

Summer 2022

WRAP UP 2021

End of 2021 wrap up and the year that's ahead

Welcome to our second LEC latest. This copy will reflect on the end of 2021 and the year that is ahead of us.

We ended 2021 with our audit report from the Nursing Council and were awarded 5 years accreditation. This is an amazing achievement for LEC, and we are very proud of it.

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We welcome your feedback about the LEC latest. Please send your comments to the admin team admin@lec.ac.nz.

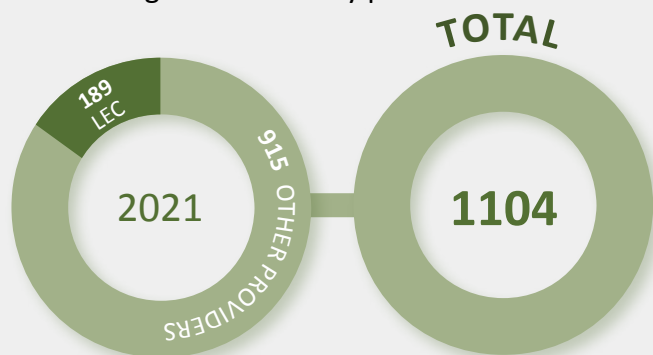
Feel free to use the admin team as your first point of call for general enquiries. These might include questions about the application process, specific dates for OSCE testing, professional development days and other courses that are noted on our website. Alternatively, you could have a look at our website www.lonsdaleeducationcentre.com.

If you want to have a confidential or high-level business conversation with either Susan, Kim or any other member of the faculty contact the admin team and they can take it from there.



Recent Reports

We have recently sought data from the Nursing Council on Nurse registrations between 1/01/2021 and 31/12/2021. The figures below are for those who completed CAP prior to registration. The council noted that Lonsdale had the largest number of graduates of any provider.



COVID-19 continues to challenge us all and we are often making changes in our business practices because of this. We are still running our virtual theory and are actively back into building our new online learning system. We are hoping for an April launch, but we will keep an open mind with the continuous challenges we are all facing currently.

One of the big changes we have made was a shift from large cohorts of candidates arriving for a set date to a more individualized experience. That allows plenty of flexibility with COVID, Immigration, MIQ and placements. We continue to sell to nurses in the middle east, India and the Philippines. Although we continue to receive a limited number of applications for nurses in the Philippines, we have engaged with the Philippine Embassy with some success, and they have issued six “guarantee” letters at the start of this year after we provided an additional document and copies of the candidate’s passports. This led to a very positive Facebook posting which was a relief to us. No candidates have been able to join the MIQ lottery since December and therefore we have booked candidates but not many have confirmed travel dates beyond March.

Audit

Some of the feedback from the audit:

The programme is underpinned by a strong teaching and learning philosophy which has an adult learning focus and a student-centred learning approach. The curriculum is informed by evidence, clearly focuses on student need, and facilitates individual learning activities.

The panel interviewed six graduates of the programme who all spoke positively about their learning experiences throughout the programme. They particularly valued the support they received from tutors and appreciated the attention paid to individual learning needs. Graduates also mentioned how well the programme was organised and delivered and that important information and details related to assessment instructions and programme expectations was easily accessible through the online platform. Two of the graduates appreciated the extra attention that was taken by the programme to access clinical experience in areas where they already had expertise. For example one graduate was able to be placed in an operating theatre and one spent time in an ICU. All graduates spoke highly of the clinical support they received from their preceptors and that regular check-ins with the tutor occurred throughout their clinical experience. All graduates confirmed that they felt well prepared to be safe and competent nurses within the health system of Aotearoa New Zealand. Five of the six candidates interviewed are employed – one will be commencing a role in critical care medicine with the ADHB, another has employment in an Emergency Department with MCDHB and the remaining had been offered roles in aged care settings.

Strengths of the programme

- the programme has demonstrated flexibility and creativity to adapt to the disruption created by the Covid pandemic
- care is taken to match candidates with appropriate clinical experience where possible
- the programme staff “go the extra mile” to support candidates learning needs
- staff are supportive and responsive to requests for information and feedback

Stakeholder Survey Results

At the end of last year, we should have held our second stakeholder meeting for the year. However, we ended up having to cancel this due to a variety of reasons. This included running 62 candidates through their online foundation prior to Christmas and our annual close of business. We also noted that our stakeholders and placements were feeling the pressure, with COVID-19, staff shortages and end of year fatigue so getting around a table to discuss LEC was not a huge priority at the time. So, we asked our stakeholders to complete a survey instead. The findings include:

- Communication is generally well received. Over the coming year we will work on including more pre-placement communication as we get more of our team involved in candidate placement preparation. You may hear more from other members of the LEC team including our administrators Alana and Shiho prior to candidates' arrival into placement. We want to make sure placements and their staff are prepared and ready to go.
- The workbook is useful overall; however, some staff still feel they don't have time to write in it. The workbook was designed to allow preceptors a place to provide feedback about how candidates were doing and meeting competence without asking them to write the full domain document. The majority of all other CAP providers in New Zealand require that the preceptor writes the candidates domain document. We employ tutors to write the domain document as we know preceptors are under massive pressure and stress. All we are asking is that there are a few comments from preceptors in their workbook, there doesn't need to be a comment on each domain, but a couple would be beneficial to the candidate. We add these comments if appropriate into their domain document as it is an evaluation of a candidate's competence. We will continue to monitor this and perhaps look at changing how we seek preceptor feedback later in the year once our online learning system is up and running. Please do encourage your RNs to write a couple of comments if possible.

