

18 October 2024

Jamie Thatcher
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Tēnā koe Jamie,

Your request for official information, reference: HN200064191

Thank you for your email on 6 September 2024, asking Health New Zealand | Te Whatu Ora (Health NZ) for the following under the Official Information Act 1982 (the Act):

I am requesting information regarding the hiring of new graduate Nurses over the past 5 years up to and including the most recent mid-year 2024 intake.

I would like to know the following:

- 1) the number of applicants who attended an interview/interviews*
- 2) the number of applicants successfully hired*

This should be broken down by each applicant group (i.e. mid-year intake 2023, full-year intake 2023, mid-year intake 2024), and by each district (i.e. Waikato, MidCentral, Southern).

Response

We have interpreted your request for information in the context of the Advanced Choice of Employment (ACE) Nursing process, which is a graduate recruitment process managed by Health NZ.

Under the Safe Staffing Accord signed on 30 July 2018, Health NZ is committed to exploring options for employment for all New Zealand nursing graduates who apply via the ACE Nursing process. The ACE Nursing process runs twice a year, with a mid-year and end of year intake.

Through the ACE match process, graduate nurses are placed into Nursing Entry to Practice and Nursing Entry to Specialist Practice roles across Health NZ, including a portion with primary health organisations, aged residential care providers, mental health and addictions and community services providers, other non-hospital practice settings, and private independent employers.

Health NZ manages the ACE process, while interviews and employment decisions are undertaken by employers. Given that graduate nurse interviews are undertaken by individual districts or employers, we are unable to provide information for part 1 of your request as these details are not recorded centrally by Health NZ and would require significant collation by each district, impacting on their ability to deliver day-to-day services. Pursuant to clause 18(f) of the Act, we therefore refuse this part of your request as we cannot provide this information without substantial collation.

For part 2 of your request, please see **Appendix 1** with information on the number of applicants employed per intake and per district over the past five years. Note the data in the table does not include candidates who withdrew from the process, or candidates who declined an offer, or candidates employed by non-Health NZ employers. Additionally, districts may also directly recruit and accept new graduates into nursing roles without advising ACE, in which case that information will not be reflected in the figures.

Note that applicants not matched via ACE can still be employed through the Talent Pool. The Talent Pool is a pool of all unmatched applicants maintained by ACE which is released to employers at the end of each intake. Employers use the Talent Pool to fill any subsequent positions that may become available during the year. The employer can review and select any applicant that they feel is suitable for employment

The 2024 mid-year intake Talent Pool closed on 18 October 2024. As a result, there may be applicants from the mid-year Talent Pool who may still be hired.

How to get in touch

If you have any questions, you can contact us at hnzOIA@health.govt.nz.

If you are not happy with this response, you have the right to make a complaint to the Ombudsman. Information about how to do this is available at www.ombudsman.parliament.nz or by phoning 0800 802 602.

As this information may be of interest to other members of the public, Health NZ may proactively release a copy of this response on our website. All requester data, including your name and contact details, will be removed prior to release.

Nāku iti noa, nā



Andrew Slater
Chief People Officer
People and Communications

Appendix 1: Number of applicants successfully hired, per intake and per district

Note: The data shows the number of graduate nurses who gained employment across Health NZ districts through the Advanced Choice of Employment (ACE) Nursing process, by intake, from 2019 up to the 2024 mid-year intake. The figures also include positions placed with primary health organisations, aged residential care providers and other non-hospital practice settings. The data does not include candidates who withdrew from the process, or candidates who declined an offer, or candidates employed by non-Health NZ employers.

District	2019		2020		2021		2022		2023		2024
	Mid-year	End of Year	Mid-year	End of Year	Mid-year	End of Year	Mid-year	End of Year	Mid-year	End of Year	Mid-year
Te Toka Tumai Auckland	63	118	64	134	52	156	81	143	56	200	66
Bay of Plenty	0	65	0	67	0	71	79	59	6	64	5
Waitaha Canterbury	67	120	80	113	77	144	0	163	87	170	87
Capital, Coast and Hutt Valley	22	127	18	152	11	159	15	142	18	190	11
Counties Manukau	42	128	66	98	66	138	79	135	63	150	60
Hawkes Bay	23	27	23	34	22	38	16	36	18	39	17
Lakes	0	24	0	22	0	21	0	19	2	19	0
MidCentral	27	32	12	44	20	48	12	37	20	56	7
Nelson Marlborough	0	38	0	39	0	26	3	37	0	53	0
Northland	24	35	27	32	24	30	21	31	26	33	12
South Canterbury	1	11	2	17	3	16	3	14	1	20	0
Southern	2	98	0	111	0	117	2	99	2	106	3
Tairāwhiti	0	20	0	14	0	11	0	18	0	16	0
Taranaki	0	40	0	37	0	27	1	28	0	50	2
Waikato	55	105	55	103	46	86	41	94	48	144	59
Wairarapa	0	8	0	14	0	7	1	8	1	9	0
Waitematā	43	91	38	98	33	107	46	93	56	109	62
West Coast	3	6	3	5	1	4	3	5	2	4	0
Whanganui	0	16	0	12	6	13	1	10	3	15	0