



NEW ZEALAND
NURSES
ORGANISATION

TŌPŪTANGA
TAPUHI
KAITIAKI O AOTEAROA



Annual Report

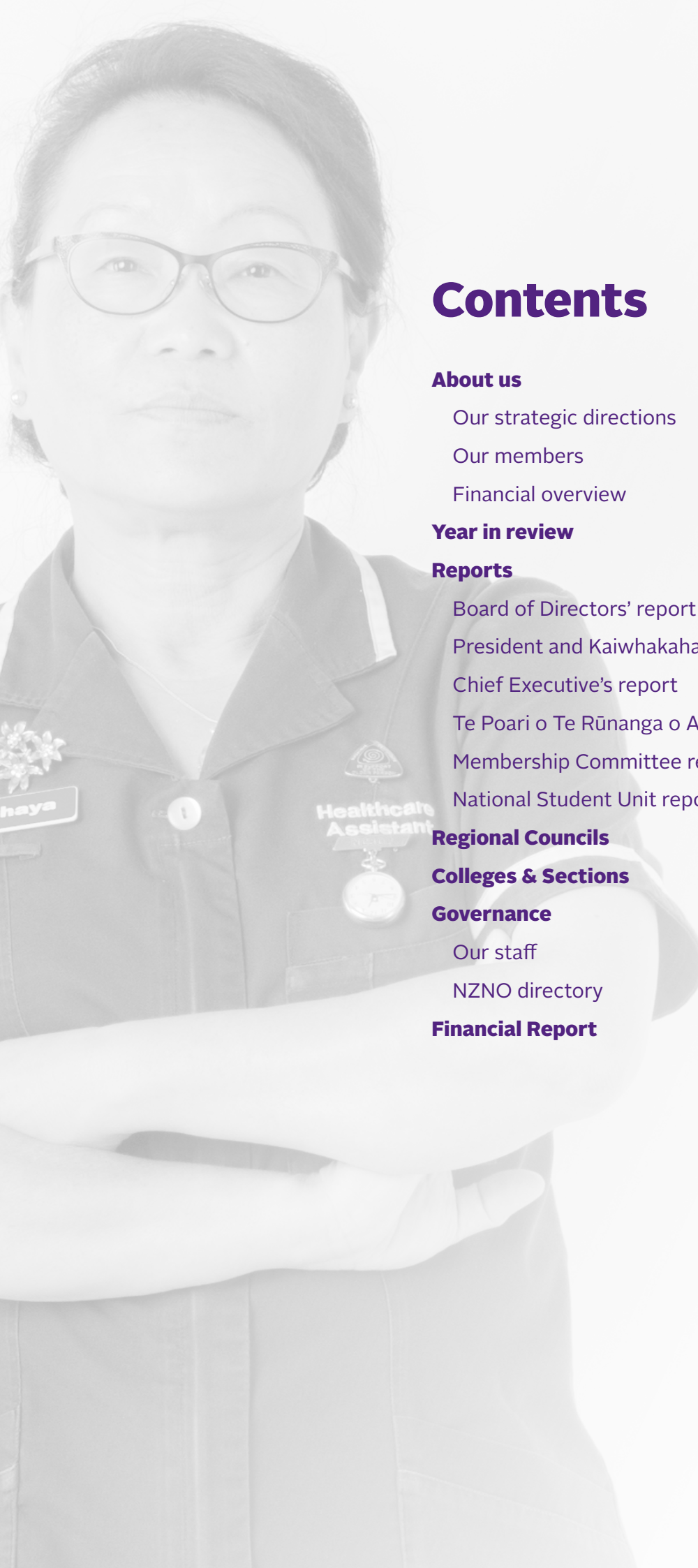
2022-23

Vision

Freed to care, proud to nurse

Mission

NZNO Tōpūtanga Tapuhi Kaitiaki o Aotearoa is committed to the representation of its members and the promotion of nursing and midwifery. NZNO Tōpūtanga Tapuhi Kaitiaki o Aotearoa embraces Te Tiriti o Waitangi and works to improve the health status of all peoples of Aotearoa New Zealand through participation in health and social policy development.



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About us

The New Zealand Nurses Organisation Tōpūtanga Tapuhi Kaitiaki o Aotearoa (NZNO) is the leading professional nursing association and union for nurses in Aotearoa New Zealand.

NZNO represents over 57,000 nurses, midwives, student kaimahi hauora and healthworkers on professional and employment-related matters. NZNO is affiliated to the International Council of Nurses (ICN) and the New Zealand Council of Trade Unions (NZCTU).

NZNO promotes and advocates for professional excellence in nursing by providing leadership, research, and education to inspire and progress the profession of nursing. NZNO represents members on employment and industrial matters and negotiates collective employment agreements.

NZNO embraces Te Tiriti o Waitangi and contributes to the improvement of the health status and outcomes of all peoples of Aotearoa New Zealand through influencing health, employment and social policy development enabling nursing care provision.

Recognising our members' commitment

Volunteer support is the backbone of any member-based organisation and NZNO is no exception. We are fortunate to enjoy a high level of volunteer support from our committed membership.

We take this opportunity to recognise and acknowledge the countless number of volunteer hours contributed by our members in their work as delegates on regional councils, in college and section committees, in the national student unit, on te Poari, as part of Te Rūnanga, on the membership committee and board of directors.

Our Strategic Directions

NZNO's Strategic Plan 2023–2025 outlines our strategic directions:

This reflects the Maranga Mai! Framework

Strategic directions

Actualising Te Tiriti

Building political power

**Organising on the ground
wide spread action**

Winning public support

Leveraging health and safety

The fix

- Ensure Te Tiriti is actualised within and across the health system.
- Fix the number of trained and qualified nurses across the health system –right now.
- Fix pay and conditions that are equal across the health system and meet nurses' values and expectations.
- Fix the number of people in nursing training to meet current and future needs.
- Fix the number of Māori and Pasifika nurses to meet the need.

Areas of focus

- Tino Rangatiratanga
- Building Member Power
- Workforce
- Education
- Registration
- Health and Safety
- Bargaining
- Political
- Immigration
- Allies
- Te Tai Ao (climate)

Our members

2022-2023 at a glance



We support

57,378

members

Our membership is made up of



51,738

FEMALE



5,622

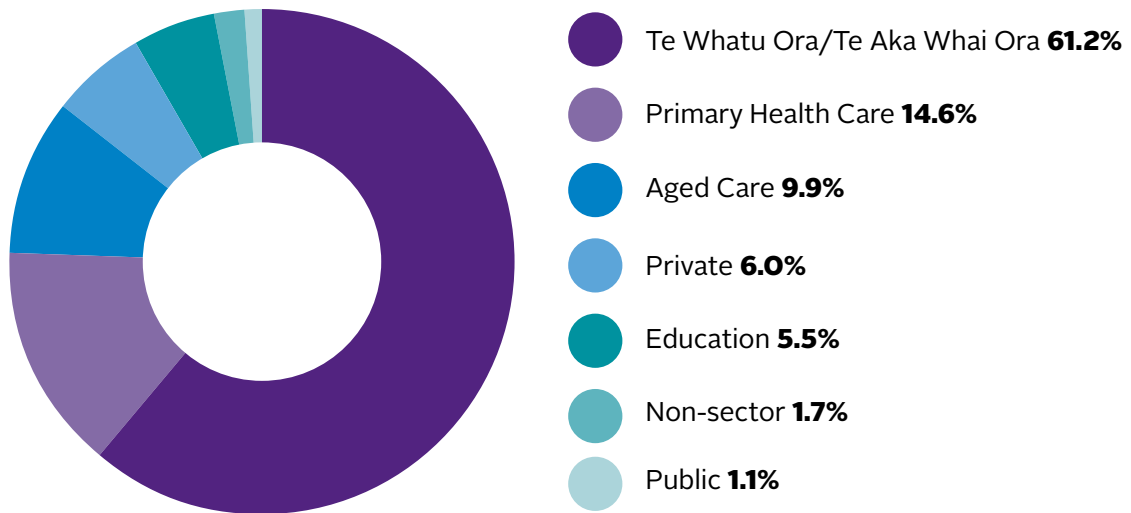
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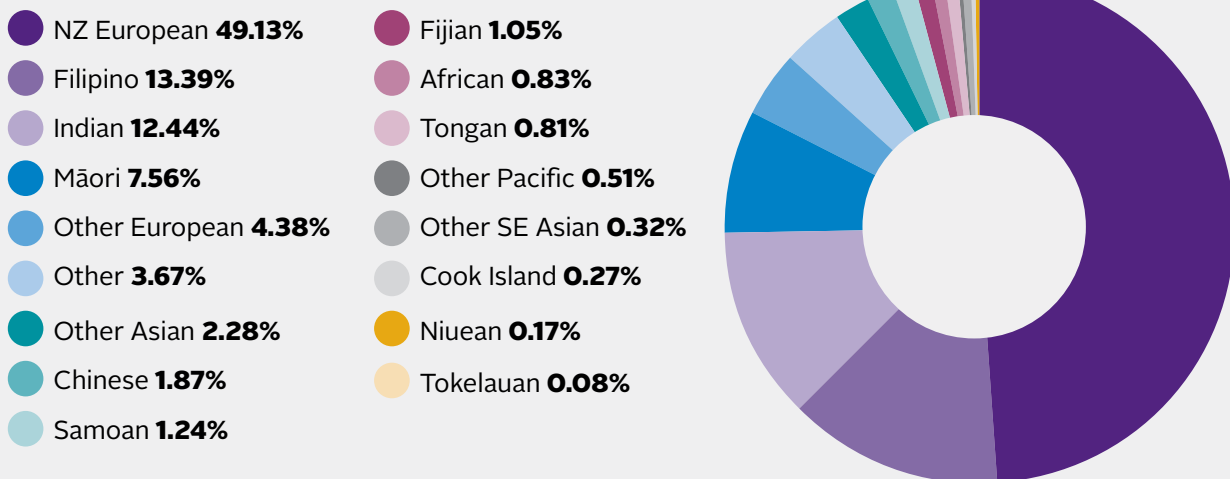
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GENDER DIVERSE

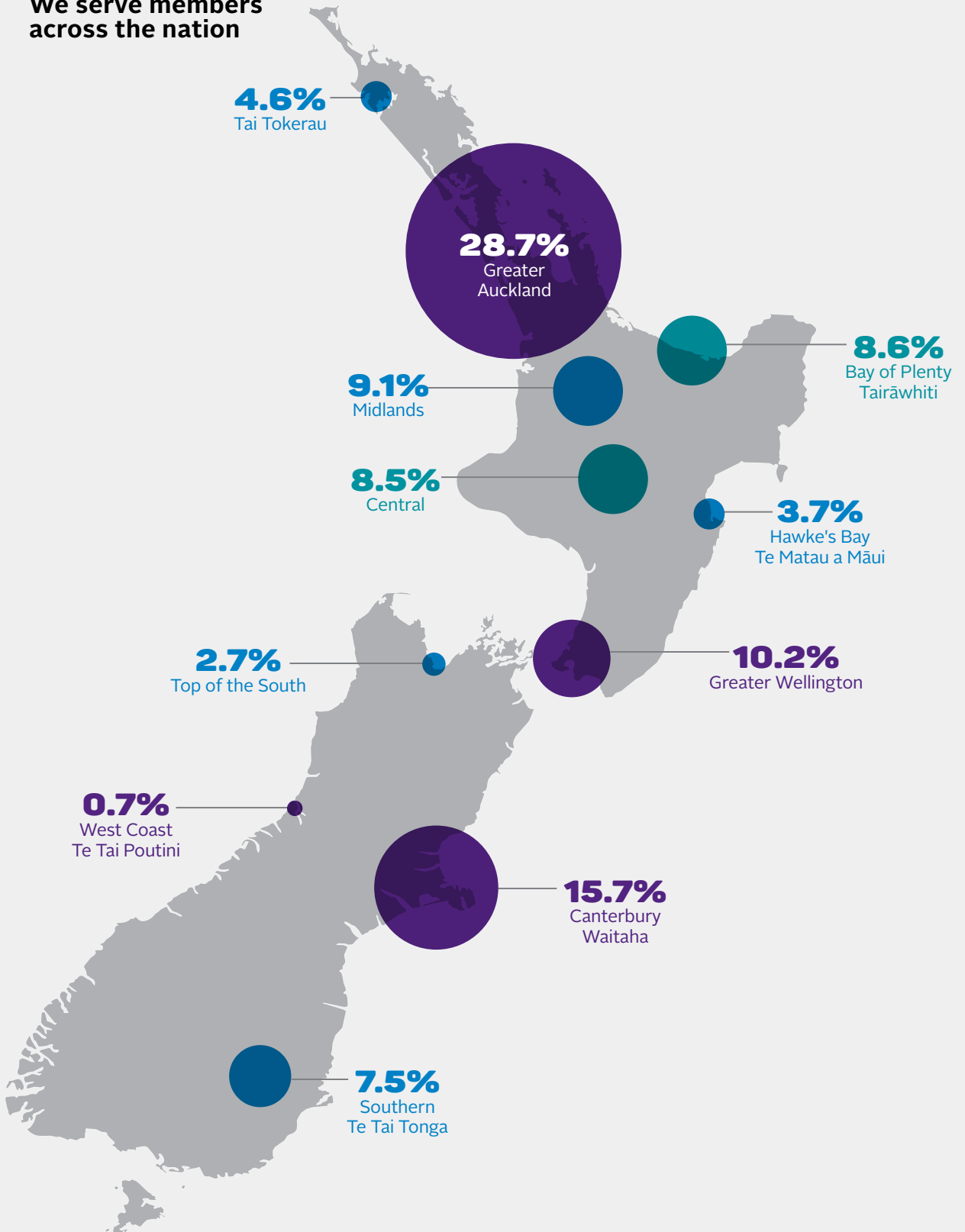
We represent a range of health sectors



Our members are from diverse ethnic backgrounds



We serve members across the nation



Financial overview

\$26.9m

Our total income

\$24.5m

Our total expenditure

Where our income comes from



91%

Subscriptions



2%

Sponsorship
& registrations



1%

Bargaining
fees



6%

Other^{1,2}

Where your money goes³



55%

Staff



7%

Travel &
vehicles



6%

Premises



2%

Communication



3%

Affiliations



3%

Governance



6%

Legal



10%

Other^{4,5}

¹ Includes advertising, rent and other income.

