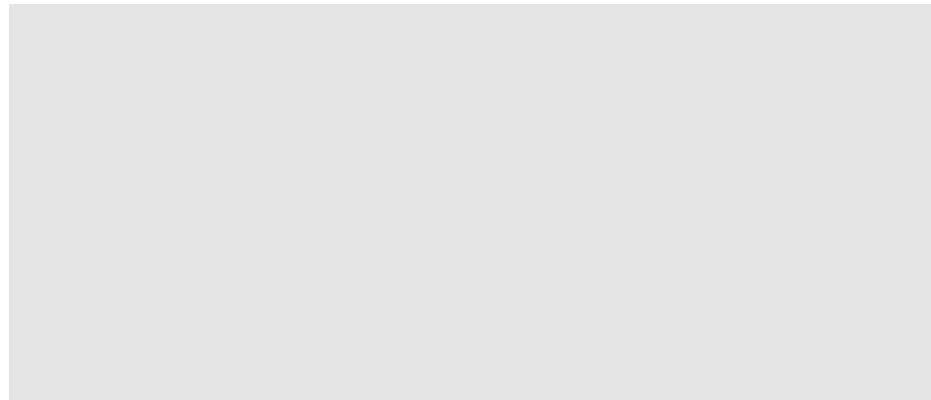




MEDICAL SCIENCES COUNCIL
OF NEW ZEALAND

TE KAUNIHERA PŪTAIAO HAUORA O AOTEAROA

Our Strategic Priorities for the Three Years from 2023 to 2026



Executive Summary

This plan builds on the progress the Council has achieved through its previous strategic planning framework.. As a regulatory authority appointed under the Health Practitioners Competence Assurance Act 2003, our focus is to better protect public safety through proportionate and transparent regulatory frameworks, ensuring compliance, and promoting collaboration.

In collaboration with our colleague regulatory authority, the Medical Radiation Technologists Board, over the next 3-years we will focus our strategic efforts on three core areas:

1. Alignment of Regulatory Frameworks with National Workforce Strategies

Over the last few years we have continued to strengthen the foundations of the regulatory frameworks for medical laboratory science practitioners and anaesthetic technicians. We have gained notable achievements over this time. Going forward we expect considerable review of the Council's regulatory frameworks will be required over the duration of this plan to support government-led initiatives that embrace innovation to help address significant health workforce issues.

2. Meeting our Obligations as a te Tiriti o Waitangi Partner

Together with our Medical Radiation Technologists Board colleagues, and our shared staff team at Medical Sciences Secretariat, the Council respects our te Tiriti o Waitangi partner obligations and within this context we will collectively and individually focus on three critical areas to support and enhance the principles of Mana Māori, Mana Motuhake, and Mana Tangata:

