori &amp; Pacific</b>	Māori and Pacific Support funding applications for RNs are invited annually by The Health Workforce Directorate. More information is available from <a href="#">HWD Maori and Pacific People's Support</a> or via the PGNE office.
<b>Senior Nurses</b>	Senior Nurse is defined in the MECA as “a nurse who is appointed by the DHB into a designated senior nurse position and is paid on the scale at 8.0.3.
<b>PG Nursing Education Forum</b>	This stakeholder group meets three times a year and formulates the strategic plan for allocation of postgraduate nursing education funding within the Canterbury region.
<b>Associated Programmes</b>	
<b>Professional Development and Recognition Programme (PDRP)</b>	A nursing professional development framework designed to enhance client care through the development and recognition of nursing knowledge and expertise. CDHB and Pegasus RN applicants for HWD funding must have completed PDRP and developed a career plan.
<b>Nurse Practitioner &amp; RN prescribing practicums</b>	This funding is available to RNs embarking on the Prescribing Practicum as part of the Nurse Practitioner (NP) preparation pathway or the RN prescribing practicum. Applicants need the full support of their Director of Nursing. Their training may be part of a business case to ensure organisational congruence.
<b>Gerontology Acceleration Programme</b>	This year-long programme involves clinical rotation, postgraduate study and mentorship. It has been designed to give nurses working in aged care a career pathway and provide potential for leadership and management development. For more information: Contact <a href="mailto:arcnursing@cdhb.health.nz">arcnursing@cdhb.health.nz</a>
<b>Child Health Acceleration Programme</b>	This year-long programme involves clinical rotations, postgraduate study and mentorship. It has been designed to give nurses working in the child health sector a career pathway and provide potential for leadership and management development. For more information: Contact <a href="mailto:Tracey.Bruce@cdhb.health.nz">Tracey.Bruce@cdhb.health.nz</a>

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