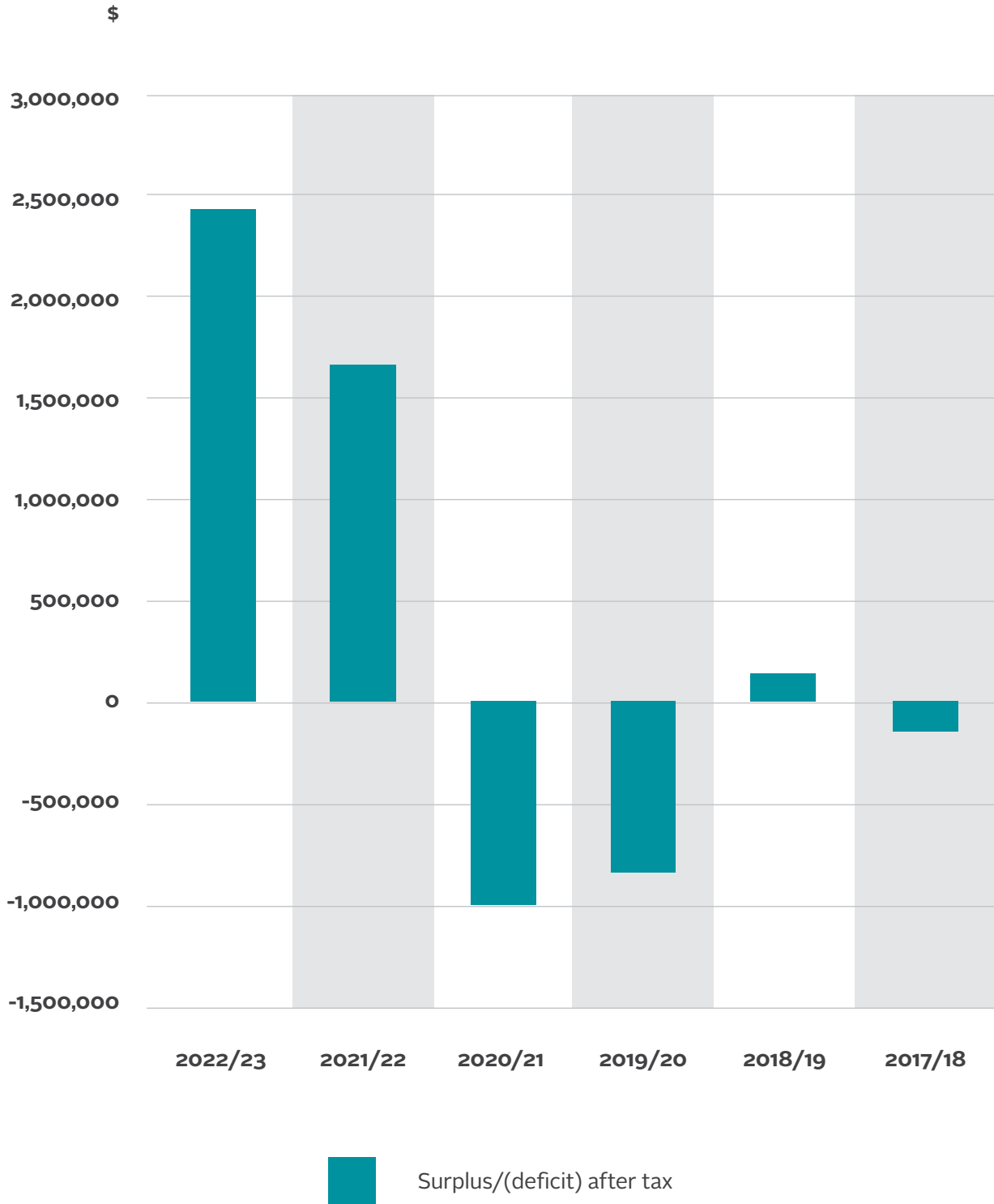
² Interest and dividends, and Colleges and Sections income.

³ These percentages are against income

⁴ Includes advertising, consultancy, computer operations, depreciation, donations and grants, financial, general printing, stationery and publications.

⁵ College & section conference expenditure is 2%.

Financial performance





Year in review

Year in review

Highlights

The focus this year was to ensure increased alignment of our activities through the Maranga Mai! Framework. This provided the direction and focus for NZNO as well as a framework to ensure alignment with all of our activities. This is a work in progress, started when Maranga Mai! was launched in May 2022. This Year in Review largely follows the Maranga Mai! framework but we have also reported on other areas of activity carried out during the review year.

Area of Focus – Tino Rangatiratanga

Tōpūtanga Tapuhi Kaitiaki o Aotearoa / New Zealand Nurses Organisation (NZNO) has contributed to Tino Rangatiratanga in a number of ways including developing a bicultural tiriti approach to our structure, which includes a rūnanga structure to act in partnership with the organisation that gives greater voice to Māori nurses and their communities.

The pinnacle of this structure is Te Poari, which works in partnership with the board of NZNO along with dual leadership with the President and Kaiwhakahaere to provide strong united leadership around the implementation of Maranga Mai!

Maranga Mai!'s first and most important demand is to give effect to te Tiriti o Waitangi within and across the health sector. This requires NZNO to:

- call upon the Crown to act as **Kawanatanga** and actively protect the rights and wellbeing of iwi, hapū and whānau Māori
- support the **Tino Rangatiratanga** of iwi, hapū and whānau Māori to shape their own destiny including determining the nature and shape of health services they receive

- support the shifts in the health sector that enable iwi, hapū and whānau Māori to enjoy **Ōritetanga** or wellbeing and good health to at least the same level as non-Māori.

NZNO believes that **Ōritetanga** can only be achieved by Tino Rangatiratanga, in other words iwi, hapū and whānau Māori can only achieve equity when they have the voice and choice to shape their own destiny.

NZNO has made it clear that in order to increase the number of nurses to meet the growing nursing shortage there needs to be a greater focus on recruiting Māori and Pacific nurses to ensure that the health sector can meet their communities' health needs.

Workforce Taskforce

This has been prioritised through NZNO's participation on the Nursing Pipeline group where three priorities were presented to the Workforce Taskforce committee for funding consideration.

The three Nursing priorities:

1. Investing in Māori and Pacific students and completion of a nursing qualification.
2. Early Career Framework.
3. Poutama Framework – Earn as you Learn.

The Workforce Taskforce was a partnership between Te Whatu Ora and Te Aka Whai Ora. It was created to address workforce pressures within the health sector. The priorities of the taskforce include strong commitment to achieving equity, improving Māori health outcomes, and upholding the principles of te Tiriti o Waitangi.

Six working groups were established to present the needs of these sectors: nursing, midwifery, medical,



allied health, kaiāwhina (the non-regulated workforce eg, Health Care Assistants, and vaccinators), and administration and clerical.

The **Nursing** group was well established through the existing Nursing Pipeline Programme which NZNO has been involved with since 2019, with priorities already identified. This is a Nursing led programme of work in partnership with: Te Whatu Ora, Te Aka Whai Ora, Manatū Hauora Office of the Chief Nurse, NZNO, Nursing Council, education providers, Māori and Pacific nurse leaders, aged care, primary and community, mental health, union, and other nursing leaders from across the sector.

Engagement with Te Kaunihera Tapuhi o Aotearoa Nursing Council of New Zealand – Kōmiti Māori

In its commitment to te Tiriti, Nursing council has attempted to engage with Māori in various ways throughout its history. This included a recent move to increase the number of Māori representatives to their board table.

NZNO and other Māori stakeholders have been brought together to establish a Kōmiti Māori to work with Nursing Council to develop meaningful, transparent, and effective ways that uphold te Tiriti and enable the Council to progress its strategic work programme.

As a consequence, NZNO is represented on several Nursing councils project groups, ensuring a strong focus on cultural safety and kawawhakaruruahau.

PROJECT GROUPS:

1. Interim Komiti Māori.
2. Enrolled Scope Review Design Group.
3. EN Competencies Review.
4. RN Competencies Review.
5. NC IQN Welcome module – Orientation and Preparation group.

Other NZNO activities

Māori members are intentional representatives on working groups of NZNO including:

1. Constitution Review Panel.
2. Te Whatu Ora bargaining team.
3. Claims advanced relating to specific Māori interests as well as working with Māori advanced in Te Whatu Ora Collective Agreement bargaining and Aged Residential Care pattern bargaining.

Joint Governance

A joint hui of Board and Te Poari was held to review the Strategic Plan and address any changes. These outcomes have been implemented. Two joint hui a year are now planned as part of the NZNO planning cycle.

Further work

1. NZNO staff are learning to engage in processes that meet the values of tikanga Māori. These include models of whanaungatanga and wairuatanga. NZNO is committed to the development of an organisation that understands the worldview of Māori collectivism and operating from a Māori values perspective.
2. NZNO structures are being encouraged to consider how they can reflect both in their structures and their plans, the Maranga Mai! Commitments to actualising te Tiriti.
3. A Mana Motuhake Pay Equity campaign leadership group has been established led by Te Rūnanga members. They have been and are bringing together a plan that ensures the additional skills, responsibilities, knowledge and relationships that Māori nurses bring to their mahi are recognised.
4. A review of the delegate training and number of Māori delegates is underway. It is acknowledged that further mahi is required to attract Māori members to be delegates.

Area of focus – Building member power

With our Maranga Mai! campaign underpinning our work we are focused on Building Member Power.

The NZNO Board has endorsed growth targets for January 2023 to January 2024:

- Membership growth: 5%
- Delegate growth: 30%
- HSR's growth: 5%
- Māori: To be determined by Te Poari

Current figures

Area	Jan 2023	Apr 2023	+/-%	Target	Date
Membership	*53,860	*54,270	+0.76%	56,156	30/12/2023
Delegates	1395	1537	+10.17%	1,791	30/12/2023
HSRs	981	1004	+2.34%	1275	30/12/2023
Māori	**3766	3819	+1.40%	TBA	TBA

*Jan 53,860 is based on financial members (removing Honorary members 68 and Students 2221). Apr 54,270 is based on financial members (removing Honorary members 68 and Students 3011).

**Jan is based on 3,766 financial members (removing Honorary members 2 and Students 418). Apr is based on 4,327 financial members (removing Honorary members 2 and Students 508).

NZNO members have been fully engaged in the Maranga Mai! project with thousands of nurses and health workers out on the streets across the country on 15 April, to launch our Maranga Mai! petition. Our members addressed the crowd, telling their stories of a health system in crisis and why it was important that our first action is to put political parties on notice that they need to commit to resourcing health to address the nursing crisis permanently.

Thousands of Te Whatu Ora nurses and healthcare workers attended two-hour stop-work meetings around the country to review the latest offer from Te Whatu Ora and discuss the next steps in the bargaining process. We identified members to present, and the meetings were energetic and showed the determination of NZNO members to achieve the Maranga Mai! fixes, and look to delivering high quality health care for their communities.

As part of fixing pay and conditions that are equal across the health system, lobbying meetings with PHC members were held around the country to advance our cause to achieve pay parity. Through this lobbying Minister Ayesha Verrall announced that general practice, community, and other nurses outside of Te Whatu Ora will be included in new funding to reduce pay disparities from July 2023. Another win for our Maranga Mai! campaign.

In the Care and Support sector, on 1 July 2022 NZNO, PSA and Etu raised a Pay Equity claim on behalf of workers with 14 employers in the care and support sector. Organisers have attended the initial care and support meetings to explain the pay equity process and the rationale for making a representative claim, as well as using these opportunities to grow membership. Strong membership and activity in this area is what will

bring about winning our Maranga Mai! goal to fix pay and conditions that meet the values and expectations of our health workforce.

To ensure local leaders are identified and supported, we are in the process of reviewing our delegate education to make sure it is fit-for-purpose for every nurse everywhere. We will continue to deliver training with a mix of online and face-to-face to make sure we get the highest attendance and participation in our courses.

Successful organising campaigns begin by having strong employee organising committees – the foundation for creating a powerful and active union. Our Organisers are going to be working closely with Delegates across sectors to ensure that Organising Committees are established, representative and member-led.

While bargaining continued, in ARC it showed up the need for more intensive organising and campaigning to build up our numbers and power to win the outcomes members seek. The same applies in many other sectors.

Area of focus – Workforce

Sector wide workforce strategy that looks to future workforce transformational opportunities

- NZNO is represented on the National Nurse Leaders Group (NNLg) which is a collaborative forum of nursing leaders from nursing's key stakeholder organisations of employers, educators, professional bodies, the nursing regulator Nursing Council of New Zealand (NCNZ), and the Ministry of Health (the Ministry).

- Significant mahi is underway developing an inaugural whole-of-sector health workforce plan that has a clear focus on sustainability and resilience in the nursing workforce.

Māori workforce investment, recruitment and retention is implemented and monitored

- NZNO is also represented on the Workforce Taskforce, established by Te Whatu Ora and Te Aka Whai Ora to cement the foundations of a partnership approach to workforce development focusing on embedding Te Tiriti o Waitangi and equity (see below).
- NNLg operates within a Treaty Relationship Governance (TRG) model that simulates an approach to engaging with Te Tiriti o Waitangi (te tiriti) and tangata whenua. This two-house structure reflects a sharing of decision-making power, supported by different worldviews and a working ethos based on the principles of tino rangatiratanga, partnership, active protection, equity and options.

Regular and meaningful engagement with the Government, the Chief Nurse, Health NZ, Māori Health Authority, nurse education providers and NCNZ to cohesively plan, implement and evaluate New Zealand nurse workforce demand and supply to ensure a safe work environment

- NZNO supports the NNLg position on unified nursing curricula with well designed and well considered changes.
- A design group convened by Te Kaunihera Tapuhi o Aotearoa (NCNZ) to review the Enrolled Nurse scope of practice included the NZNO Enrolled Nurse Section, and Te Poari o Te Rūnanga O Aotearoa and took the opportunity to examine and consider the questions: *“What the EN ‘is’, what ENs do, and what role ENs play in the Aotearoa New Zealand health system?”*
- The existing EN scope is considered too limiting and does not reflect the potential value of enrolled nursing practice. The new scope being developed addresses these concerns and the collaborative consultation process used sets a benchmark for future work planned on Registered Nurse competencies.

