

13 April 2022

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NZNO



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Tēnā koe Lucia

### Official Information Act Request – OIA 14199 Nursing Workforce

On 17 March 2022, under section 12 of the Official Information Act, you requested the following information from Whanganui District Health Board (WDHB):

“Tōpūtanga Tapuhi Kaitiaki o Aotearoa, New Zealand Nurses Organisation (NZNO) is the leading professional nursing association and union for nurses in Aotearoa New Zealand, representing 55,000 nurses, midwives, students, kaimahi hauora and health workers on professional and employment matters.

NZNO is requesting information from District Health Boards (DHBs) under the Official Information Act about their nursing workforce. We ask that you provide the information requested and that it is reported quarterly from 1 January 2020 to 31 March 2022.

The quarters are:

- 1 January to 31 March
- 1 April to 30 June
- 1 July to 30 September
- 1 October to 31 December

The nursing workforce information we require is per designation (Registered Nurse, Enrolled Nurse, Registered Midwife, Nurse Practitioner) and includes:

1. The number of nurses employed by the DHB
2. The ethnicity of the nursing workforce
3. The current age of the nursing workforce
4. The specialty area (E.g., Medical, Surgical, Public Health etc.) where the nursing workforce is employed
5. Daily sick leave taken across all speciality areas by the nursing workforce
6. The number of nursing vacancies, and
7. The time taken to fill nursing vacancies.”

### Whanganui District Health Boards response:

#### 1. The number of nurses employed by the DHB

Headcount/FTE	Qtr Mar-20		Qtr Jun-20		Qtr Sep-20		Qtr Dec-20	
	HC	FTE	HC	FTE	HC	FTE	HC	FTE
Enrolled Nurse	28	21.4	28	21.2	29	21.2	29	22
Midwife	39	19.8	39	19.2	40	19.1	40	18
Nurse Practitioner	2	2.0	3	2.8	3	2.8	3	3
Registered Nurse	469	332.8	472	333.5	472	336.5	469	333
Grand Total	538	376.0	542	376.7	544	379.6	541	376

Headcount/FTE	Qtr Mar-21		Qtr Jun-21		Qtr Sep-21		Qtr Dec-21		Qtr Mar-22	
Designation	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE
Enrolled Nurse	29	20.7	30	21.9	31	22.3	35	23.3	35	23.6
Midwife	40	17.7	42	17.4	40	16	40	16.2	33	14.9
Nurse Practitioner	3	2.8	3	2.8	3	2.8	3	2.8	3	2.8
Registered Nurse	465	334.4	464	332.8	494	338.197	505	346.4	500	342.0
Grand Total	537	375.6	539	374.9	568	379.3	583	388.7	571	383.3

Note: Headcount (HC) includes (Perm, Temp & Cas Employees)

## 2. The ethnicity of the nursing workforce

Cur Nursing Ethnicity	Asian	Maori	Mela	Other	Pacific
Designation	%	%	%	%	%
Enrolled Nurse	8.6%	14.3%	0.0%	77.1%	0.0%
Midwife	0.0%	7.5%	0.0%	87.5%	5.0%
Nurse Practitioner	33.3%	33.3%	0.0%	33.3%	0.0%
Registered Nurse	13.1%	11.7%	1.0%	73.1%	1.2%
Total	12.0%	11.7%	0.9%	74.1%	1.4%

Note: Headcount (HC) includes (Perm, Temp & Cas Employees)

## 3. The current age of the nursing workforce

Cur Nursing Age Bands	20-29	30-39	40-49	50-59	60-69	70-79
Designation	%	%	%	%	%	%
Enrolled Nurse	2.9%	14.3%	17.1%	31.4%	31.4%	2.9%
Midwife	5.0%	12.5%	35.0%	32.5%	15.0%	0.0%
Nurse Practitioner	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%
Registered Nurse	13.3%	23.0%	20.4%	24.8%	17.4%	1.2%
Grand Total	12.0%	21.6%	21.3%	25.9%	18.0%	1.2%

