

16 April 2026

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Tēnā koe Hannah

### Your request for official information, reference: HNZ00202004

Thank you for your email on 19 March 2026 which was transferred to us from Hon Simeon Brown's Office on 25 March 2026, asking Health New Zealand | Te Whatu Ora for the following under the Official Information Act 1982 (the OIA):

*I am seeking information relating to the nursing workforce, including both registered nurses and student nurses, across Health New Zealand districts over the most recent 12-month period available.*

*This request is made in the context of ongoing discussion around workforce shortages, training pipelines, and service pressures within the public health system.*

*Specifically, I would be grateful for:*

- 1 The number of registered nurses who have left employment in each district / former DHB area over the past 12 months (including resignations, retirements, and other separations).*
- 2 The total FTE represented by those departing nurses in each district / former DHB area.*
- 3 The number of new registered nurse appointments in each district / former DHB area over the same period.*
- 4 Any available data comparing nurse departures to new appointments (i.e. net workforce change) by district.*

Please refer to **Appendix one** attached in response to the four questions above.

*5 The number of student nurses (including final-year students or graduate nurses) employed or placed within each district / former DHB area over the same period, including any structured programmes (e.g. NETP or equivalent).*

The **table** below sets out the number of graduate registered nurses hired through the Advanced Choice of Employment – Registered Nurse (ACE-RN) process between 1 January 2025 and 31 December 2025, across the Mid-year 2025 and End of Year 2025 intakes, broken down by district/employer and by ACE-RN intake. Please note that:

- ACE runs two recruitment rounds each year for graduate registered nurses: Mid-year and End of Year. The ACE-RN process comprises both a match process and a talent pool process. The Mid-year intake opens in April, with the Talent Pool generally operating from July to October following the match process. The End of Year intake opens in August, with the Talent Pool generally operating from November/December to June of the following year following the match process.
- The figures do not include applicants who declined their matched offers.
- The total hired numbers include those that have been employed into Health New Zealand including primary health care, aged residential care, and community employers. These external providers are included under the Health New Zealand districts for the ACE-RN process.

- The figures are reported as at 31 December 2025. The End of Year 2025 talent pool opened on 1 December 2025, followed by the match process. Employers continue to hire applicants from the talent pool as vacancies arise until it closes on 19 June 2026.
- The total hired figure includes only applicants who have been hired through the ACE-RN process and reported to ACE. It excludes graduate registered nurses hired by districts outside of the ACE-RN process.

To provide information regarding graduate registered nurses hired by districts outside of the ACE-RN process would require a substantial amount of time and resource to identify and collate, we are therefore refusing this information under section 18(f) of the OIA.

**Table: graduate registered nurses hired through the Advanced Choice of Employment – Registered Nurse (ACE-RN) process**

| Health NZ Region/ District                      | 2025 (Mid-Year) | 2025 (End-Year) | 2025        |
|---|-----------------|-----------------|-------------|
| <b>Central</b>                                  | <b>79</b>       | <b>200</b>      | <b>279</b>  |
| Capital, Coast and Hutt Valley                  | 26              | 115             | 141         |
| Te Matau a Māui Hawke's Bay                     | 28              | 22              | 50          |
| Te Pae Hauora o Ruahine o Tararua<br>MidCentral | 16              | 52              | 68          |
| Wairarapa                                       | 0               | 10              | 10          |
| Whanganui                                       | 9               | 1               | 10          |
| <b>Northern</b>                                 | <b>202</b>      | <b>216</b>      | <b>418</b>  |
| Counties Manukau                                | 55              | 58              | 113         |
| Te Tai Tokerau, Northland                       | 16              | 21              | 37          |
| Te Toka Tumai Auckland                          | 73              | 79              | 152         |
| Waitematā                                       | 58              | 58              | 116         |
| <b>Te Manawa Taki</b>                           | <b>60</b>       | <b>178</b>      | <b>238</b>  |
| Hauora a Toi Bay of Plenty                      | 1               | 41              | 42          |
| Lakes   | 0               | 23              | 23          |
| Tairāwhiti                                      | 1               | 10              | 11          |
| Taranaki  | 12              | 22              | 34          |
| Waikato   | 46              | 82              | 128         |
| <b>Te Waipounamu</b>                            | <b>78</b>       | <b>254</b>      | <b>332</b>  |
| Nelson Marlborough                              | 0               | 33              | 33          |
| South Canterbury                                | 6               | 15              | 21          |
| Southern  | 8               | 113             | 121         |
| Te Tai o Poutini West Coast                     | 2               | 8               | 10          |
| Waitaha Canterbury                              | 62              | 85              | 147         |
| <b>Grand Total</b>                              | <b>419</b>      | <b>848</b>      | <b>1267</b> |

*6 Any internal reporting or analysis summarising trends in nursing workforce attrition, recruitment, or student nurse integration over this period.*

Please refer to **Appendix two** attached for the NZ-based Registered Nurse (RN) Rates and the Rates Methodology.

Where we have refused to provide information under section 18(f) of the OIA we have considered whether fixing a charge for the supply of the information or extending the timeframe for response would enable Health NZ to respond. I do not consider that either option would remove the impact that supplying the information would have on our other operations.

### How to get in touch

If you have any questions, you can contact us at [h.nzOIA@tewhatuora.govt.nz](mailto:h.nzOIA@tewhatuora.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](http://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



**Matthew McLay**

**Manager Government Services  
Health New Zealand | Te Whatu Ora**