NeTP, ENSIP and NESP Accord agreement must be enforced and accountability processes to be implemented.

- Changes must be cognisant of the need to future-proof the production of nurse graduates so that they are able to take their place in a sector that requires rapid change. Changes must be implemented in a manner that ensures education programme quality and wellbeing of kaimahi and taura in current programs.

National portfolios

PNAs represent NZNO on many national groups to provide professional guidance and input, including:

- Job Evaluation Review Committee (JERC)
- General Practice Leaders Forum (GPLF)
- National PDRP Coordinators group
- Aotearoa Professional Development Recognition National Framework and Evidential Requirements
- National Corrections Healthy Workplaces Group
- National Fatigue Management and Minimisation steering group
- Enrolled Nurse Scope of Practice strategy.

Workforce Taskforce

The Workforce Taskforce was a partnership between Te Whatu Ora, and Te Aka Whai Ora. It was created to address workforce pressures within the health sector. It is now disbanded. The priorities of the taskforce included strong commitment to achieving equity, improving Māori health outcomes, and upholding te Tiriti o Waitangi.

The Taskforce work programme is to be delivered over the next two years. This includes the future vision and aspirations for the health workforce, and the overall approach it will take. These will align with the strategic direction of the Te Pae Tata Health Plan and provide oversight of the priority areas and initiatives (immediate, medium, and long-term) that respond to workforce pressures.

The six sector groups made recommendations to the Taskforce on how to grow and strengthen their areas. The initiatives were prioritised by the Taskforce to be presented to Te Aka Whai Ora and Te Whatu Ora.

These initiatives focused on boosting the workforce by removing barriers to make it easier for more overseas doctors and nurses to come and work in New Zealand. They include creating more responsive training pathways, increasing recruitment, and improving immigration processes to alleviate workforce shortages, and to build a sustainable short-term workforce.

These initiatives are to start addressing wider supply and demand challenges and include training more of our own health workers locally in the long-term to strengthen capability.

Unfortunately these initiatives have been developed without NZNO input (or even consultation in some cases). These often target the role of the nurse.

Area of focus – Education

Undergraduate and post graduate education and nursing practice will integrate te Tiriti o Waitangi and Kawa Whakaruruhau (cultural safety)

- While endorsing the plan for unified curricula that articulate integration of te Tiriti o Waitangi and Kawa whakaruruhau, NZNOs concerns are that the consultation process was insufficient to engage appropriately and constructively on a significant nursing education issue that impacts on nursing workforce sustainability.

Undergraduate nurse placement travel and accommodation expenses will be fully funded

- Funding to support nursing students to successful completion of nursing qualifications is a key demand given the positive impact this would have on attrition and retention rates, particularly for Māori and Pasifika taura

The NZ Health Authority and MHA will fund nurse education providers to employ older nurses (still in practice) to support undergraduate/new graduate/IQNs to improve recruitment and retention capacity

- The nurse educator workforce, many of whom have dual membership with TEU and NZNO, are under significant pressure post COVID, and needing to deliver existing nursing programmes while responding to multiple change proposals in the tertiary education sector. The lack of pay parity is a significant issue for recruitment and retention of this critical workforce. Opportunities for kaimahi to upskill to implement the new curricula – Bachelor of



These initiatives focused on boosting the workforce by removing barriers to make it easier for more overseas doctors and nurses to come and work in New Zealand.

Nursing – Māori, Bachelor of Nursing – Pacific, and Bachelor of Nursing have yet to be included in this significant change project.

Pre-entry to nursing training availability will meet supply and demand

- In collaboration with the Tertiary Education Union (TEU), NZNO successfully advocated for an extended timeframe for consultation and implementation of the unified nursing curricula being developed by Te Pūkenga.

Staircasing (Ara) education and recognition of prior learning from HCAs (level 4 – pre-entry) to Nurse practitioner (level 8)

- NZNO is committed to ensuring an Ara (pathway) into nursing from level 4 caregiver courses as pre-entry to Enrolled Nurse, and using recognition of prior learning, onto Registered Nurse and Nurse Practitioner qualifications.

COLLEGES AND SECTIONS EDUCATION ACTIVITY

Many Colleges and Sections were finally able to run symposiums in the last year, following multiple cancellations due to COVID-19. These symposiums provide opportunity for specialty interest groups to come together to share their expert skills and information, and fulfil an important role making education on specialty nursing practice accessible to nurses.

A Colleges and Sections day was held in March 2023, attended by representatives from 18 of the 20 Colleges and Sections. It was an opportunity to share the work they have been doing both at a political level, and supporting their speciality workforces.

Area of focus – Registration

Te Tiriti o Waitangi and Kawa whakaruruhau are a pre-requisite for registration

- Pre- and post-entry to the nursing register learning for newly registered IQNs will include Kawa whakaruruhau and cultural safety workshops.

Portability of qualifications prioritising Pasifika nurses

- Work is ongoing by NZNOs Pacific Nursing Section with NCNZ to support nurses with qualifications from their Pacific countries of origin to register in New Zealand. The recent change to the English language standard to the Occupational English Test (OET) is expected to contribute to the pathway to New Zealand registration for Pacific nurses

To respond to and support the proposed changes to the IQN competence assessment process and English language standard by the Nursing Council of New Zealand (NCNZ)

- Te Kaunihera Tapuhi o Aotearoa (NCNZ) consulted with NZNO on Internationally Qualified Nurse (IQN) competence assessment processes and English language standard and which NZNO supports in large part. Competence assessment will be a combination of a written exam and a practical assessment and the English language standard will give the Occupational English Test (OET) preferred status instead of International English Language Testing System (IELTS)

To work with NCNZ to include and be accountable for transparent timeframes to registration

- NCNZ data, now being reported quarterly instead of annually predicts exponential growth in Nurse Practitioner (NP) numbers in Aotearoa. In response to a request from the NZNO Board, an NZNO position statement on Nurse Practitioners is being developed in consultation with NP members in order to capture their contribution both actual and potential to the health and wellbeing of New Zealand's communities which currently have inequitable access to care.

Enrolled Nurse Scope of Practice Review

PURPOSE

A project team (Design Group) was established to design and develop the key phases of the Enrolled Nurse (EN) scope of practice review and to establish proposed changes to the current scope for approval by the Nursing Council Board.

Their practice is informed by their level of educational preparation and practice experience and may include a leadership or coordination role within the healthcare team.

ENs manage the health status of the health consumer through nursing assessments, care planning, implementation, and evaluation of care, and in some settings, seeking guidance from a RN or other registered health practitioners*. They are accountable and responsible for their nursing practice, ensuring all health services they provide are consistent with their education and assessed competence, legislative requirements, and are supported by appropriate standards.

*A health practitioner is a person who is registered under the Health Practitioners Competence Assurance Act 2003 – for example, a midwife, medical practitioner, or occupational therapist.

Area of focus – Health and safety

This is a significant issue right across the health sector. It is now well publicised and well understood by the public. NZNO shifted its focus from calling the situation a nursing crisis to calling it a health and safety crisis that was injurious to the health and safety of patients as well as healthcare staff.

WorkSafe continued to wave through the legitimate concerns of our members despite their best efforts to convey the seriousness of the situation. Numerous provision improvement notices (PINs) were issued and often dismissed on petty bureaucratic points. It started to leave direct action as the only option.

We have increased our Health and Safety representatives from 260 in March 2022 to 1,004 and our PIN trained representatives from 63 to 457.

Nurses on Ward 5, Gisborne Hospital, took industrial action after a series of appeals for staff and patient safety had been ignored and the nurses were concerned about patient safety and care. A PIN was issued on 20 December due to these health and safety concerns arising from unsafe staffing.

Acute and persistent staff shortages has resulted in untenable workloads, staff stress, increased sick leave, burn out and resignations and patients at risk of not getting the correct care they needed. By May 2023 those Gisborne nurses then had to make the very difficult decision to give notice that they would take strike action for an hour.

Te Whatu Ora attempted to stop the strike through an injunction. This was roundly defeated and the one-hour strike went ahead.

As a result of this action Te Whatu Ora are in the process of a review with a focus on recruitment and patient acuity for ward 5. Nurses will be watching closely to make sure that health and safety concerns are finally addressed.

PINs have also been issued at Northland, Waitemata, Nelson and Christchurch.

Blame-shifting by employers, particularly Te Whatu Ora who disclaim any responsibility for the lack of nursing staff, inevitably ends up with the frontline of nurses feeling the full impact of this health and safety crisis. If hospitals, ARC facilities and other health workplaces they would be shut down.

CCDM PROJECT IMPLEMENTATION

Work continues towards our safe staffing goals, and our campaign to realise these is an important aspect of Maranga Mai! NZNO continues to have strong representation on the Safe Staffing Healthy Workplaces (SSHW) Unit Governance Group. This enables our members' perspective to be heard as part of the Unit's developing work plan.

Some districts (former DHBs) have continued to progress the CCDM programme, at times resulting in significant up-lifts in budgeted nursing and midwifery FTE. However, there are also many failing to progress or indeed going backwards in implementation progress. CCDM was supposed to be fully implemented in June 2021 as per the agreement between the Ministry of Health, the DHB's and NZNO.

Two external evaluations carried out over the course of CCDM's 12-year implementation period have concluded that the methodology is a valid and accurate process for providing for safe staffing. However, the programme remains ineffective for many of our members due to poor implementation by the districts (former DHBs) and staffing shortfalls.

A policy remit by the BOD in 2020 resulted in an independent Safe Staffing Review being commissioned by the Minister of Health. The Ministerial Review Report provided several recommendations to the Minister and Te Whatu Ora regarding the CCDM programme and its future implementation. However, progress on completing the recommendations has been slow.

All these factors and our members growing dissatisfaction and disillusionment have resulted in NZNO reviewing the Safe Staffing campaign and our future direction to ensure we attain safe staffing for all our members. Our current campaign seeks to be successful in enforcement of safe staffing whilst retaining the areas of CCDM that provide monitoring and accuracy for staffing of clinical areas. Our Safe Staffing claim for ratios based on those in Queensland, will provide for safe minimum staffing with annual review of staffing effectiveness using the current CCDM FTE calculation methodology and access and analysis of the national Core Data Set dashboard currently being established by Te Whatu Ora.

Area of focus – Bargaining

PAY EQUITY

A pay equity claim is a way to connect a number of the 'fixes' identified in the Maranga Mai! strategic framework. While NZNO's first formal pay equity claim preceded the Maranga Mai! approach, equitably fixing the pay and conditions across the health sector so that every nurse everywhere receives recognition for the value of their work, will ensure that more people will want to work in the industry and will boost the numbers of those who undertake qualifications to become nurses. Because pay equity claims establish the worth of the work, and that should be regardless of the practice setting, more Māori and Pasifika will feel supported to work in their communities which is where the needs are currently unmet.

Despite reaching a draft *Agreement in Principle* in December 2021, there were delays with the sign-off process and frustration with the delay in the details being released to members. In April 2022 NZNO forced the issue with the Crown Negotiator and Employer Representatives to enable the union to provide members the information and details of the draft *Agreement in Principle*.



Members agreed with the Pay Equity team that there were significant concerns about the back-pay issue. They collectively expressed their dissatisfaction with this aspect of the agreement in principle, the eroded relativities for senior nurses, and lack of an effective review process instead of holding ratification meetings. Following a survey of affected members on what the next steps should be, the pay equity proposal was referred to the Employment Relations Authority (ERA) in respect of the pay rates and review process; and the back-pay issue was referred to the Employment Court. Acting collectively on this issue demonstrates the power members making their own decisions and exercising their right to have their views heard.

Since then the focus of the work was on preparing the various evidence required to defend our members' position on the pay equity settlement and challenges from Te Whatu Ora to that process. The ERA hearing was to take place possibly late 2023 and the Employment Court in September 2023.

In December 2022 Te Whatu Ora applied to the ERA for a determination to allow them to pay the interim pay equity rates (as per the draft Agreement in Principle rates) effective from March 2022, with no impact on legal proceedings underway. These payments were paid to affected members in March 2023 (back dated to March 2022). In the meantime, the midwives pay equity settlement stalled while the other legal processes progressed in respect of the nurses pay equity claim.

CARE AND SUPPORT PAY EQUITY CLAIM

Members who work in the Care and Support Sector are some of the lowest paid in the health sector. There are many issues faced by these workers including unsafe staffing, health and safety issues and lack of access to appropriate training. These issues are examples of the 'fixes' that we are working to achieve through the Maranga Mail framework.

To address the low pay, in July 2022 NZNO, PSA and E tū raised a pay equity claim on behalf of their members who are care and support workers employed by 15 employers (the Employers), as a representative group of the rest of the sector. The goal of this claim is to have the worth of the work established and paid consistently by all the employers in the sector.

The claim is being progressed under the Cabinet agreed funded sector pay equity framework and pay equity assessment process, with oversight provided by the relevant funding agencies.

Members who work in the Care and Support Sector are some of the lowest paid in the health sector.

Based on the Te Orowaru Factor-based work assessment, and with a fair and equivalent process for both the claimant group and the comparators, the work assessment has been objective and free of assumptions based on sex/gender. The analysis of remuneration and terms and conditions is based on the comparison of formalised CAs formed between unions and employers and not on subjectively reported information.

Following a process of assessment, the Parties reached agreement that: that sex-based undervaluation exists, on the estimated extent of undervaluation of care and support work under this claim. And by comparing the wage and salary scales for claimant, while recognising the differences in work assessment scores of claimants and comparators; the projected result is an assessment of undervaluation within the range of 24–38 percent. This claim is hoped to be settled by late 2023.