Organisational values and practices

Partnerships

Workforce safety and equity

3. Development of a Data Strategy to Support Strategic Initiatives and Business-as-Usual Work Programme

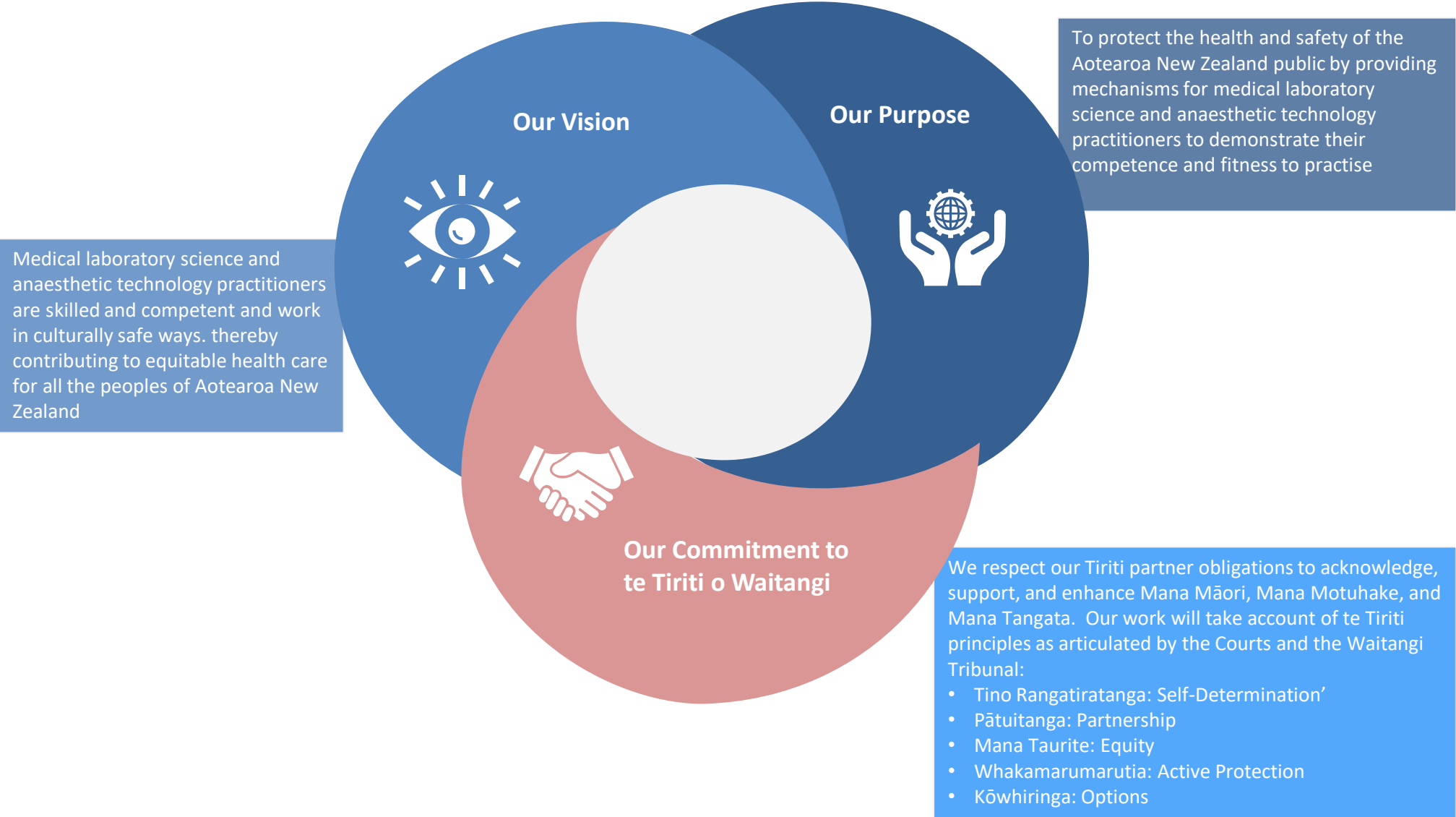
Alongside our efforts to contribute to nationally-driven initiatives to address health workforce issues and give effect to te Tiriti within the context of safe regulated health practice and improved health equity for Māori, the Council will continue to carry out its extensive business-as-usual work. Our efforts will be supported through building on the preliminary work we have done in partnership with the Medical Radiation Technologists Board to develop a data strategy to assist with ensuring our regulatory work is informed by robust evidence. We expect core elements of our ongoing strategy will continue to be managed through a sharing of resources with our Medical Radiation Technologists Board colleagues.