- the programme is comprehensive and robust and has a pattern of successful delivery over a period of 11 years
- programme documents are clear and easily accessed
- a range of assessment activities support candidates to develop confidence and competence for practice in Aotearoa New Zealand
- the process for the provision of pastoral care is clearly set out
- a robust process for assessing the suitability of health providers as sites for clinical experience ensures candidates experience a positive learning experience
- LEC is diligent in the annual reporting of programme developments and data.

Candidate Survey Results

We ask candidates at the end of their course to provide us with feedback on their course. We note this feedback and adjust the course appropriately.

Candidates continue to ask for more videos to be provided as part of their online virtual theory modules. To address this feedback, we have our local videographer booked with us to do more video content and do an update on some of the videos we currently have at the start of March 2022.

Candidates have given overall positive feedback about the online learning modules and ability to do their training at home either overseas or in New Zealand before they come.



- Candidates accepting ARC work contracts and then finding other jobs and going elsewhere is a challenging issue. We don't have control over what they do with employment, but we are aware it happens. We are adding in a new video to the clinical placement modules that talks about professional behaviour and communication. We hope this will address this issue.
- That clinical placements are overall happy with how LEC candidates are presenting on arrival to placement.

Employment

We remain being contacted almost on a daily basis by managers with current vacancies. It is getting tougher out there. As you all know there were some changes with MIQ for IQNs doing their CAP. Ministry of Health has been able to answer a few of our questions and have stated that:

Proof of an employment link does not need to be an employment offer but a connection to show they have started to form a relationship and commit to working in this industry once their studies have ended. We have had a number of applicants provide offer letters with conditional employment or support letters from employers.

The CAP students do not need to have proof of registration with a regulatory body to enter our MIQ pathway.

We are not sure or been notified of any of our clinical placements that have been able to get candidates here using this method yet. If you do have IQNs with a letter to do a CAP course from the Nursing Council, then get in touch with us and we can discuss an individualized approach for you and them.

We also have been in meetings with many aged care providers and had a meeting with Simon Wallace from Aged Care Association. They are doing a lot of work in the background to get lots of IQNs into NZ. We will keep you updated if and when we have more information on this.

In order to help support the RN nursing shortage across all health care providers in New Zealand LEC is offering a reduced fee for HCAs working in New Zealand currently needing to do a CAP. This starts from the 1st of March 2022 – 1st June 2022.

Our current fees for all CAP candidates is \$10,043.48 ex gst or \$11,550.00 inc gst

The reduced fee will be \$7500 ex gst or \$8625.00 inc gst

What we would need:

- Candidates to apply through our website and upload their documents. **This includes a letter from NCNZ stating they need to do a CAP**

Please note it can take 4-6 months for the application through the CGFNS vetting system. Once this is complete the Nursing Council endeavours to complete the process for a CAP letter within 65 days. This is direct information from the Nursing Council themselves.

- A follow up email once application has been submitted stating they are an HCA working in NZ and what facility/organisation they work for
- A letter from employer supporting them to complete their CAP
- How payment will be made or who the invoice should be made out to
- Provisional organisation and date agreement needs to be locked in before the 1st of June 2022 so that services can be appropriately planned and provided

Candidates may be able to do their placement in their own facility if they are working with hospital level care patients. Their foundation is 2 weeks long and can be done at home via online learning. Placement length can be adjusted depending on individual candidate requirements, a typical placement is 4 weeks, but a senior HCA may not need 4 weeks.

Key Dates

CAP courses and placements are run as and when needed and when IQNs get out of MIQ

External Moderation May 2022

Aged Care Association Conference August 2022

Return to Nursing Workforce Support fund

The purpose of the Return to Nursing Workforce Support fund has been set up to enhance the likelihood of Registered and Enrolled Nurses returning to the workforce by providing financial support to achieve current registration to practice in New Zealand. Some of our providers could utilise this for putting your HCAs through their CAP.

This initiative is expected to encourage nurse re-entry to the workforce, which will grow the workforce to meet increased demand, support safe staffing, and improve access to care.

This fund provides support for Competency Assessment Programmes, individualised return to practice and orientation programmes, English language proficiency support, and other associated costs for nurses to return to practice.

There will be two application rounds in 2022 to ensure as many applicants as possible. The first application round opens on 14 February 2022 and the second application round will be open in May 2022.

See link here for more information:

<https://consult.health.govt.nz/workforce/f6fae308/>

HCAs working in NZ registration process

We have spoken to the Nursing Council who advises that HCAs ready to work as RNs must follow the same process as all IQNs wanting to work as RNs in New Zealand. See their statement below:

“People still need to undertake the vetting process, there is no short cut for an IQN who is currently employed as an HCA in terms of the registration process in New Zealand. Their process is the same as every other IQN applicant’

Information can be found on the Nursing Council website here:

<https://www.nursingcouncil.org.nz/IQN/>

Past Graduate News

Introducing Juan Antonio Trinidad
Clinical Manager | Aged Care



Kia ora and Mabuhay! I am Juan Antonio Trinidad or “JAT” for short. I am a husband and dad of three. I have been a Registered Nurse since 2007 from the Philippines and came to New Zealand in October 2017. I completed my Competence Assessment



Programme for Registered Nurses (CAP course) in Lonsdale. I love outdoor activities with my family where we go for walks, hikes, biking, camping, playing basketball with friends, and pluck my guitar and sing

a few songs after a few beers. I started working as a registered nurse right after my CAP and got my NZ residency thereafter. I was fortunate enough to bring my family to New Zealand in less than a year. I have just recently been appointed as a Clinical Manager in one of our hospital level care units at the aged care facility I have been working at in Blenheim.