Following a process of assessment, the Parties have reached agreement as follows:

- a. The Parties agree that sex-based undervaluation exists.
- b. The Parties have reached agreement on the estimated extent of undervaluation of care and support work under this Claim. This is based on a range, due to a number of unknowns and the complexity involved in assessing total remuneration packages. The agreed formula for estimating undervaluation is based on:
 - Comparing the wage and salary scales for claimants and comparators at entry level, mid-point, and the top of the scale.
 - Recognising the differences in work assessment scores of claimants and comparators.

The result is an assessment of undervaluation within the range of 24–38 percent.

COLLECTIVE AGREEMENT BARGAINING

The 2022/2023 collective bargaining period saw a return to in-person bargaining. With the Maranga Mai! framework launched in May 2022 our bargaining strategy reflected a common approach to progressing the five fixes:

- Actualising te Tiriti.
- Common pay and conditions.
- Improving health and safety through nurse to patient plus CCDM ratios, or mandatory staffing levels.
- Increasing the number of trained/qualified nurses.
- Increasing numbers entering training especially Māori and Pasifika.

In Aged Residential Care there was some good progress in lifting pay and conditions, including clauses in the CA's that reflect and acknowledge te Tiriti obligations and payment and leave for Māori members who use their unique knowledge and skills in the workplace. Improving staffing levels continues to be a challenge due to an estimated shortage of more than 4,000 nurses across the health system even when other terms and conditions of employment are improved.

Lack of funding within the health sector has had an ongoing impact in achieving acceptable collective bargaining settlements. Despite best efforts to achieve cost of living adjustments at the very least and or with parity with the public health sector members, our other members continue to lag behind particularly in Primary Health (GP Practices) and Māori and Iwi providers. While NZNO research showed up the parity gap, the GP sector and Government ignored this in the first tranche of parity funding. Since then our further research has resulted in GP practice nurses being included in the second tranche of parity funding.

Following the successful application of Te Whatu Ora to pay the interim Pay Equity rates, we have been able to lift the pay of registered and enrolled nurses to in some cases match Te Whatu Ora rates due to the competitive nursing market at or about 95 percent parity. The funding of pay increases for other parts of the sector relies on more government funding being made available.

INDUSTRIAL

The year of this report (April 2022 – end of March 2023) reflects the status of our general population. Aotearoa New Zealand has faced not only the ongoing



The launch of Maranga Mai! has provided a platform to re-engage with members on the issues they hold in common and start to build member power around every nurse having the resources to do their job

effects of the pandemic but also the impact of several natural disasters. For our industrial team there have been challenges in being able to motivate members to participate in our activities and actions.

However the launch of Maranga Mai! has provided a platform to re-engage with members on the issues they hold in common and start to build member power around every nurse having the resources to do their job.

Building member power has seen the NZNO Industrial team working closely with delegates and members, supporting them to take the actions necessary to achieve positive outcomes. Reversing the trend of doing things virtually as a side-effect of the 2020/2021 pandemic and getting people back together acting collectively, has been a challenge. The pandemic has taught us that we can use technology to support our work, but not overtake activism and coming together for common goals. Seeing members collectively doing things together, engaging in the campaigns and building our membership by recruiting new members has been encouraging to everyone.

Health and safety remained a key focus of our work, with the understaffing situation causing stress and burnout. We have used provisional improvement notices with varying success. The training of more fully qualified health and safety representatives is an ongoing goal, and sitting alongside renewal of our delegate structures and training which we expect, will see the current workplace environment greatly improve. This may take further collective action in lobbying for the kind of health service that looks after its workers health, safety and wellbeing.

A Mana Motuhake Pay Equity project was launched during the year. This focuses on making a pay equity claim for Māori nurses working for Māori/Iwi providers. This project is designed to ensure the additional cultural overlay that Māori nurses are expected to bring to their work simply by being Māori is recognised and rewarded. It will also offer organising opportunities and a chance to work with whānau, Māori/Iwi employers, Māori health agencies and iwi.

Area of focus – Political

We commenced regular engagement with the Government through both the Strategic Health Operational forum and the Health Operation forum. These are cross-union forums with Te Whatu Ora where we engage on new policies and raise industrial issues on behalf of our members. NZNO has moved into a leadership role within these forums.

The key political component of the climate is the Election. NZNO has a strategy to make a difference in the general elections:

- To secure the maximum win with this government prior to the elections: keep the pressure on to win what can be won in the next few months.
- To make health a priority issue in the elections and secure cross-party commitment to NZNO members' goals prior to Election Day.

We launched our Election Campaign on Saturday 15 April with our Day of Action and our We Need Nurses rallies.

Rallies took place around the country on 15 April in 19 locations. Our rally objectives were:

1. Unite/activate NZNO members.
2. Create visibility for Maranga Mai! election asks.
3. Mobilise community support.
4. Politicians to see support for goals.
5. Large petition sign up.
6. High attendance at rallies.

Thousands of members turned out for the rallies and we received significant community support. A range of member leaders led marches and speeches on the day including from Te Poari.

We got significant media engagement on the day, including leading the TV news that night. Many of our member leaders stepped up to speak to the media.

We took a new approach to social media engagement encouraging social media posts from our members on

the Day of Action to increase visibility of the rallies and election asks. We also had attendance from TikTok influencers and celebrities/politicians who spread the word about our goals/demands online to thousands of followers.

This led to higher than usual social media traffic directed to our Day of Action, our petition and our election asks.

Two political parties proactively responded on the day to say they support our election goals even before we directly asked (Green Party and The Opportunities Party).

On the day of the rallies a national petition was launched, receiving 6,000+ signatures on the day and grew rapidly. We are following a set plan to boost petition numbers including:

- organiser visits / delegate tasking
- reach out to allies networks
- social media boosting
- community relationship building and networks.

The next stage of the campaign is targeted lobbying meetings with MPs, starting from June. Our goal is lobbying every politician in New Zealand's parliament.

Many organisations, community groups and unions support and believe in our fixes. A key part of the election campaign is relationship building with these groups and exploring co-campaigning opportunities. We have already attended local cross-community election campaign meetings to highlight the Maranga Mai! asks and discuss the health crisis.

POLICY AND SUBMISSIONS

The policy team continued to promote issues of importance to our members. They delivered 62 submissions for the year including consultation with members, Te Rūnanga, expert colleges and sections, and NZNO staff.

Participation in forums to promote NZNO and members interests were also undertaken for the first-time post COVID-19 restrictions.

MEETINGS WITH MINISTERS

While there were a handful of meetings with Minister Little in this period, we were unable to meet with any of the Associate Ministers as our calls went unanswered. While useful not a lot was achieved in terms of outcomes.

The Opposition Spokesperson for the National Party likewise did not answer our calls for a meeting.

There were a number of informal meetings at Conferences etc which gave us the opportunity to put our position across but not so useful for the detailed policy work.

ENGAGEMENT WITH TE WHATU ORA

This largely came through the various CTU fora that were in place. There continued to be a sense of frustration about nothing concrete coming out of these meetings.

While Rob Campbell was chair of Te Whatu Ora the meetings had the necessary sharp edge and a sense of progress. On his departure from Te Whatu Ora, NZNO was the only health organisation that publicly acknowledged his work and contribution.

The overall sense was that NZNO's contribution and place in the health sector was disrespected, but we are starting to see change.

Engagement with Te Akawhai Ora was largely sporadic (other than personal connections) and done through the various Te Whatu Ora/CTU fora.

Area of focus – Immigration

Kawa whakaruruhau to be embedded in Competence to Practice programme for all IQNs

- Te Kaunihera Tapuhi o Aotearoa (NCNZ) consulted with NZNO on Internationally Qualified Nurse (IQN) competence assessment processes and English language standard and pre and post-entry to the nursing register learning for newly registered IQNs will include Kawa whakaruruhau and cultural safety workshops.

Immigration policy and rules will increase the recruitment and retention of IQNs

- A more migrant friendly 'Care Workforce Sector Agreement' was negotiated with Immigration New Zealand to support the aged care sector, badly impacted because of their reliance on migrant care workers and by the pandemic itself which saw a number of care facilities 'locked down' and a high morbidity and mortality rate of residents.
- The need to import internationally qualified nurses and other health professionals will form part of NZNO's submission to the Royal Commission of Inquiry (COVID-19 Lessons).

Public support for NZNOs position on IQN immigration issues

- As Aotearoa New Zealand's borders re-opened as the COVID pandemic receded, NZNO engaged with Immigration New Zealand to get nurses on the 'green list' which included a 'fast track' to residency status. This was achieved in the end with public pressure particularly around nurses with intensive care experience. Chair of the College of Critical Care Nurses Tania Mitchell was interviewed a number of times in the media on this issue.

Area of focus – Allies

Working alongside allies is essential to Maranga Mai! with its call for support from the wider community and in terms of the campaign's purpose – to win the resourcing commitments necessary to address this crisis permanently, across the whole sector. In other words, our fight under Maranga Mai! is also our allies' fight.

By the end of the 2022-23 financial year a number of goals and actions had been developed for the Maranga Mai! Allies area of focus, and some actions towards achieving those goals had been identified.

Allies, such as other unions and/or NGOs with similar goals would be contacted, informed of our positions and activities and their support actively sought. How other unions and organisations could contribute to our causes will be an important element of all campaign planning.

Formal and informal coalitions will be formed where possible, and will involve sharing initiatives and exchanging mutual support. Examples could include participating in affiliated union activities such as the CTU's tax campaign, the Tax Justice Aotearoa campaign etc. Informal alliances already in place (such as working relationships with E tū and the PSA – e.g. Aged Care and Pay Equity) could be strengthened and possibly formalised.

We are also looking at developing improved overseas alliances and during late 2022-early 2023 supported the International Council of Nurses' (ICN's) Nurses for Peace campaign. In the year ahead we will look at having a more visible presence within international bodies such as ICN and Global Nurses United (GNU) – actively promoting their campaigns and informing them of our own. Informally we are enjoying relationships with a number of large American unions with whom we share ideas and invitations to each other's events.



In all of this work specific Māori targets will need to be identified and engaged to support our campaign work, and te Tiriti must be explicit in our campaigning. In the coming year we will consult with Te Rūnanga/Te Poari about how to make this a reality and about how best Māori member spokespeople can be selected and supported to speak on issues from a Māori perspective.

Area of focus – Te Tai Ao

Te Tai Ao – Protecting wahi tapu and ngā taonga tuku iho – environmental protection and sustainability, understanding Māori whakapapa connection to the land, waterways, maunga.

Climate action is the responsibility of every person, there are no jobs on a dead planet. In August 2022 the Board of Directors approved a climate action plan with four areas of focus:

- NZNO Corporate Plan – what the organisation needs to do to move to carbon neutral.
- Māori – to be determined and led by Te Rūnanga.
- Leadership in External Fora – NZNO being part of relevant external climate change bodies as well as influencing policy and practice where we can.
- Member Driven – ensure members are engaged, networked and active.

The plan was announced and outlined to members during AGM and Conference in September 2022.

In October 2022 the NZNO Board of Directors approved the development of a Board committee to oversee and monitor the implementation of the climate action plan, which was formed in December of that year. The committee has dual-chairs as well as members from the Board, Te Poari, NSU and NZNO membership.

The organisation has begun to monitor carbon emissions and paper usage. This will provide a base with which to measure improvements once these are implemented.

The staff at NZNO have created a 'Green Team' whose role it is to implement local level office changes and create solutions to aid NZNO's climate action plan of becoming carbon neutral.

Working alongside allies is essential to Maranga Mai! with its call for support from the wider community and in terms of the campaign's purpose.

Operations

Major operational risks

CYBER SECURITY

NZNO is working with a company (Cyber365) to conduct a full review identifying areas of weakness, particularly in systems and staff training. From this, a plan to strengthen Cyber Security will be developed.

STAFF HEALTH AND SAFETY

NZNO is working to modernise its staff Health and Safety systems. A new online H&S system has been sourced which on implementation will provide a 'one stop shop' hub for staff and management alike allowing for incidents reporting and investigations to be recorded, and reporting can be obtained to enable trend tracking.

BUSINESS CONTINUITY PLAN

NZNO's business continuity plan has largely been rewritten and once reviewed by management, will be presented to the Board for approval. Once approved, an ongoing plan for staff training will be rolled out.

CONTRACTS REGISTER

We have started work on the development of a contracts register to always ensure clear line of sight of our contractual obligations to external parties and enable the systematic early review of these contracts prior to their expiry.

Membership Support Centre

Summarised statistics:

- call volumes averaged 407 per week (600 previous year)
- call advisers answered and triaged on average 307 calls per week (425 previous year)
- email volumes averaged 180 per week (200 per week).



The breakdown of calls per category:

- 53% Industrial (54% 2021–22)
- 33% membership (37% 2021–22)
- 9% professional (6% 2021–22)
- 5% administration/misc (2% 2021–22)

Within the categories, the call advisers provided a complete response to the following:

- **Industrial** 69% of total industrial calls (60% 2021–22)
- **Membership** 25% of total membership calls (28% 2021–22)
- **Professional** 34% of total professional calls (28% 2021–22)
- **Administration/Misc** 78% of total administration calls (47% 2021–22).

The nature of the work involved with pay equity across the organisation has had a direct impact on the workflow through the Member Support Centre (MSC) over the last 12 months. There were peaks and troughs experienced, correlating with milestones throughout this process. While average volumes were down from the previous year, these peaks were significant with some weeks email/call contact through the MSC reaching over 1,000.

The winter months saw an increase in calls related to COVID-19 directly impacting the staffing shortage. Examples included employers not accessing or providing COVID leave, options as members exhausted sick leave, workload from absences not covered, HCAs being asked to cover RN shifts, and a number of other related issues.

Other peaks included enquiries from the aged and disability care sector following the legislated pay increase under the Support Workers (pay equity) Settlements Act coming into effect on 1 July; increase in enquiries from the PHC sector related to the strike action (October/November); and high activity over the year with many collective agreements in various sectors heading into negotiations and each round of bargaining generating enquiries.