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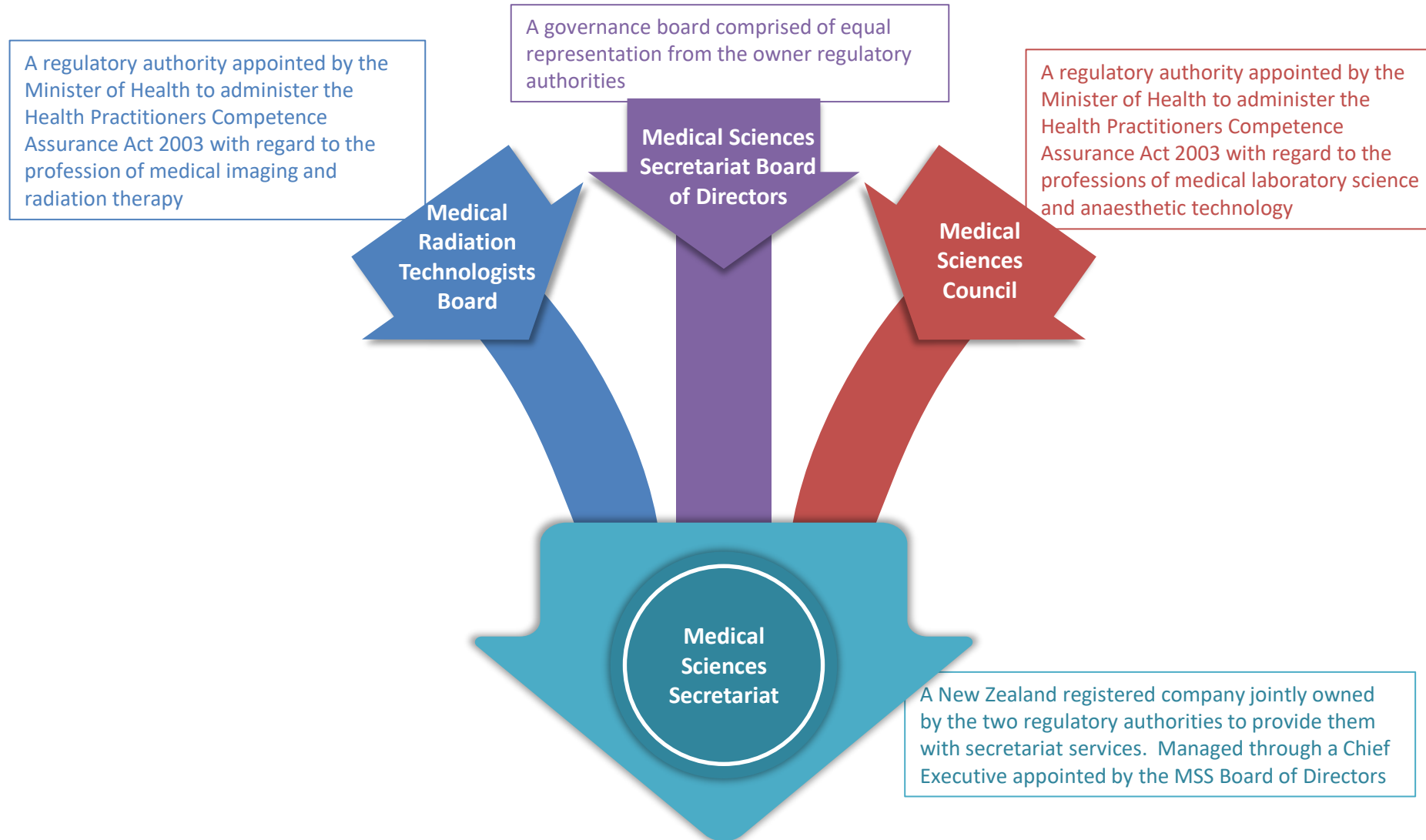
The Context of Our Work