Note: Headcount (HC) includes (Perm, Temp & Cas Employees)

4. The specialty area (E.g., Medical, Surgical, Public Health etc.) where the nursing workforce is employed

Cur Nursing Specialty	Designation	HC	FTE
Alcohol & Other Drugs Team	Registered Nurse	4	3.8
Assess, Treat and Rrehab Ward	Enrolled Nurse	4	3.2
	Registered Nurse	17	14.0
CART Service	Enrolled Nurse	1	0.5
	Registered Nurse	7	6.1
Child Health Mgmt	Registered Nurse	1	1.0
Clinical Services	Registered Nurse	1	0.8
Clinical Services Mgmt	Registered Nurse	1	1.0
Community MH Team	Enrolled Nurse	1	1.0
	Registered Nurse	34	28.8
Community Nursing	Enrolled Nurse	1	0.8
	Registered Nurse	23	17.1
Critical Care Unit	Registered Nurse	20	15.3
Emergency Department	Registered Nurse	40	29.4
Hospital & clinical Service	Registered Nurse	3	2.6
Hospital Services Mgmt	Registered Nurse	2	2.0
ICAMHS (Child Aolescent MH)	Registered Nurse	8	7.6
Integrated Operations Centre	Enrolled Nurse	1	0.4
	Registered Nurse	8	5.8
Maori Health and Equity	Registered Nurse	1	1.0
Medical Ward	Enrolled Nurse	3	2.4
	Registered Nurse	35	27.7
Midwifery Services	Midwife	40	16.2
	Registered Nurse	3	2.0
Nursing Workforce Dev & Educ	Nurse Practitioner	2	2.0
	Registered Nurse	19	17.3
Outpatients Dept	Enrolled Nurse	5	3.8
	Registered Nurse	16	12.0
P&CS Leadership	Registered Nurse	1	0.9
Paediatrics	Registered Nurse	25	17.4
Patient Safety Quality & Innovation	Enrolled Nurse	2	0.4
	Registered Nurse	40	17.5
Patient Scheduling	Registered Nurse	1	1.0
Public Health	Nurse Practitioner	1	0.8
	Registered Nurse	18	13.4
Radiology	Registered Nurse	2	1.0
Stanford House (Ext Foresnsics MH)	Enrolled Nurse	2	1.6
	Registered Nurse	12	11.3
Surgical Ward	Enrolled Nurse	5	4.0
	Registered Nurse	31	24.7
Te Awhina (Actue Inpatient MH)	Enrolled Nurse	3	2.8
	Registered Nurse	25	19.9
Theatre Services	Enrolled Nurse	2	1.8
	Registered Nurse	51	39.7
Workforce Unit	Enrolled Nurse	5	0.6
	Registered Nurse	56	4.3
Grand Total		583	388.7

Note: Headcount (HC) includes (Perm, Temp & Cas Employees)

