



The mandated voice of general practice and urgent care providers.

By general practice, for general practice.

GenPro For You

January 2024 Update



Working unashamedly to support sustainability and viability on behalf of general practice and urgent care business owners - and ultimately the New Zealand population they serve.

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[**Message from the Chief Executive**](#)

A belated happy new year to you all!

It has been a busy time for the GenPro team since returning from the summer break, with our support and advocacy already in high demand.

We released a media statement raising the risk of the NZNO Primary Pay Equity Claim not being funded and the increasing number of Clause 14 Notifications that we have received. The number of Clause 14 Notification continues to grow and has passed the **155** mark. [Media Release - 31 January 2024](#).

This received significant media attention as well as getting the attention of the Minister of Health and other MPs that were copied in. We worked with TV3 who lead with this story on 31st January, both in the 6pm and the late edition of [Newshub](#).

At the request of some of our members we have made the Clause 14 Template for the equity claim available to all General Practice Owners to support them to raise their concerns.

While the process of working through the claim will take some time, many of you are concerned right now about the impact of this and what it could mean for you, your business, your staff and your patients. If you would like to obtain a copy of the Clause 14 Template, please email enquiries@genpro.org.nz and please feel free to share this with your non-GenPro colleagues.

We will continue to update you as the process continues and will represent you in this space if you nominate us as your representative.

We have also released a media statement in response to the announcement that Pharmacy will be able to provide childhood immunisations with a particular focus on the value of enrolment and continuity of care - [Media Release - 22 January 24](#). This has also featured across the mainstream media and our media release has prompted messages of support from members and union representatives. We are continuing to advocate in this space.

In early January the small but high performing operational team got together for a productive planning day in Christchurch, identifying the priorities and activities for the next six months.

We know there will be plenty to do, with the equity claim, MECA negotiations and funding issues making for a busy year ahead.

And 13 February will see the first regional meeting of 2024. This one will be in Dunedin and will give a chance for members and non-member practice owners in the South to meet the Board and CEO of GenPro, hear about our priorities for supporting General Practice Owners and tell us what is important to them.

If you are interested in attending, please email membership@genpro.org.nz for more information. We hope to see you there!

Ngā mihi maioha,

Mark



Mark Liddle
Chief Executive

NZNO Primary Practice Pay Equity Claim

There has been no further process progress since we issued the last member only bulletin in late December. Our GenPro CEO has been approached to meet with the Te Whatu Ora Equity Claim team and the meeting is in the process of being arranged by Te Whatu Ora.

If you are a current member or MECA subscriber and have not yet notified us that you want us to support and represent you with this claim, please email membership@genpro.org.nz and we will add you to our list. There is no additional cost for this for our existing members.

A bulletin has also been distributed to non-GenPro members offering to support them. If you are a non-GenPro member and did not receive this bulletin, please contact membership@genpro.org.nz for more information.

PSAAP Update

We are pleased to report that there has been some progress in this space. GenPro has been pushing hard for Contracted Providers to be able to appoint their own agents to represent them at PSAAP - refer [PSAAP update in GenPro November 23](#). The General Practice Leaders Forum (GPLF) agrees with this and the parties to the protocol within the GPLF have written to Te Whatu Ora outlining the process to make this happen.

Last week we received a letter from Abbe Anderson at Te Whatu Ora agreeing to work with the PSAAP partners to progress changes to representation and terms for Contracted Providers. A meeting of PSSAP to progress this is likely to happen in February.



GenPro Updates

90 Day Trial Periods

All employers in New Zealand, no matter their size, will be able to use 90--day trial periods, with effect from Saturday, 23 December 2023.

This Act allows employers who have 20 or more employees to include a 90-day trial period when making a formal job offer to a new resident employee who has not worked for them previously. Note that Immigration is not permitting 90-day trial periods to be included in job offers for some visas including the Accredited Employer Work Visa.

There are a few rules to consider for this type of provision to be valid if you are looking to include it in an offer. MBIE [reported earlier this month](#) that 133 out of the 178 90-day trial period cases they have heard at the Employment Relations Authority have resulted in rulings against the Employer. Most were due to the Employer failing on procedural requirements proving that, as with all employment practices, 'what you do' is key.

For more information about 90-day trial periods go to <https://www.employment.govt.nz/starting-employment/trial-and-probationary-periods/trial-periods/>

Remember to follow us on Facebook and LinkedIn for current updates



[Why would you join GenPro?](#)

- To add to GenPro's collective national voice and growing mandate and therefore its ability to make a difference
- To have a voice in national negotiations and discussions
- To have access to GenPro's exclusive range of member-only resources and briefings

Further information on the benefits of joining GenPro can be found [on our website](#) or by contacting membership@genpro.org.nz.

[Download the GenPro membership application](#)

Te Whatu Ora
Health New Zealand

[Invitation : Building the future of Health](#)

Date: [Tuesday 30 January 2024](#)

Time: [3.30pm - 4.15pm](#)

Link: [Building the future of health](#)

Te Whatu Ora to invite you to their next stakeholder virtual hui with Chief Executives Margie Apa, Te Whatu Ora, and Riana Manuel, Te Aka Whai Ora, who will provide you with updates on the new Governments priorities and the path forward from here.

