**NP Transition Programme: Supported Placement for newly registered NPs in PHC**

**Pilot for 2023 and 2024**

The funding for the *NP Transition Programme* has been allocated from the EN/NP Workforce Programme, funded through Te Whatu Ora, to support the transition of newly registered NPs into primary health care settings.

A key requirement of this funding is for NPs to deliver holistic models of primary health care that substantively include mental health and addiction, with the explicit purpose of increasing access to services and improving health outcomes and equity.

The intent of the funding is to ensure newly registered NPs have the time and opportunity to be well oriented and integrated into practice. International evidence, and our own experience in Aotearoa, tells us this first year of practice is crucial for the successful establishment of the NP, improves job satisfaction and quality of care. The transition placement provides time for the transition NP to adapt to their new role and scope of practice, consolidate newly acquired skills and accountabilities, and enable the development of their vision for NP practice.

35 NPs from a broad range of PHC settings participated in the programme in 2023.

The funding includes:

* Contribution to FTE (pro rata)
* Contribution to professional development (if not otherwise received), which must include NP mentoring. The NP mentor can be internal or external.

NPNZ are partners in the Programme to support finding NP mentors and establishing regional networks for peer support.

**Programme outline**

**Weeks 1-12: Orientation**

* Salary funded for 2 days/week (0.4FTE) (pro rata)
* Orientation within team, specialist services and local community groups and providers (particularly to support MH&A)
* Two half-day meetings with transition cohort via zoom
* 30-minute appointments in practice/clinic
* Availability of senior clinician for clinical support (internal or external to organisation)
* Peer review
* Funding contribution is made for professional development, which includes regular meeting with NP mentor (who can be external to the practice) and may include other supervision (professional/cultural)
* Engagement with regional networks and establish peer support network (through NPNZ)

**Weeks 13-38**

* Salary funded for 1 day/week (0.2FTE) (pro rata) to enable ongoing networking with community to develop models of NP care, including outreach, evening, community sessions; and must take a substantive role in MH&A (as part of holistic care)
* 20-minute appointments in practice/clinic
* Attend MH&A online short course delivered by University of Auckland
* Ongoing NP mentoring, case reviews, professional/cultural supervision
* Two half-day meetings with transition cohort

**Weeks 39-52**

* No contribution to salary
* Embed NP model of care
* 20-minute appointments in practice/clinic
* Ongoing peer support, NP mentoring, case reviews, professional/cultural supervision (funding contribution)
* One half-day meeting with transition cohort
* Contribute (provider and NP) to evaluation

**Eligibility for pilot transition year**

Applications are encouraged from all those working in broadly defined areas of primary health care and from any NP training institution. Prioritisation of applications will include the following:

1. Māori NPs
2. Pacific NPs
3. Māori health providers
4. Pacific health providers
5. Rural health
6. Health providers working with other priority populations
7. Specialist mental health and addiction services in the community
8. Aged residential care
9. Primary health care, community health, and services integrating primary and secondary services

**Application form**

The application form is designed to identify how the NP transition applicant intends to meet the key principles underpinning the EN/NP Workforce Programme:

* Achieving health equity under the obligations of Te Tiriti o Waitangi
* Improving healthcare access for marginalised and underserved populations and communities, and particularly increasing access to MH&A care and services
* Developing a model of NP care that optimises the scope of NP practice to promote hauora.

The application needs to demonstrate commitment from both the NP transition applicant and the provider to ensure the specifications of the placement are met.

**Applications close 31st October at 5pm**

**Applicants will be notified by 17th November**

Enquiries to Programme co-leads:

Dr Sue Adams [s.adams@auckland.ac.nz](mailto:s.adams@auckland.ac.nz) or Josephine Davis NP [josephine.davis@auckland.ac.nz](mailto:josephine.davis@auckland.ac.nz)

Programme administrator: Aimee Crawshaw [a.crawshaw@auckland.ac.nz](mailto:a.crawshaw@auckland.ac.nz)