

## **Ministry of Health**

### **Clinical Training Agency Te Kaupapa Pouiho Whakaakoraka**

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#### **CRITERIA FOR PURCHASE OF POST-ENTRY CLINICAL TRAINING**

##### **Criteria for Purchases of Post-Entry Clinical Training**

The Clinical Training Agency is committed to ensuring that purchases of post-entry clinical training are based on defined criteria, sound information and research. This will assist in the justification and prioritisation of purchases.

The following criteria have been developed as a means of facilitating well reasoned, sustainable post-entry clinical training purchase decisions, delivering maximum benefit for New Zealand health status for the money spent. The criteria cover:

- Established Need
- Maori Development
- Effectiveness
- Acceptability
- Efficiency
- Policy Guidelines
- Safety
- Programme Co-ordination
- Equity
- Risk Management

Issues which will be considered for each criteria are as follows:

##### **Established Need**

The Clinical Training Agency will work with other directorates of the Ministry of Health in the purchase of health and disability support services. The establishment of need will include consideration of:

- Mental Health
- Child Health
- Maori Health

Demographic and epidemiological information (including analysis of population composition, supply and demand, workforce patterns).

- Health gain areas.
- Identified target/client groups.
- Specific changes to, and trends in, service delivery.

### **Maori Development**

The Clinical Training Agency will seek to contribute to positive Maori development through the purchase of post-entry clinical training which is culturally appropriate and effective for Maori. Key aspects may include:

- Recognition of the Treaty of Waitangi as the founding document of New Zealand.
- Incorporating key policy guidelines and standards such as Whaia te ora mo te iwi into decision making.
- Consulting with Maori.
- Purchasing appropriate training programmes which are likely to enhance health gains for Maori.
- Recognition that the provision of services for Maori by Maori will require the training of Maori providers.

### **Effectiveness**

The principle of effectiveness is concerned with ensuring that training programmes result in better training outcomes and improved health and disability support service outcomes for New Zealand. Key aspects may include:

- Comprehensive, integrated high quality training programmes.
- Encouraging trainee choice within and amongst training programmes.
- Defined and measurable quality standards.
- Focusing on successful graduates.
- Purchase of training which is evidence-based.

### **Acceptability**

Acceptability largely focuses on how purchase decisions are reached, and has implications for the empowerment and participation of others. Key aspects may include:

- Consulting with key stakeholders in identifying post-entry clinical training needs and priorities.
- Considering the views of the Clinical Training Agency's advisory networks on proposed programmes.
- Encouraging providers to involve consumers in the development of training programmes.
- Encouraging providers to involve consumers in the development of training programmes.
- Enhancing the empowerment of trainees.

### **Efficiency**

The Clinical Training Agency's resources for post-entry clinical training are limited, and choices will need to be made among different training programmes. Key aspects may include:

- Identification of training programme outcomes.
- Purchasing programmes which are cost-effective in addressing priority areas.
- Encouraging innovation in the development and delivery of training programmes.

- Recognising that total positions on training programmes may exceed the number of Clinical Training Agency subsidised positions.
- Encouraging well managed, responsible contestability.

### **Policy Guidelines**

The Ministry of Health has outlined its priorities for health and disability support services through its policy guidelines. The Clinical Training Agency's purchasing will be governed by these policy guidelines to ensure that:

- Purchase decisions incorporate Government affirmed principles.
- Decisions are based on good information.
- Sustainable priorities are established.
- Efficiencies are sought where possible to allow further additional investment in post-entry clinical training.

### **Safety**

The principle of safety is concerned with ensuring that purchasers adopt strategies which protect consumers and the public from avoidable physical and non-physical harm. Key aspects will include:

- Requiring that providers comply with relevant legislation, regulatory and occupational requirements.
- Ensuring that programmes are accredited.
- Ensuring nursing programmes are approved by the Nursing Council of New Zealand.

### **Equity**

From the perspective of post-entry clinical training, equity may apply to the professional receiving training as well as to the various target or client groups receiving health and disability services. Key considerations include:

- Assessing whether training programme outcomes have the potential to decrease disparities in health status between population groups.
- Equity of access to training of various health professional groups.
- Enhancing the distribution of the health workforce.

### **Risk Management**

Risk management is primarily concerned with managing predictable as well as uncertain events which may be within or beyond the control of the Clinical Training Agency. Key aspects will include:

- Ensuring that training programmes meet defined and articulate needs.
- Specifying quality standards and reporting requirements and monitoring performance.
- Purchasing within available resources.
- Implementing change on a managed basis.

### **<sup>1</sup> PECT Definition and Eligibility**

To be eligible for consideration by the Agency, all training programmes must, in the first instance, meet the following criteria:

- **Vocational:** rather than academic or research based.
- **Clinical:** clinically based, with a substantial clinical component where employment in a clinical setting is integral for completion of the qualification.
- **Post-Entry:** occurs after entry to a health profession, so that a person is eligible to practise in a particular occupation.
- **Formal Programme:** formally enrolled in a training programme which leads to a recognised qualification.
- **6 Months:** the formal training programme is to be equivalent to a minimum of 6 full time months in length.
- **Nationally Recognised:** recognised by the profession and/or health sector and meeting a national health service skill requirement rather than local employer need.

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