Competency advisory services

- There were 13 new competency cases open in 2022: nine are now closed and four are ongoing. There are still two cases from 2021 in progress.
- There have been five new cases for 2023. Of the nurses referred to NCNZ for competency issues one

The nature of the work involved with pay equity across the organisation has had a direct impact on the workflow through the Member Support Centre (MSC) over the last 12 months.

was a nurse practitioner (NP), the first NP referral the NCNZ had received. As a result, a new process for assessing competency was developed with input from the NZNO Competency Advisor.

- The remainder of referrals were Registered Nurses (RNs).
- Three RN cases went to a full competency review, one nurse retired before completing the process.
- Outside of the competency process one internationally qualified nurse was successfully supported to have their New Zealand registration changed from EN to RN.
- One NZNO member was supported to write a statement supporting a colleague reported to NCNZ.

Employment law

In August 2022 NZNO was in the Employment Court responding to an appeal by Arohanui Hospice against a decision of the ERA (won by NZNO). If Arohanui Hospice had been successful 44 of NZNO's members who do not work on fixed days of the week would have missed out on public holiday pay benefits agreed in the collective agreement.

NZNO won the case with backpay payments made correctly.

Ten employment law matters were opened in the year to 31 March 2022 and 12 cases were closed.

The cases relating to pay equity and the Gisborne injunction are reported elsewhere.

NZNO are fortunate to retain the services of Peter Cranney as our lawyer. He worked tirelessly on our pay equity cases, the injunction attempt and other personal matters. He is well liked by members for his readiness to engage directly with them through zooms and other links.

Medico legal

NEW CASES ACTING FOR MEMBERS

In the 2022/2023 year, files were opened for 284 members in relation to the following matters:²

- 83 coronial matters
- 76 Health and Disability Commissioner complaints
- 11 Nursing Council Professional Conduct Committee investigations regarding conduct
- 7 Nursing Council Professional Conduct Committee investigations regarding criminal convictions
- 35 Nursing Council Health Committee matters
- 21 Nursing Council initial assessments
- 8 Health Practitioners Disciplinary Tribunal hearings (charges brought by a PCC of the Nursing Council or the Director of Proceedings)
- 23 Police matters relating to criminal investigations where the member is required to provide a witness statement (18) or where the member is directly under investigation/other inquiry (5)
- 1 Midwifery Council matter
- 14 serious adverse event reviews or other employer led inquiries
- 5 witnesses in other types of court proceeding.

Currently the medico-legal team comprises the following FTE:

- 1.0 FTE in Auckland
- 1.0 FTE in Wellington
- 2.0 FTE in Christchurch.

Library and Record Services

NZNO LIBRARY

The library continues to provide information services to staff and NZNO members through a range of resources including books, historical and contemporary journal articles and databases, and topic resource lists produced by the library. In-depth searches for New Zealand and overseas published material are done on behalf of the Board, policy advisers, colleges and sections, professional nursing advisers and other staff. All staff have digital access to a variety of online journals, newspapers and databases, in addition to having access to the databases provided to members

on the NZNO library webpage [Online journals and databases \(nzno.org.nz\)](https://nzno.org.nz)

The regular current awareness e-newsletter alerts members and other subscribers to new books, recent journal articles and reports on hot topics. There are 15 online databases and numerous journals which NZNO members may search themselves via the NZNO Library website page.

The New Zealand Nursing Research Database includes research undertaken by New Zealand nurses on all aspects of nursing, from January 1999 to the present. There are 1,813 records to date.

NZNO RECORDS TEAM

The records team is responsible for ensuring a full set of records is maintained to inform decisions, document NZNO activities and provide historical context. Records management services are provided to all staff. Assistance is also provided to colleges and sections, Nursing Education and Research Foundation (NERF) and other groups with regard to their record-keeping.

Communications and publications

MEDIA

NZNO interacts regularly with the media and has good relationships with journalists particularly in the realms of health and politics. During 2022-2023 we issued 29 media releases. We also entered the media reactively and appeared in online, radio, print and television publications 2,089 times in the year to 31 March 2023. Our media appearances are frequently shared with members via social media.

NZNO issues media releases through the media monitoring service Fuseworks (owned and operated in Aotearoa New Zealand) which reports daily and monthly on our media appearance statistics and with a report on the hour if we appear outside regular reporting times.

NZNO works to have members speak in the media rather than staff, and members are given media training and help with messaging within the Maranga Mai! framework as required. Advice is also given on keeping oneself safe professionally. For top level matters our President, Kaiwhakahaere and Chief Executive are used as spokespersons.

² We note that we are unable to confirm the number of files taken on in the Hamilton office from 01/04/22-31/08/22. It is likely that additional files were taken on by the Hamilton-based medico-legal lawyer over this time.

The Communications Team publishes an online newsletter to members every fortnight on a Friday. This newsletter contains an update from the Chief Executive written specifically for and to them. It is often used to remind members of the Maranga Mai! framework under which the organisation operates and to keep them focused on solidarity across the nursing sector and on the five fixes of Maranga Mai!, which sums up the reasons why they belong to a union.

Managers, directors and other senior staff submit a brief piece for this newsletter in which they provide information about matters such as where bargaining is at for a particular collective and current state of various campaigns. The newsletter also carries news stories and photos of recent events.

Maranga Mai! is now firmly imbedded amongst our more active members and the fortnightly member newsletter has certainly played a part in this. Members asking for information are usually directed to the newsletter, allowing the newsletter to be recognised as their main information source about what NZNO stands for and what NZNO is achieving. The newsletter is usually opened by between 50 and 60 percent of members.

CAMPAIGN MONITOR

NZNO uses the online platform Campaign Monitor to send message to members. It is used by the Communications and Campaigns Teams and by several administration staff on behalf of organisers and managers/directors. Messages are sent to all members about organisation-wide issues or to groups (e.g. college/section members, members covered by a certain collective agreement etc).

Campaign Monitor usage is high so messages are monitored and responded to by the Communications Team, to try to minimise times when members receive multiple messages at once. Campaign Monitor also allows us to track how well a message was read, what links were most clicked – and a report on these sorts of statistics can be produced for each message.

In the year to 31 March 2023, a total of 6,230,235 individual messages were sent to members.

WEBSITE

The website is under review and requires the renewal of our membership system which can link across, as a starting point.

The current site is maintained as best it can but it is acknowledged it is sub optimal.

Kaitiaki Nursing Research

NZNO's nursing research journal, Kaitiaki Nursing Research (KNR), published its 13th annual issue in November 2022, and the first under its corrected title.

The 2022 issue comprised five full research papers, a research brief, two editorials and a methodology article. This brings to 80 the number of research articles KNR has published over its 13 issues.

KAITIAKI NURSING NEW ZEALAND

It has been another year of challenge and growth for *Kaitiaki Nursing New Zealand* – the first full financial year as an online-only publication. Over the year Kaitiaki has dealt with a cyber-attack as well as staffing turnover.

Kaitiaki.org.nz continues with a mixed access model, with some content open access, and other content requiring a membership or subscriber log-in. This caters for Kaitiaki's roles as a membership benefit, and as a platform to raise awareness of nursing/NZNO issues publicly.

VIEWS

Our first year of Google analytics show 82,000 people viewed the *Kaitiaki* website 233,000 times over the year, with 20,000-30,000 views a month from 10,000 people. They will work with the campaigns director on a social media strategy to continue to grow.

Registered users (eligible NZNO members or paying subscribers) have grown from 7,000 (March 2022) to 8,500 by end March 2023.

CYBER-ATTACK

In late November, the website was subject to a cyber-attack and offline for more than two weeks. Members and subscribers were updated via Facebook and Campaign Monitor emails, advising to reset passwords. As a result, we have better backups and a more secure host.

CONTINUING PROFESSIONAL DEVELOPMENT (CPD) CONTENT

He Ako Hiringa continues to supply CPD articles focused on improving access to medications for priority populations and long-term conditions. It includes more interactive elements such as short videos to help members access their CPD, [for example](#).

A 'bank' of CPD articles has been built, clearly labelled with how many hours' CPD they provide members.



Reports

Board of Director's report

What a difference a year makes!

NZNO has certainly walked the talk and risen up on a journey to realise our Maranga Mai! goals. A year ago, NZNO had just welcomed our new CEO Paul Goulter and consequently his amazing PA Kate Wilson. From day one, Paul asked the big questions and the first one was, "what is NZNO's why, and next, what do we need to do to get there?" As a result, our Maranga Mai! governance strategy was developed and is now known to most of our members.

Change also occurred on the BOD. This report provides an opportunity to acknowledge Board members who have left during the year and welcome those who began.

We farewelled and thanked Geraldine Kirkwood (Audit and Risk Committee), Diane McCulloch (Audit and Risk Committee, Constitution Review) and Noleen Dayal (Chief Executive Employment Committee) for their work and commitment to staying the course through COVID and many other challenges.

We welcomed Lucy McLaren, Grant Brookes, Saju Cherian to the BOD and they have subsequently taken up extra responsibilities on various Board Committees.

We also welcomed back current board members Anamaria Watene, Margaret Hand, Tracey Morgan, Titihuia Pakeho and Nano Tunnicliff. Our governance focus has become future facing while also meeting our legislative and compliance obligations, but we must always reflect back, to ensure we continue to go in the right direction.

In the last BOD report we stated that our union must become inclusive, not exclusive, and must not be just the loudest voice but the many quiet voices joined together. We recognised that it would be our members' cohesive power and strength of will, to fight and win, and be a force to be reckoned with. So it is today. We are well on the road to achieving those Maranga Mai! goals one year later, through the leadership of the BOD in partnership with NZNO members and staff.

We have continued to have a voice through our strong and consistent media presence, our CEO Paul Goulter's regular newsletter, our President and Kaiwhakahaere blogs, Board meeting minutes on our NZNO website, and various Facebook pages – this includes a post that showcases our Maranga Mai! campaign page

– to keep our members informed about what we are doing and why.

Our current Constitution has 11 objectives that NZNO is required to uphold including:

6.1.3 Give effect to Te Tiriti o Waitangi, and 6.1.7 Promote members' interests including professional, industrial, cultural, social, economic, political and health and safety interests. The importance of actualising Te Tiriti first and foremost is reflected in the development of the Mana Motuhake campaign in the Māori and Iwi Provider Sector. The NZNO BOD has identified that we also need to show the way and commit to acting in a way that honours Te Tiriti principles in all that we do. This is clearly a work in progress for us all.

Promoting members interests has been the focus of much of our work in partnership with our CEO Paul Goulter and our NZNO staff team, which is changing the way our organisation works to become more effective and efficient, and fit-for-purpose. In terms of pay and conditions, laying down the gauntlet and refusing to accept disrespectful and undervaluing offers in our pay equity, pay parity processes, back pay, winter payment, and unsafe work conditions, has led us to the courts of this land, when you, our members said 'enough'. The willingness to stand strong and fight back has been a major driver of our mahi. Underpinning this fight to be treated with respect and care, has been the horrendous cost of living which has impacted on our members and the health and wellbeing of our nation.

Consequently, health and safety is now a catch cry for many of our members as they submitted many Provisional Improvement Notices under the Health and Safety in Employment Act. Members are demanding relief from the moral, physical and emotional harm that has resulted from nurse shortages, lack of action in effective short- and long-term strategies to turn this around, so we could provide safe, quality, culturally appropriate care where and when and by those who had the skill and experience to do the job. Putting nurse patient ratios on the MECA negotiating table supported by the NZNO BOD direction to enact a BOD remit written and passed in 2020, saw Te Whatu Ora refuse to discuss a real way forward to improving safe work conditions for nurses. Nurse patient ratios are a must



for hospital, aged care, primary health care and the funded sector. We will not leave any sector behind.

Our board has become future facing. There are many issues that we must consider going forward. This includes our ageing workforce and population, artificial intelligence, patient acuity and co-morbidity, ethnicity and culture, funding, wellness versus illness, pandemics and climate change. Climate change has had a major impact across the motu in the last year. In response the board agreed that a subcommittee was necessary to identify and scope the challenges our health system might face and how the role of the nurse needs to look to pro-actively meet those challenges.

To enable NZNO to be fit-for-purpose now and in the future, the Constitution review completed by Morrison Kent and a Constitution Review Committee in 2021, identified that the whole Constitution needed an overhaul. That work has begun, led by a board subcommittee. The work will be founded on agreed principles and values, which will guide our way forward to develop a clear set of rules that will support effective infrastructure and processes we need to be a cohesive and effective team of 57,000 plus members.

We are growing as our nurses, midwives, health care assistants, kaiāwhina, allied health members and our future-focused students recognise that we are becoming the change we want to see in our world. Maranga Mai!

President and Kaiwhakahaere Reports

Over the last year we have all faced many personal and professional challenges.

Climate change featured heavily, with New Zealand recording the warmest year in history, with cyclones, floods, landslides and terrible loss of life. Many of our members experienced these storms personally and many were involved helping to save lives and reduce the consequent suffering after the storms were over.

COVID restrictions were removed for the most part as a nationwide vaccination programme was rolled out by government and executed by our Primary Health Care, Māori and Pacifica nurses and kaiawhina. Our members worked hard to develop and implement the processes needed to put this vaccination programme in place to support a return to our new normal lives and living. Our Māori and Pacifica nurses' worked harder still, often with little infrastructure or funding support, to reach out to those in hard-to-reach places so every one of their people could be vaccinated. Violence and abuse of our members who were doing their jobs under extreme circumstances increased, making it difficult for us, along with everything else, to face another day at work. But we did, and still do. The parliament antivaxer protests that lasted nearly a month came to an end in early March 2022 but the mis- and dis-information still comes from different quarters.

Cost of living increases put even more pressure on our nursing students as the costs of petrol, food and accommodation rose. Kerri and I worked with Paul, our NZNO media team, and our student representatives, to make visible the impact cost of living was having on the ability to go to placements, work and study. Calls for earn-as-you-learn or full scholarships similar to those provided in Australia were loud and clear throughout the year citing the need to grow our own people in a context of increasing nurse/midwife/healthcare assistant shortages, all falling on deaf ears to a greater extent.

