

Appendix 2: Proposed Vaccinating Health Worker: Capability Matrix Concept
Draft for consultation

Source: Ministry of Health as at 9 February 2022

ADDENDUM 9 FEBRUARY 2022

Based on early sector feedback we are seeking feedback on the Vaccinating Health Worker role immunising children ages 5 and up.

This would further ensure equitable access to all vaccines particularly for Māori and Pacific whānau as well as further support health service teams to take every opportunity to vaccinate tamariki against a range of preventable diseases.

		Skills and training needed (Employability skills)		About the job (Factors specific to this job)		Getting it right (Standards)	NZQA level equivalent
		Including characteristics, values needed to do job effectively		Including qualifications, context of job, location, timing, responsibilities, accountabilities		Knowledge and performance criteria of activities and tasks	
		About you	Training for the role	Context and settings	Responsibilities		
V A C C I N A T I N G H E A L T H W O R K E R L E V E L	Level 1 <i>Administer a limited range of prepared vaccines to people aged 12 years and up, or 11 years and up for school-based vaccines, under the supervision and direction of a qualified health professional</i>	<p>Ability to demonstrate:</p> <ul style="list-style-type: none"> - Experience working within a healthcare setting (current or historical) - A commitment to cultural safety, equity and confidentiality - Understanding of tikanga and kawa - Ability to work well in a team environment - Clear communication skills, including the ability to listen and provide information to consumers - Ability to make decisions and request help when required - Honesty, integrity, care and compassion when dealing with others <p>Desirable but not required:</p> <ul style="list-style-type: none"> - ability to speak languages other than English, for example Te Reo Māori - basic understanding of IT systems 	<p>Completed or willing to complete:</p> <ul style="list-style-type: none"> - specific vaccination training and competency assessment - relevant CPR & anaphylaxis training - core learning such as Te Tiriti o Waitangi, ethics, working with disabled people and the Health Information Privacy Code - other training to perform health functions as per the needs of your employer <p>Specific vaccination related training including:</p> <ul style="list-style-type: none"> - Introduction to vaccines - Infection management - CIR - NIR - Observation - Vaccination communication 	<p>Work under supervision and direction of a registered health professional to administer COVID-19 and other vaccines for approved immunisation programmes.</p> <p>Supervision ratio 1:6</p> <p>Work in a variety of delivery settings, for an approved immunisation programme</p>	<p>Administer the following vaccines to pre-consented and pre-screened health consumers:</p> <ul style="list-style-type: none"> - Influenza - COVID-19 (Pfizer) - HPV (Gardasil) - Tdap (Boostrix) <p>Follow all site operating procedures</p> <p>Undertake training to perform other health functions as per the needs of your employer</p> <p>Indemnity insurance – either provided through self or employer.</p>	<p>Health and Disability Code</p> <p>Immunisation Handbook</p> <p>Standard Operating Procedures</p> <p>Training and assessment frameworks</p>	Level 3
	Level 2 <i>Prepare and administer a range of prepared vaccines including live vaccines to people aged 12 years and up, or 11 years and up for school-based vaccines, under the supervision and direction of a qualified health professional</i>	<p>Ability to demonstrate:</p> <ul style="list-style-type: none"> - Minimum 6 months experience in Level 1 or equivalent experience, including successful completion of competency assessment providing: <ul style="list-style-type: none"> - a number (yet to be determined) of hours active vaccinating in the role, and - proof you have administered a certain number of at least two vaccinations (e.g. minimum of 100 – 30 boostrix and 70 Covid) - Knowledge of administration of pre-filled vaccines outlined in Level 1 - Confident use of CIR, NIR and vaccinator IT systems - Clear communication skills, including the ability to listen and provide information to consumers - Ability to make decisions and request help when required - Honesty, integrity, care and compassion when dealing with others - Nomination for completion of next level supported by supervisor and current employer <p><i>Consideration is being given to Overseas Health Professionals with a current Practising Certificate and experience working in the NZ health context to enter the role at L2 once they have completed NZ cultural competence training</i></p>	<p>Completed vaccination training and competency assessment required to move from Level 1 to Level 2, or equivalent proven experience.