

HOSPITAL PLAY SPECIALIST REGISTRATION COUNCIL (HPSRC)

Report to the AGM of the Hospital Play Specialist Assn of Aotearoa/New Zealand on the 12th April 2018 at Ernest and Marion Davis Library, Auckland.

Prepared by Carol Bolton, Diane Havler, Robyn Maria

In 2017 the focus of the Registration Council has been related to the implementation of the recommendations of the Review of Registration, delivery of the Registration programme and developing the HPSRC Operational Plan for 2017-2019.

HPS Workforce

Anecdotal information indicates that there has been an increase in staffing in some HPS Services in 2016- 2017. Without actual data it is difficult to clarify if this a result of HPS working reduced FTE hrs. or more HPS positions have been created. It is pleasing to report this year that the percentage of renewal of Registration applications has been sustained at 85%. Although boosted a little by the catchup of applications created by the review, this figure means that experienced NZHPSReg are remaining within the profession and changes a trend over the past two years. 2017 saw PD Plan statements of intent included with Registration requirements. Initial results indicate more focus within planning for continuing professional development. Renewal of Registration PD records indicated that many NZHPSReg have completed PD activities that have the “professional stretch” relevant to their experience and roles. A more than satisfactory outcome in financially challenging times.

Current NZHPSReg workforce

Analysis of the HPS Association membership and HPSRC data for 2017¹ indicates:

- 46% of current HPS Assn membership has achieved NZHPSReg
- 35 HPS with current NZHPSReg (Full and STC)
- 2017 NZHPSReg renewal rate -85%. This level supports a profession’s growth
- 41% (7/17) HPS Services have professional leaders/ Team leaders² with NZHPSReg- up from 29% in 2016
- 52% (9/17) HPS Services have staff with NZHPSReg

The data above outlines the current status of workforce development and highlights areas within workforce development where the HPSRC will focus in 2018.

Developing Leadership

NZHPSReg data shows that the individuals who achieved NZHPSReg between 2010 and 2015 are now the largest cohort of Registered professionals. It is likely that some of the future leadership within this profession will be drawn from within this group. Developing a supportive environment for leadership requires planning across a wide timeframe to ensure the knowledge and skills required can be developed. Limited numbers of professionals at this time are seeking PD opportunities / post graduate qualifications in clinical supervision/ adult teaching and leadership. For this profession to continue to grow, HPS Services nationally should be developing as part of their strategic management, a workforce development plan. Ideally these plans should link to the HPS Association Professional Progression framework to ensure

¹ Data as at 4th April 2018

² One HPS Service has shared leadership model which includes NZHPSReg staff

that interested NZHPSReg have a clear pathway with some financial support to gain both clinical and management leadership knowledge and skills.

Priority HPSRC Projects in 2018

Children and young people receive healthcare in 21 DHB inpatient facilities. HPS Assn data shows 17 DHB (80%) have HPS Services. There is limited data on the number of children and young people who do not yet have access to play, recreation and learning during a healthcare admission. Strengthening Child and Youth Health Services that align to the 2004 NZ Health and Disability Standards must remain a priority focus within this profession.

Promote Registration. In conjunction with the Executive of the HPS Association, an HPSRC responsibility is to assist raise awareness of the HPS Registration process with members, Child Health Managers, Directors of Allied Health, other relevant employing personnel within hospitals and to the Ministry of Health. Professional accountability within the HPS profession currently is fragmented and often related to Ministry of Education contract requirements for Early Childhood grant funds rather than the HPS Assn competencies and assurance to the public of the credibility of this profession.

HPSRC Operational Plan for 2018 has multiple areas of focus:

- Initiate a leader's forum to understand within the wider context of the profession the strengths, resources and barriers within individual services/ DHB for increasing NZHPSReg across the profession. A development task will then be to develop information package on Registration for newly appointed HPS and those in Team Leader/professional leader roles
- Collaborate with relevant HPS Assn working groups to ensure that learning programmes and Registration requirements are consistent and achievable
- The HPSRC have made a commitment to provide three HPSRC UPDATES on Registration annually. These will replace the regular feature in CHAPTERS
- Information from past CHAPTERS HPSRC Updates is being developed into Frequently Asked Questions (FAQ) sheets so that relevant Registration information will be readily available on the website for members to utilise in discussions within their DHB/HPS Services.

Development of Information resources on Registration requirements: The review identified a priority to ensure wider understanding among the profession on the criteria and evidence requirements within the Registration programme. A range of information resources, templates and exemplars has commenced. These support the information within the Registration Handbook (2017 version). Some templates will be part of the HPSRC presentation during this bi-annual conference.

Other projects being considered include fostering consistence in practice nationally through presentations, information/template exemplars, sharing information through the registration tab on the website

The HPSRC acknowledge the individuals and HPS Service teams that have made the gains achieved within this profession in 2017 at a service and programme level as well as the national Education and Health forums. The HPSRC look forward to collaboration in 2018 to assist further development within this profession. Kia Kaha.