A Nursing Safe Staffing Review stated that 83 percent of patients being cared for in understaffed work environments were not receiving the care they needed, with many subjected to care rationing as nurses were forced to prioritise who needed their care and time most. Nurse shortages were reflected in increasingly unsafe workloads and work environments alongside the expectation that somehow, we keep on going, keep providing care and comfort to a high standard. And we

have kept going and we have given of ourselves until, sometimes, we have nothing left of ourselves to give. As a result, many nurses decided enough is enough and registered to work in Australia or cut their hours or just left nursing. Health and safety representatives around the country used the Health and Safety in Employment Act 2015 to submit Provisional Improvement Notices and called in WorkSafe to make the issues contributing to unsafe work environments safe, without noticeable difference for many.

Through all this and much more, our NZNO members rose up and stood strong guided by our newly launched Maranga Mai! campaign. The campaign called for every member, everywhere to work collectively to realise our Maranga Mai! goals. In early April 2022 NZNO members were asked if they would accept the pay equity offer with little back pay or fight back. Overwhelmingly, members voted to go to court to fight for what had been promised. Decades of broken promises and failed MOUs regarding pay, work conditions and missed CCDM implementation deadlines have culminated in anger that has galvanised action. Tired of disrespect, gender discrimination, racism and misogyny, our members are standing strong in this and many other battles.

Pay parity for every nurse/midwife/health care assistant is another battle where we have stood together and seen change. In October 2022, NZNO members working in three private hospitals in Wellington and Hawke's Bay went on strike and again in November, and won. Plunket nurses went on strike for the first time in 35 years. Aged care nurses and community health care workers won equity with Te Whatu Ora nurses in November 2022, but this win was tarnished when Primary Health Care nurses were not included. Our Primary Health Care members stood up and went on strike to protest, a battle that continues as we go to print.

NZNO governance and leadership are changing to become fit-for-purpose. We are working hard to honor our Constitutional objective and Maranga Mai! goal to actualise Te Tiriti o Waitangi first in everything we do. We are overhauling our Constitution, changing our internal infrastructure to focus on campaigns that we must win, and becoming prevalent in the priorities of government, nurse employers and the public through our strong and consistent media coverage. We have used the vehicle of Maranga Mai! to empower our members to become their own change agents by creating a culture of trust built on belief in



our members. The idea that there is no “I” in the word team, is being born out in the way we are all working together to realise our Maranga Mai! goals. Mutual respect is growing through discussion, debate and challenge to the status quo both within NZNO and our health system. And through our mahi we are gaining the credibility we deserve.

NZNO is taking its place as leaders as we anticipate change, explore possible futures for the role of the nurse, and enable transformative action. We are NZNO. Kia kaha everyone.

Kaiwhakahaere report

Nau mai, haere mai and welcome to all members, partners, colleagues, and whānau who work with and support the mahi of Toputanga Tapuhi Kaitiaki o Aotearoa, New Zealand Nurses Organisation.

The BOD continues to work towards achieving the strategic priorities affirmed by the AGM and meeting the needs of members. We acknowledge our active delegates and representatives and the staff who

continue to progress and advance the aspirations of our members.

The past few years have seen significant changes in the health sector with the Waitangi Tribunal report, health reforms and establishment and refining of the roles, positions, and power across the sector. Our role as health advocates is to continue to advocate for our freedom to care so we are not inhibited by a health system and processes that are not effective or functional. This year our conference provides some valuable insights *Challenging the system werohia i nga ture*. These events are extremely important to bring together nurses, midwives, healthcare assistants, kaimahi and taura from across Aotearoa, to re-energise, to plan, and collectively take on the challenges ahead of us.

I hope you will be excited about the opportunities ahead, every nurse everywhere coming together will support our change for a future in health care that we can be “Freed to care and proud to nurse”.

Kia kaha.

Chief Executive's report

When I took on the role of Chief Executive of NZNO Tōpūtanga Tapuhi Kaitiaki o Aotearoa in early 2022, one thing was very clear: the health system in Aotearoa New Zealand is failing to the point of crisis.

In that sense the Pae Ora reforms were well-founded. The disaggregated, competitive DHB system had to go, but unfortunately, the Te Whatu Ora model is not working and our frontline members are bearing the brunt of that failure. The fact we still do not have better access to health services and health outcomes for Māori remains a scandal.

Nurses did not create this problem, but it is totally unacceptable that both our members and their patients are exposed to the workplace health and safety hazards they currently face.

The year was again challenging due to COVID-19 with the move out of lockdowns and other precautionary measures. This made it no easier for members when doing their jobs. Any number of platitudes from Government and officials about how hard the situation is for nurses and what a great job they do, makes no difference. Our members are looking for concrete actions to address their crisis, and fundamentally the system has failed them.

We need better clarity and policy for our health system in Aotearoa that we believe is best for those it serves and those who work in it. As the largest health sector organisation it is not right that we don't have policy in that regard.

Likewise, we need to have greater clarity about the role of the nurse in that future facing health system. Are we defending the present or promoting the future? What will the role of the nurse look like in the future? How do we develop greater clarity and support for the role of those members who are not nurses? How do we accelerate the participation of Māori nurses in our system and carve out an acknowledgement of what they bring to their practice? These are the threats. What are the opportunities?

These are the big issues we now face, and 2022/2023 has got us started to make change. We now need to accelerate these conversations. Already the role of the nurse is under threat of being dismembered as employers look to cheaper solutions and show disrespect for the profession. We need to identify and fight for our vision of a uniquely Aotearoa New Zealand health system and for a clear and respected role for our members within it.



That means addressing a failing health system is something we must take on. And to do this we need to define our challenges and have a clear vision for the future for both the health system and nursing.

Maranga Mai!

The overarching Maranga Mai! campaign was launched on International Nurses Day (22 May) 2022, now we need to ensure that all of NZNO's resources become aligned with what our members say needs to be done, and that the whole organisation is focused on those outcomes, or what we call "the fixes" for the health system.

There is flexibility within Maranga Mai!, and the different groups like colleges, sections and regional councils are free to select which areas they want to focus on. We are already seeing some great results. The propositions underpinning Maranga Mai!, such as the call to action and to rise up, will always be fundamental.

And Maranga Mai!, being about "every nurse everywhere", helps to ensure we have a direction to follow so members achieve common terms and conditions across our various sectors. Over the course of the year the battle lines have been drawn for an ongoing battle with Te Whatu Ora over Pay Equity and Pay Parity for our nurses and other healthworkers.

Political

Our relationships with both elected Government and Te Whatu Ora/Ministry of Health have not been easy. As we developed a more coherent approach as a union under Maranga Mai! we were able to put more direct pressure on government to meet our goals.

There has not been a great deal of formal meetings between ourselves and Government. While we have been deeply enmeshed in various consultative structures (of often dubious worth) we as NZNO have



been excluded from some of the major conversations especially around workforce. There is a palpable lack of respect for NZNO and our members and this must be corrected. Often this requires direct action.

Having said that, there can be no doubt that right across the motu there is incredible support 'for the nurses'. We have had great media and community support. We now need to leverage that into concrete outcomes. Our political campaign leading up to the General Election got underway in March. I am pleased to see so many MPs being visited by our members and being made aware of their circumstances.

Our campaign is around our Maranga Mai! fixes. Again we need concrete commitments from political parties, not 'sympathetic' words.

Pay Equity and Pay Parity

The Te Whatu Ora (ex DHB) Pay Equity battle started when our members made it perfectly clear that they believed backdating of the Pay Equity settlement to 31 December 2019 was always part of the deal. They were upset about the lack of recognition of the situation for senior nurses in the draft proposed settlement. There was also no agreement about a review mechanism that would ensure the rates were constantly updated to prevent the discrimination occurring again.

Since then we and the PSA have been engaged in endless litigation in both the Employment Court

over the back pay and Employment Relations Authority over the rate fixing. There has been many interim and interlocutory matters, which have been completely unnecessary and indicate no commitment to addressing what is in fact the problem – ongoing gender discrimination amongst our workforce.

And it's remarkable to us that a government committed to addressing gender discrimination is now actually extending that very injustice unnecessarily, and failing to address it.

Prior to Christmas the government finally announced Pay Parity funding for Aged Residential Care, Māori and Pasifika providers, and community nursing. Although the funding only goes to 95 percent parity it is a welcome start. However, there was a glaring omission for nurses working in Primary Health Care and covered by the Primary Health Care MECA.

This culminated in a Primary Health Care strike on 27 October 2022.

It is unacceptable that our nurses covered by the Primary Health Care MECA have had to put up with the ongoing failure of Government to recognise the disparities and do something about it. This battle continued into 2023, and we will continue to push hard for 100 percent Pay Parity across all areas of nursing.

Most importantly we need to continually make sure that the parity payments actually go to our members and are not siphoned off somewhere else.

Bargaining

It has been a very busy year for our bargaining and we still have outstanding collective agreements to complete. Our members have shown a willingness not to accept substandard offers. This has resulted in industrial action across the board and I was pleased to participate in the protests and strikes as they occurred.

Certainly the Government's commitment to Pay Parity (or at least 95 percent) meant that in other parts of the sector we could settle collective agreements on acceptable terms.

A major problem was settling the Primary Health Care MECA due to the Government's refusal to fund Pay Parity for those nurses covered by it. We provided detailed evidence to the Minister of the pay gap but this made no impression. We joined with the various GP leadership groups to put full pressure on the Government but again this seemed to have little impact. This has led to a strike and other protest activity. We are convinced that we will win this argument for Pay Parity funding for GP nurses.

NZNO also participated in the CTU-led negotiations with the Public Service Commission on the introduction of the Public Service Pay Adjustment. This was a proposal for a common pay movement across the public sector.

Eventually we withdrew from the process due to the Government's failure to commit to the same process and outcomes for the funded sector, and that we had simply run out of time to integrate any outcome into the Te Whatu Ora Collective Agreement bargaining. Other unions followed us.

The bargaining for that collective agreement has proved most difficult and even though it expired in October 2022, we did not receive any offer until early in 2023. Our core claims of a significant pay adjustment, ratios and health and safety provisions, are critical to our members. We see a difficult road ahead.

Health and safety

During the year it also became clear that "the nursing crisis" was actually a health and safety crisis. The failure to engage in proper workforce planning that would result in enough nurses at the right times has actually meant that the safety of all nurses, health care workers and their patients is compromised, right across the health sector.



We are convinced that we will win this argument for Pay Parity funding for GP nurses.

The Health and Safety at Work Act has some provisions relating to provisional improvement notices that our members have issued at a number of hospitals but in many cases little was achieved. The hospital steadfastly ignored them or buried them in red tape – or WorkSafe dismissed them. That's absolutely disgraceful and has led to NZNO exploring options for more direct industrial action under the Employment Relations Act.

I want to acknowledge all those HSRs and delegates who have taken this struggle for healthy and safe workplaces up to the employer.

Aged Residential Care

In Aged Residential Care (ARC) we have adopted "pattern bargaining" as a way forward. This follows the Maranga Mai requirement for common terms and conditions right across the health sector and identifies a number of claims that are the same for every employer in the major ARC provider chains.

I'm pleased to say we worked increasingly more closely with E tū in both bargaining and organising across each chain. We've made some steps forward and we need to continue this process as we drive for common terms and conditions that link to the rest of the sector.

Colleges and Sections

The work of our colleges and sections has continued as we emerged from lockdowns and other measures, though it has been difficult for a number of them. The work they do is incredibly important for NZNO and the profession.

I have met with most of the committees of our colleges and sections and they have made me aware of their issues. It seems to me that we need to think hard about how we can enhance their work and provide better support. Maranga Mai! is a powerful tool to achieve this. We also need to think through how we can grow the numbers of their members.

What they have achieved over the year is too much to list here. I want to acknowledge the hard work of these committees and their officers, it hasn't gone unnoticed.

Te Tiriti o Waitangi

NZNO has a long-standing commitment to meeting its obligations under Te Tiriti. This has not been an easy journey, but it's one the Board and Te Poari have made a strong commitment to over the course of the year. It's a prominent part of Maranga Mai! which requires us to actualise Te Tiriti in every activity we are engaged in.

NZNO cannot stand to one side while the health system continues to breach its Te Tiriti obligations, evidenced by the disgraceful statistics that relate to Māori health outcomes. That and the low numbers of Māori working in nursing means we must put that at the front of whatever we do. This is starting to happen and will be a part of NZNO's future.

Constitutional review

We're looking forward to the Constitutional review in 2023 and 2024. At the 2022 conference the outcomes of a review led by Morrison Kent, further reviewed by Ross Wilson, were debated and a plan for a full Constitutional review was put in place for 2023 and 2024.

The Board and Te Poari, have developed a plan for the review to cover the whole Constitution to ensure it is fit-for-purpose under Maranga Mai!

The financial state of NZNO

One of the most important matters for the 2022-2023 year has been the financial state of NZNO, which was not where it should be for a union of this size. The accounts showed a lack of liquid reserves which are required by an organisation of our size as a buffer to counter risk. Also the budgeting and reporting processes needed updating to introduce greater transparency and accountability. Much of the technology was out of date and we were caught between paper and digital.

A programme of change has been put in place. I want to thank the Board and the Audit and Risk Committee for their work in putting in place a process where financial security is now a prime goal and ensuring budgets and expenditure meet that objective in a transparent way.

We're also pleased to say that our membership continues to grow. Contrary to earlier cycles, the normal membership drop off after the 2019-2020 bargaining did not occur and that has made it easier to start to achieve a place of greater financial security for the organisation.

Conclusion

It was a year of substantial change for NZNO staff and members in 2022, but the far-reaching embrace of Maranga Mai! as a way forward has been pleasing. We will continue to develop and consolidate under this campaign in 2023 as we journey to become the most powerful and effective union we can be.

I want to acknowledge the leadership and support from the Board and Te Poari. As NZNO moves to be far more strategic and focused those groups have been on board for that journey. We are moving to resource this more strategic approach and this means more strategic conversations at these levels.

Finally, I want to acknowledge the mahi of the staff over the year. As with our members, it was a difficult year as we transitioned. As with any union we cannot stand still, and through the Maranga Mai! lens we will further change to meet what our members need.