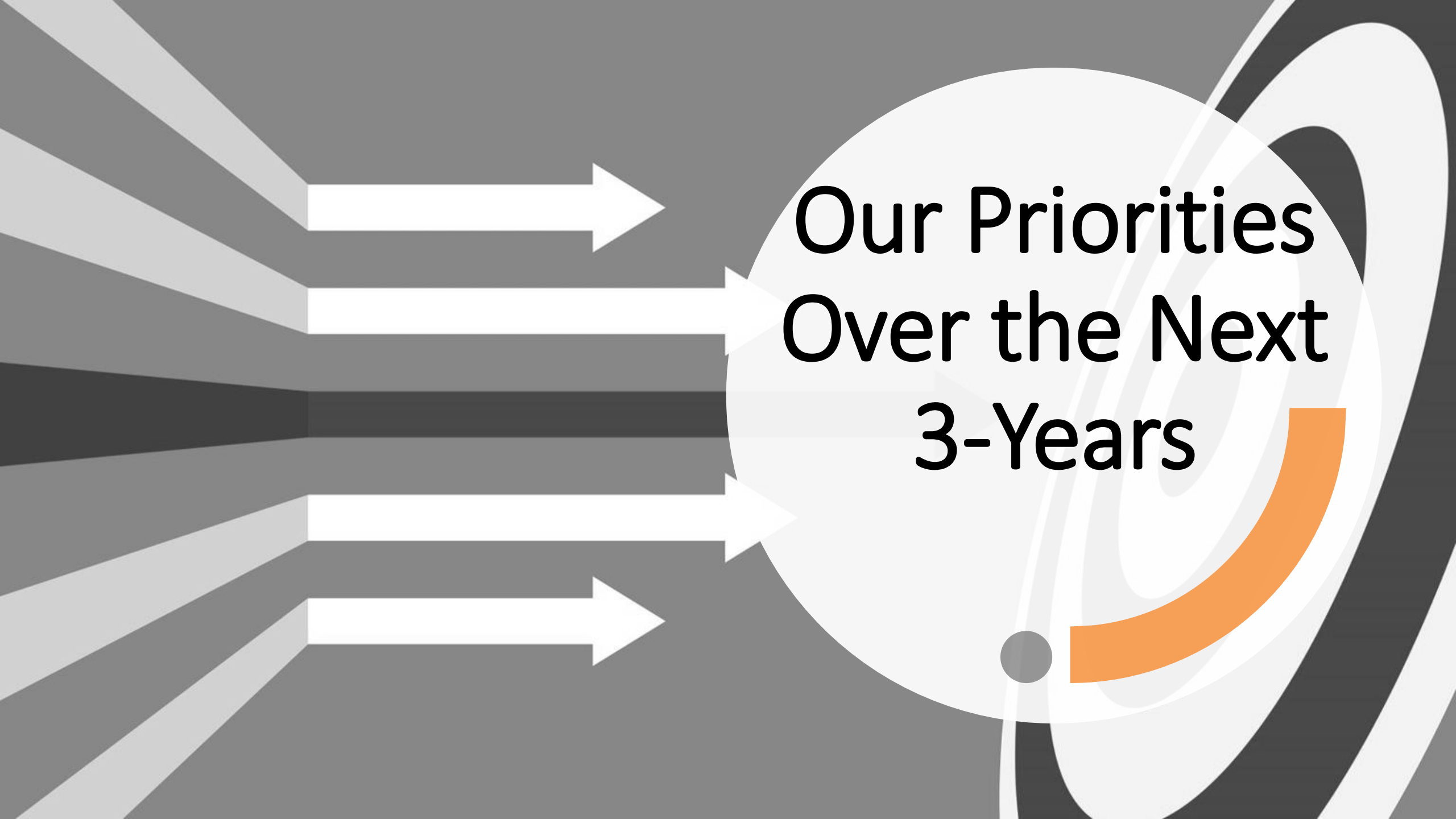
The Medical Sciences Council is appointed by the Minister of Health under the Health Practitioners Competence Assurance Act 2003 to protect the health and safety of the public of Aotearoa New Zealand



Organisational Relationships

The Medical Sciences Council has a close collegial relationship with another regulatory authority, the Medical Radiation Technologists Board. Through our shared secretariat arrangement, we aim to achieve efficiencies in terms of cost and consistency of regulatory standards. While we each have a separate legal entity with responsibilities for the statutory regulation of different groups of health practitioners, our strategic priorities and objectives are similar. Sharing our secretariat resources allows us to manage many of our strategic priorities as joint initiatives. Consequently, our individual strategic planning documents typically mirror each other.





Our Priorities Over the Next 3-Years

Strategic Priority 1: Alignment of Regulatory Frameworks

This is a priority because:

The regulatory framework set by the Council must be fit for purpose both now and into the future.

The Aotearoa New Zealand health workforce is facing many challenges due to increasing demand, growing complexity of healthcare, an ageing workforce, recruitment and retention issues, as well as persistent underrepresentation of Māori, Pacific, disabled, and ethnic populations in the health workforce (*Source: Health Workforce Strategy Challenge – www.tatou.health.govt.nz*)

As a regulatory authority, the Council can contribute to the achievement of the Manatū Hauora Health Workforce Strategy through ensuring our regulatory frameworks that support a competent, skilled, and flexible medical laboratory science and anaesthetic technology workforces.

Relevance

We have recently:

- Commenced a review of the scopes of practice for both the medical laboratory science profession and the anaesthetic technology profession
- Established an online examination pathway to registration for overseas-trained practitioners who have considerable clinical experience within the relevant area(s) of practice, however their academic qualification does not meet equivalency requirements
- Re-set the CPD cycle to improve consistency in terms of compliance auditing
- Adapted our processes in response to the Covid-19 pandemic and utilised those experiences to take a more proactive approach to continued environmental changes

Recent Initiatives

We will:

- Continue with our work on reviewing the scopes of practice frameworks for both professions to support flexible, competent and sustainable workforces within a changing health environment
- Work collaboratively with universities and Te Pūkenga to enable a skilled, capable, and future-proofed medical laboratory science and anaesthetic technology workforces
- Review the competence standards aligned to the revised scopes of practice framework
- Use the advice of Māori and other marginalised groups to improve our communications

Planned Initiatives

2023 - 2026

Strategic Priority 2: Meeting Our Obligations as a Tiriti o Waitangi Partner

This is a priority because:

We acknowledge te Tiriti o Waitangi as the founding document of Aotearoa New Zealand and the importance it has in informing legislation, policy, and practice. As tangata whenua of Aotearoa New Zealand, Māori hold a unique position in our motu, and we acknowledge and respect the specific importance of equitable health services for Māori. Contributing to efforts that support practitioners to engage in culturally safe practices will help to facilitate health equity.

