

## 4.1 COVID 19 Preparedness Response Plan - Staffing Update

### Recommendation:

#### That the Board:

- a) Notes that over recent weeks, the Executive team has endorsed the recruitment of an additional 107.52 FTE as required for services COVID-19 preparedness plans.
- b) That recruitment activity has been prioritised for core roles.
- c) Approves the recruitment of 107.52 roles at a cost of \$8.3m in FY21/22, noting all costs are anticipated to be recovered from the Ministry via the Ministry of Health COVID-19 Tracker.

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Prepared by: Fiona McCarthy – Director People and Culture

Endorsed by: Robert Paine – Executive Director Finance, People & Planning

## 1. Executive Summary

The Board, at its 6 October 2021 meeting, approved the recruitment of an additional 26 FTE in response to the DHB COVID 19 Preparedness Response plan. At the same meeting, the Board were informed that a number of areas were still to complete plans and resourcing requirements.

This paper outlines further recruitment to date.

Over the recent weeks the Executive Leadership Team has endorsed the recruitment of the following additional staff, backed by endorsed operational plans for COVID-19 preparedness.

<b>ELT Endorsed Recruitment</b>		
<b>NSH / WTH Cleaning</b>		
<b>170-1771 Cleaning NSH</b>	2607: Cleaners	0.50
		0.50
<b>Expansion of HDU for 8 beds</b>		
<b>115-1263 ICU</b>	2210: Registered Nurses	21.00
<b>143-1423 Inpatient Acute Service (Team 2)</b>	2414: Physiotherapy	6.00
<b>143-1423 Inpatient Acute Service (Team 2)</b>	2420: Therapy Assistant	4.00
<b>143-1423 Inpatient Acute Service (Team 2)</b>	2510: Dietician	2.00
<b>143-1423 Inpatient Acute Service (Team 2)</b>	2418: Speech Language Therapist	2.00
<b>143-1423 Inpatient Acute Service (Team 2)</b>	2454: Social Worker	1.00
		36.00
<b>Expansion of ESC Cullen Ward for 12 beds</b>		
<b>130-2042 ESC Cullen Ward</b>	2210: Registered Nurses	7.00
		7.00
<b>WTH ED Corridor Staffing 16/7</b>		
<b>125-1267 WTH Emergency Care</b>	2210: Registered Nurses	3.69
<b>125-1267 WTH Emergency Care</b>	2235: Health Service Assistants	3.81
		7.50
<b>COVID-19 Outpatients Continuum of Care Management</b>		

<b>160-1630 Innovation &amp; Improvement (i3)</b>	2824: Administrators	1.20
		1.20
<b>Occupational Health Manager and 4 FTE mask Fit Testing</b>		
<b>181-1812 Occupational Health</b>	2830: Admin Clerical (Clinical)	4.00
		4.00
<b>Community COVID Mask Fit Testing</b>		
<b>181-1812 Occupational Health</b>	2830: Admin Clerical (Clinical)	2.00
		2.00
<b>Coordination</b>		
<b>115-1271 Duty Nurse Management</b>	2205: Duty Nurse Manager	1.40
<b>115-1265 Outpatients</b>	2205: Associate Clinical Charge Nurse	1.00
		2.40
<b>Laboratories</b>		
<b>170-1711 Lab Administration</b>	2464: Laboratory Technologists	1.00
<b>170-1713 Point of Care Testing</b>	2464: Laboratory Technologists	1.00
<b>170-1726 Microbiology NSH</b>	2005: Specialist Medical Officer	1.00
<b>170-1726 Microbiology NSH</b>	2464: Laboratory Technologists	2.55
<b>170-1726 Microbiology NSH</b>	2466: Laboratory Assistants	8.75
		14.30
<b>Respiratory Physicians (+ sleep)</b>		
<b>115-1183: Respiratory Doctors</b>	2005: Senior Medical Officer	1.00
		1.00
<b>HR Coordinator</b>		
<b>181-1814: Group HR</b>	2484: Administration	1.00
		1.00
<b>Mental Health and Addiction Services (First tranche)</b>		
<b>154-1576: Primary Care Consultant liaison</b>	2210: Registered Nurses	5.42
<b>154-1576: Primary Care Consultant liaison</b>	2210: Registered Nurses	1.00
<b>155-1595: Cultural Intensive Team (Maori)</b>	2454: Social Worker	1.00
<b>155-1595: Cultural Intensive Team (Maori)</b>	2436: Community Support Worker	1.00
<b>157-1572: Cultural Intensive Team (Pacific)</b>	2454: Social Worker	1.00
<b>157-1572: Cultural Intensive Team (Pacific)</b>	2436: A&D Clinician	1.00
		10.42
<b>Communications Advisor</b>		
<b>180-1804: Communications</b>	3535: Contractor	1.00
		1.00
<b>IT System Development</b>		
<b>170-1764: HIG</b>	2484: Senior IS Developer	1.00
<b>170-1764: HIG</b>	2484: Information Systems Developer	1.00
<b>170-1764: HIG</b>	2484: Analyst	1.00
		3.00
<b>Pacific</b>		
<b>Additional support for Director (until Jun22)</b>		1.00
<b>Mental Health SMO</b>		0.20
<b>Casual Resource - 20k</b>		-
		1.20

<b>HR, Occupational Health Team</b>		
<b>COVID Response</b>	COVID Response Manager	1.00
<b>COVID Response</b>	Administrator	1.00
<b>HR Services and Projects</b>	Helpdesk	2.00
<b>Swabbing</b>	Testers	4.00
<b>Occupational Health</b>	Nurse (assessment)	1.00
<b>Wellbeing</b>	Pastoral care - Facilitators / Coaching	2.00
<b>HR Services and Projects</b>	HR Manager	1.00
<b>Online Resources</b>	E-Online Learning	2.00
<b>COVID Recruitment Team</b>	Consultant	1.00
		15.00
<b>Total ELT Approved Submissions</b>		<b>107.52</b>

The above FTE includes a number of new COVID-19 services including:

- Staffing for COVID-19 specific wards and assessment areas
- Occupational Health and Safety: Staff Mask fit testing; Staff and Patient COVID-19 testing; Contact Tracing; Staff COVID-19 vaccination.
- Welfare and Wellbeing

The above services are supported by additional operational, medical, diagnostic, information services, training, HR, recruitment, communications and cultural support.

In addition, a team is progressing surge workforce arrangements, focussing on workforce development/recruitment, deployment, training and reporting arrangements. The deployment of surge workforces will be triggered by patient care needs in the Hospital and Community.