An exciting journey indeed.

Paul Goulter

Chief Executive
NZNO Tōpūtanga Tapuhi Kaitiaki o Aotearoa

Te Poari o Te Rūnanga o Aotearoa Annual Report



Te Poari is the Māori governance roopu for NZNO and represents the vision as aspirations of our Rūnanga. Te Poari is made up of elected Māori representative, and they have additional responsibility to oversee the regions as the Te Rūnanga chair.

In 2019 at Hui-a-Tau we were charged with implementing Ngā Hapū – to develop more local engagement with members to support whanaungatanga, kōrero and tautoko. However, full implementation has been challenging across the regions.

Te Poari priorities continue to be: growing membership, building capacity, and active engagement. This is fundamental, to ensure that as a rōpū, we are continually responding to the needs of members.

Our membership has grown over the past year, reaching 4,335 Māori membership as at 31 March. Some regions are showing steady growth – BOP/ Tairāwhiti, Auckland, Te Matau a Maui and Southern – while some continue to build capacity.

Te Poari activities continue to focus on pay parity for all nurses and kaimahi including the primary, community and age care sectors with colleagues in Te Whatu Ora. A campaign will be launched to support Māori and Iwi sector equity and acknowledgment of the cultural

expectations required as a Māori health care worker. Te Poari is leading a pay parity campaign – addressing the challenges identified in the Wai 2575 hearings and the systemic institutional racism. We encourage all members to be engaged in this work.

The NZNO Strategic plan, Maranga Mai!, focuses on key priority areas, the first Actualising Te Tiriti. Te Poari along with the NZNO Board of Directors are committed to making this real and maintain mana Māori over this initiative. Over the coming months we encourage everyone to become involved and contribute to the future work of the NZNO Constitutional Review.

He aha te kai a te Rangatira?
He korero he korero, he korero

What is the food of the leader?
It is knowledge, it is communication

Nga mihi nui

Titihuia Pakeho
Tumu Whakarae

Membership Committee Report

The question was posed to the Membership Committee (MC), how will Maranga Mai! motivate all nurses, irrespective of location, to take action.

Highlights included:

- The Chair demonstrated Maranga Mai! with an activity using Poi, by relating the whakapapa and tikanga of Poi to the members of the MC.
- MC adopted Te Tiriti o Waitangi, where everyone rose up, demonstrating partnership; they gave each other space to move, demonstrating protection and safety; and they followed directions to begin swinging their Poi, demonstrating participation.
- The exercise proved to everyone that, despite the fact that they were all out of rhythm with one another, this exercise of Poi demonstrated solidarity and empowerment for everyone, regardless of their race, gender, sexuality, and social class.
- It was the first time several of the committee members had ever swung a Poi for our MC.

COVID-19 is one of the most significant global crises in recent history, when individuals and societies alike have been forced to adapt and respond accordingly. There are now several critical challenges facing our country. These include heightened inflation rates, an increasing cost of living, a housing shortage, apprehensions regarding law enforcement and crime, difficulties within the healthcare and hospital sectors, and the pressing issue of climate change.

The MC is committed to working in partnership with all regional councils and the BOD to address the diverse range of obstacles faced by our members.

Te Tino Rangatiratanga

MC representatives in the regions operate under the Members Lead model – Maranga Mai!, Every nurse everywhere. The MC will continue to support the BOD by working in partnership to achieve NZNO's strategic aims in giving effect to Te Tiriti o Waitangi.

Phebe Eruera	Bay of Plenty / Tairāwhiti (Chair)
Anne-Maree Wagg	College and Sections (Vice-Chair)
Debra Isaac	Tamaki Makaurau / Greater Auckland
Denise Moore	Waitaha / Canterbury
Maddie Beardsmore	National Student Unit (NSU Vice Chair)
Noreen McCallan	Te Matau a Māui / Hawke's Bay
Ramkumar Nair	Tai Tokerau / Northland
Rebecca Dunn	NSU Chair
Wendy Alexander	Central

Our focus areas of Maranga Mai!

The MC focus is directed at the student body through Maranga Mai!, giving attention to, and efforts towards, achieving our strategic objectives while actualising Te Tiriti o Waitangi.

We are fortunate to have valuable contribution from two national student representatives who are actively involved to drive this focus alongside the MC. From the information gathered, the total number of students who are members of NZNO is expected to reach 3,705.

The live student membership list has a total of 2,990 students – including CAP providers whose numbers are subject to change – and the challenge continues, to locate student nurses in Aotearoa/New Zealand who are not members of the NZNO.

The absence of involvement from a number of schools is attributed to these barriers. At this time we have not published the names of the schools as we are currently looking into other methods to establish ties with these institutions, while implementing partnerships and manaakitanga.

Jade Power, the former national student and Membership representative, along with the National Student Unit with the guidance of Te Poari, have been working on the development of the student badges. This badge was crafted to honour the Te Tai Tonga/Southern Regional Council and is backed by the region.

Inspired by the student badges, the MC has been working on a badge for all members.

The MC took the opportunity to express solidarity with the Registered Nurses and Health Care Assistance of Gisborne – Ward 5, who engaged in a brave one-hour strike. MC dispatched a package containing NZNO badges and a supportive card.

National Student Unit Report

The National Student Unit (NSU) carried out extensive mahi to ensure our students voices continue to be heard, as students report on the financial barriers to complete their training. This shaped the three working groups for 2023 which will focus on specific mahi, to inform our purpose, role, and goal. This year our working groups are: consultations, earn while you learn; and the 2023 bi-annual student survey.

The working groups were created in consultation with NSU committee, who each brought their individual kaupapa to the table. While it is still relatively early in the year, we are hopeful that these working groups will continue to provide advocacy for relevant taura issues, and work to create positive change alongside wider NZNO support.

Consultations

In 2022, the NSU trialled having a working group specifically for consultations, to ensure these were given the time and input they needed. This proved incredibly beneficial to our committee, and we felt that we were able to represent the student voice well. We decided to continue with a consultations group for 2023, to ensure any outgoing consultations with agencies such as Nursing Council of New Zealand, Te Pūkenga and the Ministry of Health were completed in a timely manner.

Earn while you learn

This working group is also a continuation of the mahi done in 2022, as we felt we still had work to do in this space. Due to changes in the NSU leadership, this year the group had a slower start, but is now planning how they will advocate and use their collective power to push for earn while you learn for nursing taura.



**Hapaitia te ara tika pumau ai
te rangatiratanga mo nga uri
whakatipu.**

**Foster the pathway of
knowledge to strength,
independence, and growth
for future generations.**

2023 Student Survey

The bi-annual national student survey is due to be completed this year, and a dedicated working group was set up to achieve this. The survey questions have been created and formatted and the survey has been sent out for all undergraduate nursing students in Aotearoa to complete. The focus of the survey this year was to collect data on financial barriers, LGBTQIA+ training and support, mental well-being and Māori and Pasifika challenges/support. We are currently on track to have the best response rate from any student survey done in previous years, and the results of this will firstly be presented at the Heads of Schools meeting in July. A formal analysis of the survey will be collated for any external agencies that wish to obtain this.

Co-chairs,

Rebecca Dunn

National Student Representative Chairperson

Anna Clarke

Te Rūnanga Tauira Chairperson



Regional Councils

Regional Councils

Bay of Plenty/Tairāwhiti Regional Council

Chair: Sharon Powley

Strategic directions

- All of the strategic directions interconnect, and most actions met several of the criteria.
- Actualising Te Tiriti o Waitangi is not a stand-alone goal and will be met by achieving progress within the other strategic directions.
- Building political and member power; organising on-the-ground widespread action; winning public support.
- Membership has grown from 4,735 in 2022 to 4,937 in 2023.
- Politicians and local mayors were invited to speak at the Action Day Rally. Full page article in local paper explained the campaign well and provided positive coverage.
- Members of the public joined the Action Day and were encouraging in their support for healthcare.

Achievements included:

- Acknowledged all members in our regions on Nurse Appreciation Day for their commitment and dedication, with a video message showcasing our successful day of action and Maranga Mai! focus.
- Graduating gifts for student nurses.
- ANZAC Day Wreath laying carried out in Tauranga and Gisborne.
- All delegates acknowledged with a Christmas gift (chocolates).

Highlights included:

- Supporting the Tairāwhiti community with personal donations from RC members. Purchased wheelbarrow, shovels, gloves, masks to assist with the clean-up. Further supplied personal items for Kaumatua in Tokomaru Bay.
- Action Day – provided opportunity for nurses to show a united front during election year. Members felt invigorated and ready for the election year ahead.

Canterbury/Waitaha Central Regional Council

Chair: Cheryl Hanham

Canterbury/Waitaha Central Regional Council continues to meet regularly and this year started using MicroSoft Teams to engage with more members and delegates, especially those from out of town. This is still a work in progress, currently getting two-to-three people joining meetings on this channel. CCRC aim to increase member contribution and power.

CCRC start the meetings with a brief 10-15 mins education session from various groups or organisations that members may not know about. They showcase the mahi in their community across NGO's, private groups, legal entities, and NZNO staff roles and faces. Speakers are identified at CCRC planning day in November for the first two meetings, then seek feedback from council members for speakers going forward.

Highlights included:

- CCRC celebrated nursing on 12 May with movie and dedication at the earthquake memorial wall to the 80 nurses who lost their lives in February 2011.
- WOC's all had planning days and mapping took place across all workplace groups, to look at other ways of meeting and engaging. One WOC is a large group and hour long meetings may not cover all area issues. This remains a work in progress, to organise hubs and meetings and how to bring the issues together and maintain member/delegate engagement if split into smaller groups.
- CCRC continued to be under pressure to work with fewer staff on the floor even when patient needs became more complex. Areas have put in Health and Safety PINs with many of those waiting for responses, and outcomes still to be addressed.
- CCRC has struggled to get members to engage with other committees, with the same people picking up the mahi. The volunteer support working within NZNO still isn't quite right, and with everyone across the motu and in all hauora sectors still very busy, stretched and tired, this is important to get right. CCRC are preparing a plan for the coming year.

Central Regional Council

Chair: Michael Pye

The Central Regional Council (CRC) has 16 elected members representing members from various constitutional bodies in the Taranaki, Wanganui, and Midcentral Districts. CRC convened as required by the constitution, and meetings (mainly virtual) were regularly attended by around half-a-dozen activists. Recurring topics for discussion were:

- current issues affecting members in their respective workplaces
- need for support, education, and resources for workplace delegates to carry out their union work on top of their daily duties
- pay and conditions, in particular pay equity and pay parity, across all sectors in which our members work
- continued role and function of the regional council/s in the context of the evolving strategic direction our union is pursuing; and the opportunity for early engagement with the current constitutional review.

CRC looks forward to discussing these constitutional matters at the AGM as informed participants who have had the opportunity prior to discuss the issues widely with members.

The Chair regularly addressed these matters on behalf of CRC and members at the NZNO Board of Directors and Member Leaders meetings.

CRC reports Taranaki RC delegates presented the NZNO notebooks to all new graduates in Taranaki, including Te Whatu Ora and primary care NETP and NESP nurses. This provided the opportunity to talk to new nurses about the benefits of belonging to NZNO, getting to know their local delegates, contract, and collective agreements, and promote NZNO Colleges and Sections. This was well received by nurses and supported by the Director of Nursing.

Similarly, delegates from Palmerston North also engaged with new graduates from UCOL at their recent graduation ceremony.

A special thanks to delegates from those two locations for their efforts.

Greater Auckland/Tamaki Makaurau Regional Council

Chair: Esther Linklater (outgoing Chair)
Marianne Harris (incoming Chair)

He waka eke noa

We are all in this together

Members of GAR participated in the Maranga Mai! march on 15 April 2023, where they heard inspiring, interesting, and informative speeches. All GAR members talked with fellow delegates and members, informing them about and raising the profile of Maranga Mai!

GAR focus areas of Maranga Mai! are to build conversations, communications, and education around pay equity and pay parity and how people can contribute to ensure better outcomes.

Highlights included:

- GAR circulated a survey in October with the Panui of Tamaki Makaurau members to increase engagement. Member participation will determine overall outcomes. GAR continued to work on strengthening bonds with all members in Tamaki Makaurau.
- Maintaining lines of communication with our members and NZNO. Keeping people informed, explaining the difference between pay equity, pay parity and negotiations.
- Raising awareness of the issues facing nurses and healthcare professionals in different areas across Tamaki Makaurau.
- Our Strategic Directions is pay equity and pay parity; we get paid what we are worth, and we bring our colleagues in all areas of healthcare with us.
- Regional awards went to Kathryn Chapman, Emma Benson and Mies Dijkema
- Esther Linklater stood down after six years as chair of GAR and was elected to the management committee; new chair Marianne Harris was elected and is supported by the Vice Chairs Geraldine Kirkwood and Debra Isaac.
- Ran professional forums: September 2022 with presentation from EAP services on stress, resilience, and well-being; Paul Goulter shared the direction of NZNO and Maranga Mai!

- Obtaining appropriate equipment to bring Zoom to our face-to-face meetings – this year has been a combination of both.
- GAR website regularly updated with new profiles and our GAR logo is being widely used.
- Started working on another Panui sharing news of what's happening for members in Tamaki Makaurau and this will continue.

Hawke's Bay/Te Matau a Māui Regional Council

Co-Chairs: Sandra Corbett and Liz Banks

NZNO Te Matau a Māui Regional Council had a mixed year facing difficulty to achieve planned goals.

Effective organisation and strong workforce

Highlights included:

- Membership remained steady with around eight-10 members regularly attending bimonthly meetings with some additional Te Rūnanga members and some students.
- Most meetings were held by Zoom resulting in a loss of momentum and activities within the community.
- To reignite interest and energy TMMRC invited local Te Rūnanga for a face-to-face meeting with a meal and whanaungatanga. This resulted in a closer relationship with many non-DHB nurses and healthworkers involved and brought new ideas and sharing of mahi.

Skilled nurses

Highlights included:

TMMRC chairs provided a videotaped message for Regional Convention in 2022.