## 5. Daily sick leave taken across all speciality areas by the nursing workforce

Department	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22
Alcohol & Other Drugs Team	5.0	4.0	12.0	2.5	2.0	7.0	7.0	1.5	2.0
Assess, Treat and Rrehab Ward	30.3	165.3	117.8	88.0	30.8	83.3	64.7	60.5	65.5
CART Service	22.0	88.3	29.8	10.5	16.3	51.8	46.3	10.2	6.4
Child Health Mgmt	1.0		7.0	10.0	2.0	3.3	8.5	7.5	3.0
Clinical Services	0.0	0.0	3.0	3.0	0.0	6.0	3.0	0.8	0.0
Clinical Services Mgmt	0.0	0.0	3.0	1.0	0.0	0.0	0.0	0.0	1.0
Community MH Team	72.0	74.0	157.0	117.0	169.8	93.7	75.5	143.8	130.0
Community Nursing	23.8	83.2	105.5	69.3	82.3	92.0	151.5	96.0	56.9
Critical Care Unit	96.5	71.2	107.4	132.3	74.6	263.3	109.0	83.8	29.5
Emergency Department	232.5	172.3	91.0	160.3	148.4	158.9	104.5	209.3	47.2
Hospital & clinical Service	1.0	2.5	2.0	4.0	2.0	32.5	7.0	2.0	0.0
Hospital Services Mgmt	1.0	3.0	17.0	8.0	3.0	9.0	6.5	5.0	0.0
ICAMHS (Child Aolescent MH)	36.0	23.8	66.3	7.8	26.0	17.5	25.5	24.8	35.5
Integrated Operations Centre	14.0	33.0	60.0	24.0	8.0	4.8	9.0	6.5	6.0
Maori Health and Equity	1.0	11.5	3.0	0.0	3.0	1.0	7.0	1.0	5.0
Medical Ward	148.3	216.3	454.3	244.8	137.8	257.5	228.5	275.5	170.4
Midwifery Services	42.8	129.6	169.2	30.0	153.5	48.3	123.5	89.0	15.5
Nursing Workforce Dev & Educ	38.0	37.0	110.5	71.5	34.0	28.5	50.8	22.5	27.2
Outpatients Dept	64.0	19.5	144.1	54.8	63.5	136.0	40.8	73.9	20.5
P&CS Leadership	4.0	2.0	2.5	12.0	8.0	14.5	0.0	2.0	0.0
Paediatrics	38.5	45.0	104.5	56.3	25.5	78.1	128.0	63.0	36.0
Patient Safety Quality & Innovation	245.5	64.0	31.0	92.0	68.5	62.0	80.6	44.9	22.6
Patient Scheduling	3.0	1.0	1.0	1.0	0.0	0.0	1.0	0.0	2.0
Public Health	46.5	30.8	58.3	67.3	47.8	87.5	81.0	44.8	34.5
Radiology	0.0	1.0	0.5	0.0	0.0	0.0	1.8	0.0	0.0
Stanford House	101.0	24.3	46.0	18.0	20.0	24.0	18.0	26.0	19.5
Surgical Ward	133.3	152.3	384.8	354.3	186.3	187.5	334.8	265.5	166.3
Te Awhina	90.8	402.7	67.0	44.3	69.8	110.3	125.0	77.5	36.5
Theatre Services	224.8	106.5	149.3	228.8	95.0	88.3	318.5	128.8	61.3
Workforce Unit	33.5	21.0	74.3	44.8	32.8	76.5	161.3	59.5	92.3
<b>Grand Total (Days)</b>	<b>1749.8</b>	<b>1984.6</b>	<b>2578.7</b>	<b>1957.1</b>	<b>1510.2</b>	<b>2022.6</b>	<b>2318.3</b>	<b>1825.4</b>	<b>1092.6</b>

Note: Includes all sick leave days taken by employees in a department as well as any annual, lieu and long Service days taken as sick leave.

## 6. The number of nursing vacancies

	<b>FTE Vacancies</b>
Registered Nurse	34.43 FTE
Enrolled Nurse	1.8 FTE
Registered Midwives	7.81 FTE
Nurse Practitioner	0 FTE
Other Clinicians Health Practitioner roles that could be filled by an RN or other suitably qualified Clinician	5.2 FTE
<b>Total</b>	<b>49.24 FTE</b>

## 7. The time taken to fill nursing vacancies.

61.5 days on average.

Under section 28(3) of the Act, you have the right to ask the Ombudsman to review any decisions made under this request. The Ombudsman may be contacted by email at: [info@ombudsman.parliament.nz](mailto:info@ombudsman.parliament.nz) or by calling 0800 802 602.

Should you have any further queries about the above information, please contact our OIA co-ordinator Anne Phoenix at [anne.phoenix@wdhb.org.nz](mailto:anne.phoenix@wdhb.org.nz)

Ngā mihi



**Andrew McKinnon**  
Kaihautū Hauora – Acting Chief Executive  
Whanganui District Health Board