</p> <p>Completed or willing to complete further consumer relations training, including:</p> <ul style="list-style-type: none"> - cultural competency - informed consent/communication with consumers, TBC - screening questions <p>Vaccine training required for handling, safety, administration and preparation of live vaccines (MMR & Zostavax)</p> <p>Vaccine preparation training, including:</p> <ul style="list-style-type: none"> - introduction to vaccine preparation - processes and procedures - safety and handling <p>Other vaccination related training:</p> <ul style="list-style-type: none"> - Cold chain management - Observation 	<p>Work under supervision and direction of a registered health professional to administer and prepare COVID-19 and other vaccines for approved immunisation programmes in a variety of delivery settings.</p> <p>Conduct a pre-screening informed consent process under supervision when deemed competent by RHP</p> <p>Supervision ratio:</p> <ul style="list-style-type: none"> - 1:10 for vaccine administration - 1:4 for vaccine preparation <p>Provide other health services and functions as per the requirements of your employer and/or community.</p>	<p>Administer all vaccines in Level 1, and the following vaccines to pre-consented, pre-screened health consumers: MMR & Zostavax (65+)</p> <p>Informed consent: Pre-screen health consumers upon arrival with Ministry approved questionnaires, and ensure that any health consumer who does not meet the pre screening criteria is sent to a RHP</p> <p>Prepare (including dilution and draw up) any of the following vaccines: - COVID-19 (Pfizer), Influenza, MMR, Zostavax (65+), HPV (Gardasil), Tdap (Boostrix)</p> <p>Observe a consumer as required post-vaccination</p> <p>Assist employer with cold chain processes</p> <p>Follow all site operating procedures</p> <p>Undertake training to perform other health functions as per the needs of your employer</p> <p>Indemnity insurance – either provided through self or employer.</p>	<p>Health and Disability Code</p> <p>Immunisation Handbook</p> <p>Standard Operating Procedures</p> <p>Training and assessment frameworks</p>	Level 4
	Level 3* <i>Prepare and administer a range of vaccines, possibly to children 5 years and up</i> <i>*This level is yet to be determined, and all information contained at this level is a hypothetical example. Instead of expanding the VHW role to Level 3 we are considering providing a pathway into a registered profession as the skillsets contained at level 3 are comparable to those required of current RHP.</i>	<p>Ability to demonstrate:</p> <ul style="list-style-type: none"> - Minimum 12 months experience working in Level 2 and successful completion of the competency assessment providing: <ul style="list-style-type: none"> - # of hours active vaccinating in the role, and - proof you have administered a certain number of both live and non-live vaccines (e.g. minimum of 100 – 30 MMR and 70 Covid based on setting) - Competency and knowledge to prepare and administer all vaccines provided in Level 1 and 2 - Understanding of vaccines to engage in informed consent conversations with consumers - Proven knowledge, or commitment to develop skills to work with rangatahi and their whanau <p><i>Overseas Registered Health Professionals with current Practising Certificate and/or prior level of health experience working in a similar field may enter at this level once completed NZ cultural competence training and proven skills equivalent to those required in level 1 and 2</i></p>	<p><i>Informed consent communication training</i> <i>Working with children</i></p> <p><i>Childhood immunisation training</i></p> <p>Ability to begin training in the following health professions:</p> <ul style="list-style-type: none"> - Enrolled Nursing - Pharmacy Technician <p><i>Complete vaccinator CPR course which requires more in-depth knowledge of anaphylaxis management</i></p>	<p><i>Must work under the direction and delegation of a health professional (reflect the expertise gained working in the role)</i></p> <p>Supervision ratios: TBC</p>	<p><i>Administer all vaccines in Level 1 and 2, and provide assistance and guidance to other VHW whilst still remaining under the supervision of a RHP</i></p> <p><i>Administer vaccines in childhood immunisation programmes to children 3 and up under supervision</i></p> <p><i>Prepare vaccines in Level 2 under the supervision of a Registered Health Professional</i></p> <p><i>Engage in informed consent conversations with health consumers and know when to ask for help from a RHP</i></p>		Level 5?