They will discuss how data & digital is powering - and empowering - the future of healthcare. Technology has become even more critical in the context of clinical workforce constraints and evolving consumer needs & preferences.

You'll have the opportunity to post questions via the event link and there will be a focused question and answer session in the second half of the hui.

Government's 100 Day Plan

The government announced its “hugely ambitious” 100 Day plan on 29 November 2023.

Teams, from Te Whatu Ora, Te Aka Whai Ora and Manatū Hauora, have been working together to support Minister Reti on achieving his health priorities for the first 100 days.

Minister Reti’s goal is for all New Zealanders to be able to achieve timely access to quality healthcare: access being the key to achieving equity.

100 Day Plan priority	Lead agency
Set five major targets for health system, including for wait times and cancer treatment	Te Whatu Ora
Improve security for the health workforce in hospital Emergency Departments	Te Whatu Ora
Introducing legislation to disestablish Te Aka Whai Ora	Ministry of Health
Repeal amendments to the Smokefree Environments and Regulated Products Act 1990 and regulations	Ministry of Health
Begin work to repeal the Therapeutic Products Act 2023	Ministry of Health
Business case for MoU with Waikato University to progress a medical school	Te Whatu Ora
Take first steps to increase breast screening eligibility to 74 years	Te Whatu Ora
Allowing the sale of cold medication containing pseudoephedrine	Ministry of Health

TWO will continue to send updates as they progress their meetings with Ministers.

For more details about the 100 Day plan, TWO invite you to click [here](#).

Regional Workshops - HPV Screening Programme

Te Whata Ora are running a series of regional workshops that the National Cervical Screening Programme (NCSP) is planning for February/March 2024, to engage with sector partners to advance the next phase initiatives of the HPV Primary Screening Programme.

The initiatives to be progressed include the development of a sustainable, comprehensive funding model, exploring PMS integration and central notifications, and integration of innovative models of care to achieve the full benefits of HPV primary screening.

Further information with proposed dates and draft agendas for your input will be sent out in due course. Your experience and expertise will inform the kōrero so we can work together to further develop HPV Primary Screening that drives equity of cervical screening coverage.

If you have any questions, please email Nikki Canter-Burgoyne Nikki.Canter-Burgoyne@TeWhatuOra.govt.nz

Primary and Urgent Care Funding Models under Review

Te Whatu Ora has engaged Sapere and Synergia to support the review of primary care (including urgent care) funding models. As part of this process, Te Whatu Ora is looking to support the stabilisation of the existing urgent care and after

hours system.

The timeframes for the funding model reviews are:

- assessment of current state viability and development of recommendations to stabilise the existing urgent care and after hours system – **Completed**
- review of the model of care and funding for primary care and urgent care. This work will inform the strategic policy work – **by June 2024**
- development of a fit-for-purpose and equitable funding model for primary care and urgent care. This work will be informed by the strategic policy work – **by December 2024**.

Alongside this, a review is underway that looks at the provision of urgent care, after hours care and other forms of unscheduled/unplanned care like PRIME, ambulance services, and telehealth. This review will also look at how the services that respond to unplanned/unscheduled care in the community are working and what needs to be done to strengthen these networks, including looking at key areas of service vulnerability and cost pressures. This will include:

- Understanding how unscheduled care services and emergency medical responses can be provided in isolated rural communities, including a review of the PRIME service.
- Understanding the effectiveness of interdependent services that respond to unscheduled care, working closely with other funders of these services such as ACC.
- Strengthening the management of unscheduled care in rural and urban areas to ensure people receive care in the right place, at the right time and from the right person.

ACC is also doing a review which will focus on injury-related care in the primary acute sector. While the scope of our review is wider ranging, it's our intention that they will complement each other.

Te Whatu Ora continues to engage with the wider primary and community policy work programme which is led by the Ministry of Health.

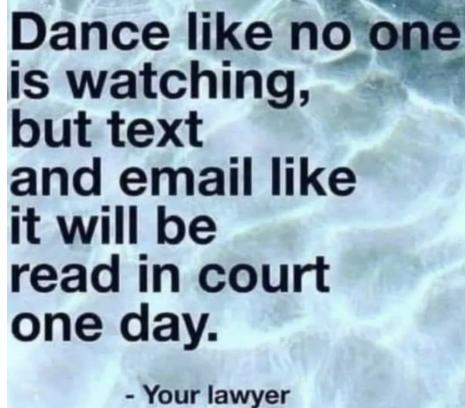
Incident Response playbook for Primary Health

Te Whatu Ora Security team have developed an Incident Response playbook for Primary Health, which provides an invaluable overview of what to do in the event of a cyber incident. This playbook is now at Te Whatu Ora Cyber Hub website – Cyber Incident Advice for Primary Health.

[Here is the safe link] <https://www.tewhatoora.govt.nz/our-health-system/digital-health/cyber-hub/cyber-incident-advice-for-primary-health/>

For a full list of Te Whatu Ora updates visit : [News and updates – Te Whatu Ora - Health New Zealand](#)

The Final Word...



As always, member feedback and membership enquiries are always welcomed - email enquiries@genpro.org.nz

By General Practice, for General Practice

- Membership enquiries/updates membership@genpro.org.nz
- MECA enquiries meca@genpro.org.nz
- Accounts enquiries accounts@genpro.org.nz
- All other enquiries enquiries@genpro.org.nz

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