In collaboration with, and alongside our colleagues within both the health system and the medical imaging and radiation therapy education system, we can contribute to collective efforts to achieve equitable outcomes for Māori and the removal of barriers to achieve equity.

Relevance

Recently we have:

- Established a working arrangement with a Māori consultancy to develop an organisational Tiriti o Waitangi policy framework
- Begun a journey to build our organisational understanding of te reo Māori, te ao Māori, and tikanga Māori, at both governance and operational levels
- Strengthened our collaborative engagement with other health regulators to build a collective understanding of the meaning of Tiriti responsiveness within a regulatory context so we better reflect this in our practices

Recent Initiatives

We will:

- Strive to build strong and enduring relationships with Māori to guide and support our regulatory work towards contributing to equitable health services for Māori
- Engage in regular and transparent scanning of our organisational environment to identify and address institutional racism
- Strengthen our Tiriti relationships with Māori and establish structures that support Māori to be actively involved with our work
- Review our organisational policies to ensure they are inclusive and reflective of health regulation from a Māori lens

Planned Initiatives

2023 - 2026

Strategic Priority 3: Data Strategy

This is a priority because:

Health regulation does not exist in a vacuum and must be supported by relevant data from multiple perspectives and sources.

The workforce data we collect can add value to the collective efforts to help shape an appropriate and sustainable medical imaging and radiation therapy health workforce. We have a responsibility to ensure the quality, relevance, and security of that data.

Relevance

Recently we have:

- Continued to collaborate with Manatū Hauora to produce statistical data to help identify medical laboratory science and anaesthetic technology workforces trends and issues
- Invested in software to better support data reporting provided to the Council
- Continued to collaborate with our colleague regulators to share our experiences and best practice efforts
- Developed a communications plan that is inclusive of engaging with stakeholders to improve our regulatory frameworks and processes

Recent Initiatives

We will:

- Review the data we collect to better support our core business-as-usual work
- Determine what data we need to collect to support our initiatives aligned to national health workforce strategies and to support our work with meeting our te Tiriti partner obligations
- Revisit our communications plan to ensure it is inclusive of the review and determination of our data requirements
- Use the advice of Māori and other marginalised groups to improve our communications and better inform our regulatory work

Planned Initiatives

2023 - 2026

Working to Achieve Our Priorities



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Our Values



Medical Sciences Council

Whakamārama	Kōrerorero	Whaka Taurite	Kounga	Whakangārahu	Kotahitanga
Taking responsibility for our actions (or inactions)	Listening to and talking with our stakeholders	Promoting health equity for all the people of Aotearoa New Zealand	Taking a quality assurance approach with all that we do	Planning to meet future needs through flexibility and adaptability	Working with our stakeholders to promote quality and equitable health services
Accountability	Engagement	Equity	Quality Standards	Strategic Focus	Unity

All our work is guided by a set of core values

The Principles We Apply to Our Work

We exist to protect the health and safety of the public

We are accountable for our decisions to the public, Parliament, and the Minister of Health

We support te Tiriti o Waitangi principles of Tino Rangatiratanga – Self Determination; Pātuitanga – Partnership; Mana Taurite – Equity; Whakamarumarutia – Active Protection; and Kōwhiringa - Options

Work collaboratively with key stakeholders to achieve our strategic objectives and fulfil our functions and responsibilities

Frame our decisions within principles of transparency and natural justice

Our decisions are made as an independent regulator of the medical laboratory science and anaesthetic technology professions

The standards we set are of a high quality and attainable level

Practise right touch regulation to ensure our regulatory frameworks are effective, efficient, consistent, and proportionate

When managing concerns relating to practitioners, we focus on reducing any risk of harm for the public and keeping practitioners in safe practice