- Due to staff shortages and other issues caused by COVID, the Convention was delayed until the end of the year.
- A new format this year meant staff Zoomed in for recorded presentations.
- Although the numbers attending from TMMRC were relatively low, the sessions were interesting and applicable to nurses and our Maranga Mai! focus.

Improved health outcomes

Highlights included:

- Our strategic direction this year includes building membership and relationships especially with Te Rūnanga, students and other sectors (PHC, Hauora providers etc). This combined direction will provide a more positive and contemporary force to build political and member power. It also provides a more balanced focus towards our planned activities and NZNO profile.
- TMMRC was stopped in its tracks on 14 February 2023 with the widespread effects of Cyclone Gabrielle. As in other regions hit by these weather conditions, the region is still working around the ongoing effects on infrastructure, and impacts on our health and other services. The effects of Cyclone Gabrielle has had flow on effects to the nursing workforce and acute demand areas.
- TMMRC continues with a Co-Chair arrangement with Sandra Corbett, Central Hawke's Bay and Liz Banks, Hastings. The purpose of this model is to strengthen partnerships between Te Poari and lighten the work load of a single Chairperson. The model was adopted at the beginning of 2019 and continues to work very well.

For 2023 TMMRC hopes some of the events planned for previous years can now be held.

Midlands Regional Council

Chair: Diane Dixon

Highlights included:

- Paul Goulter was invited to speak to members and delegates at an evening forum in Hamilton early in the year. This raised Maranga Mai! focus and understanding amongst members and gave opportunity for members to raise and discuss concerns.
- RC members attended graduation and presented each nursing graduate with a small token gift, raising the awareness of NZNO. Presenters were representative of Te Rūnanga, NZNO, DHB and Enrolled Nurses Section.
- Organisers gave formal recognition with morning teas/NZNO merchandise, for exceptional work by delegates throughout the year; e.g. with Escalation Pathway, strike actions and Maranga Mai! campaign.

- Administered small education grant to one member for their study.
- Regional Convention was attended by 18 members and delegates online.
- Represented by a delegation of six from Midlands RC at AGM.
- Combined Regional Council and Te Rūnanga meetings during the year.

Te Tai Tokerau Regional Council

Chair: Sacha Young

Highlights included:

- Supported and worked with student nurse NZNO reps to promote NZNO within the tertiary education setting.
- Attended the biannual Whakawātea ceremony for student nurses at NorthTec Te Pūkenga to celebrate their journey and promote an ongoing relationship with NZNO to help build membership as they move into the workforce.
- Invited speakers from different sectors of nursing within the region to meetings to connect with the wider nursing community, networking, and promoting TTTRC and Te Rūnanga o Te Taitokerau.
- Successful Maranga Mai! We Need Nurses rally held at the Whangārei Town Basin on 15 April 2023 which collected more than 500 signatures, winning support from the public while highlighting the issues for nurses working in Aotearoa.
- Rallies held in the greater Northland region towns were also highly successful, very well attended, and supported by the public.
- Well attended Professional Forum with the Regional PNA via Zoom. Zoom has been highly successful, removing travelling and time barriers for members within the Tai Tokerau region therefore enabling greater attendance.
- Proudly partnering with Te Rūnanga o Te Taitokerau at RC meetings and sharing resources to better serve the Tai Tokerau community.

Te Tai Tonga/Southern Regional Council

Chair: Jo Wilson

Te Tai Tonga/Southern Regional Council (SRC) were disappointed to be unsuccessful in finding a delegate to take on the Membership Committee vacancy.

SRC was also disappointed that the regional convention was two half-day online forums rather than a full day convention though acknowledged and understood the careful consideration behind the decision. SRC hope to host a face-to-face convention this year.

Highlights included:

- Celebrated International Nurses Day on 12 May with a dinner at a Dunedin restaurant and also supported workplaces to celebrate with cake/morning teas.
- Maranga Mai! safe staffing launch also took place on IND which was well attended and a great forum to discuss upcoming activities.
- SRC continues to update its own Facebook page with items of interest.
- Use of Zoom access to meetings continues to enable the connection to many members across the region, especially our student representatives. This led to increased numbers from outside of Dunedin joining our meetings.
- Held a face-to-face hui to participate in NZNOs AGM and conference with good attendance from the region.
- Continue to administer the Ngaio Fulton Nurses Fund.
- SRC representatives presented badges at both the BN and EN graduations at Otago and Southland Polytechnics. A lot of input went into the badge design, and it was very appreciated by recipients.
- Members contributed to the review of the EN scope of practice; SRC acknowledges Robyn Hewlett's input on the working party. Expanding the scope of practice will reflect the realities of the work that ENs undertake.
- Held local market days and promoted SRC 'Stop the Hospital Cuts' petition.
- The announced cuts to the new Dunedin Hospital rebuild will reduce clinical capacity to care for an increasingly aging population and will impact staff's ability to provide appropriate and safe patient care.



- SRC petition has been adopted by the Dunedin City Council as part of their “they save – you pay” campaign, and the Otago Daily Times has also sought NZNO comment on a number of issues relating to the rebuild.

Top of the South Regional Council

Chair: Carolynn Hannah

Highlights included:

- Maranga Mai! launched 12 May 2022, with a rally, street march, and a gathering to watch via Zoom the launch at NZNO Nelson office, bringing members together. Chair had a video cameo in the launch.
- Workforce: a permanent agenda item on the NMH Workplace Committee to ensure support for delegates.
- Education funds: received four applications with two approved.
- Building member power: Supported local nursing students with pizza lunch and gaining 20 new members.
- Education: Forum held in July in Nelson and via Zoom on suicide prevention, engaging with members across the sector.
- National Service award to Joan Knight, RC vice-chair.
- Three newsletters delivered to members informing on regional and national activities.
- Two RC members attended the AGM and conference at Te Papa in September, reporting back to members.



Colleges & Sections

Colleges

College of Air and Surface Transport Nurses

Chair: Lynette Will

Highlights included:

- COASTN ran a successful symposium in November 2022 which enabled transport nurses to enjoy a well-rounded education programme.
- Aeromedical course ran in April 2023 and was well received by participants. This is a high quality course that attracts participants from both New Zealand and Australia.
- COASTN is represented at a national level in the changes being made under the umbrella of the NASO programme.
- Committee distributed a newsletter sent out to all members and available on NZNO website, inviting contributions from members.
- COASTN asked for assistance to add te reo Māori to our logo, and once completed will seek endorsement from members.
- Symposium planned for 23-24 November 2023 in Hawke's Bay that will provide essential skills for flight nurses.
 - Theme: *Soaring to clearer skies Recovery and Resilience*
 - first day will focus on flight safety
 - day two on overall transport matters.
- COASTN supported members to attend international conferences and provided a scholarship to our members for both the symposium and the aeromedical course.
- Inaugural COASTN outstanding nurse award:
 - awarded in November 2022 to Toni Johnston who was nominated by her colleagues in Dunedin ICU
 - the award included an educational scholarship of \$1,000.00
 - this award will be awarded annually with nominations being accepted prior to the symposium.

COASTN is focused on some quality initiatives across the country which includes data collection on what each service is doing:

- currently ad hoc with each service making their own collection
- COASTN is working with some areas to standardise the information collected and to establish a reporting system that will be useful to each transport team.

Cancer Nurses College

Chair: Shelley Shea

Kahore taku toa i te toa takitahi, He toa takitini

We cannot succeed without the support around us

CNC committee is made up of seven Cancer College members who have all been seconded onto the committee over the past year. Everyone who has been part of the committee has contributed enormous amounts of time, energy, ideas and influence and this has ensured the College's success.

Highlights included:

- CNC is pleased to have national representation through our CNC members on the Systemic Anti-Cancer Therapy, Medical Oncology, Radiation Oncology and Haematology Working Groups. Katherine King, is the nursing representative on the influential Clinical Assembly for Te Aho o Te Kahu (TAoTK). The value of holding a position on the Clinical Assembly cannot be understated and highlights the need for nursing to be represented at all levels nationally. Mary-Ann Hamilton, the previous Chair, had pioneered representation on the Clinical Assembly and significantly contributed to He Mahere Ratonga Mate Pukupuku (Cancer Services Planning Report 2022).
- CNC committee meet regularly with representatives from TAoTK (virtually) allowing CNC to represent important issues for cancer nursing and to gain support.
- Cancernet (the quarterly publication by the Committee), emails and Facebook continue to be the mainstay to keep members informed. Educational opportunities through grants and the sharing of professional development information also increase the cancer specialty news and knowledge for our members.

- CNC conference held in Auckland March 2023, had a special focus on lung and ovarian cancer. The conference (and the BGM that was held for CNC members) was a resounding success with up to 80 nurses attending to interact with the expert speakers sharing their knowledge and experience.
- Since the last BGM in 2019 the committee has been developing a framework for the formation of Special Interest Groups (SIGs) – the Nurse Practitioner (NP) group is the first CNC SIG.
- Additionally, the CNC poster celebrating the 25 year development of the Cancer Nurses Section through to becoming a College in 2013 has been distributed and well received, clearly setting out the many achievements and milestones of the College.
- CNC is pleased to note that Nadine Gray, a previous CNC committee member, has been appointed as the Chief Nursing Officer for Te Aka Whai Ora. Nadine will pave the way in demolishing the inequities that exist for tangata whenua while concurrently building the much-needed Māori nursing workforce.
- Effects of recent weather events and the pandemic will be felt for years to come and the consequences of such events unfortunately includes increased inequities for Māori and our most vulnerable.
- Mate pukupuku | People with cancer was identified as a top priority in the recently released Te Pae Tata: interim New Zealand Health Plan.
- CRC aims to advocate for further nursing representation locally, regionally and nationally to ensure our voice is at the table in addressing inequities, workforce planning and changes related to the health reforms.

College of Child and Youth Nurses NZNO

Chair: Sarah Williams

College of Child and Youth Nurses (CCYN) continues to support and advocate for child health nurses, tamariki and rangatahi. Over the past year, the committee has been busy working on several initiatives and strategies.

Highlights and achievements included:

Te Tino Rangatiratanga

- Facilitating culturally safe practice through CCYN's update of child health nursing standards to highlight child health nurse's obligations to implement Te Tiriti o Waitangi when engaging with tamariki and whānau; working with Te Poari to identify Te Poari and Te Rūnanga members to be on the project's steering group.
- Evolving CCYN identity through planned adoption of new te reo Māori name and culturally appropriate tohu (launch at Matariki 2023).
- Increase efforts to develop, strengthen and reflect a bi-cultural approach to supporting CCYN members, e.g. use of tikanga within committee activity such as opening and closing meetings with a karakia, and increased use and practice of te reo Māori.

Building member power

- To communicate effectively with members, the College facilitates and maintains an accessible Facebook page; it also publishes three newsletters per annum, *TimeOut*, for members and key stakeholders.
- CCYN consults with members about planned submissions and alignment of the College's strategic plan with NZNO's strategic plan.
- Committee members aim to attend regional council meetings in their areas to help facilitate communication about wider NZNO activity.
- Increased College membership from 220 to over 300 – an increase of over 36 percent.

Education

- Provision of scholarship money for eligible applicants.
- Sub-committee is planning a biannual one-day child and youth health-focused symposium on 3 November 2023. The theme is "*ko ahau te taiao ko te taiao ko ahau ...I am the environment and the environment is me*" to appeal to many dimensions of relationship and environments (physical, relational (nurture), etc) that influence tamariki and rangatahi in Aotearoa New Zealand.
- Ongoing discussion with other NZNO colleges and sections about potential co-facilitation of symposium or educational opportunities going forward.

Political

A number of submissions were made over the past year – either directly by CCYN or where CCYN contributed to NZNO submissions, including:

- Crimes (Child Exploitation Offences) Amendment Bill.
- Oversight of Oranga Tamariki System and Children and Young People's Commission Bill.
- Proposal to provide ACC cover for birth injuries.
- Proposed changes to the Medicines Regulations 1984 to introduce Vaccinating Healthworkers.
- Proposed changes to the promotion and provision of healthy drinks in schools.
- Working draft of Children's Rights Alliance Report to the UN.

New Zealand College of Critical Care Nurses

Chair: Tania Mitchell

New Zealand College of Critical Care Nurses (NZCCCN) continues to be active and meet monthly.

Highlights and achievements included:

Actualising Te Tiriti

- Used the opportunity of a committee vacancy to appoint a Māori member of our ICU nursing community to our committee.
- Advocated for investment in national cultural safety training for ICU staff, resulting in a pilot for a professional development package for working with patients and whānau Māori in the ICU setting.
- Priority for Māori nurses for additional post graduate study and vocational training funding in ICU.

Building political and member power

- Maintained membership of over 1,000 again this year.
- Publication of the Critical Comment newsletter for members three times per year, including member contributions.
- Writing to the Minister of Health and Minister for Immigration, campaigning for changes to immigration settings to remove barriers limiting experienced ICU nurses working and living in New Zealand.



Nursing representative on Critical Care sector advisory group to Te Whatu Ora, advocating for and distributing additional 20 percent ICU bed capacity throughout Aotearoa. This will mean improvements in equitable access to ICU when needed, a reduction in delays for elective surgery for those who require ICU, and a reduction in displacement of patients away from their whānau for reasons of local capacity.

- Submissions to contribute the critical care nursing voice and perspective for consultation documents.
- Representation in the national ICU Clinical Directors and Charge Nurse Managers Group.
- Represented nursing on the Critical care sector advisory committee to Te Whatu Ora, including the nursing advisory subgroup.
- AGM held online due to deferment of national conference.
- NZCCCN Symposium held in Dunedin. An opportunity to gather in person to connect and participate in critical care education.
- Participation in ANZICS conference in Dunedin, with a large nursing workforce attendance.
- Actively mentoring newer committee members into the office bearing roles for effective transitioning to ensure sustainability.
- Continue to be fiscally responsible and reinvesting back into our members, including scholarships to attend both the NZCCCN symposium and ANZICS conference.

Organising on-the-ground widespread action

- Participated in NZNO industrial activities.

Winning public support

- Raised the profile of ICU nursing ensuring the nursing voice is represented in the media by responding to all media requests enquiring about critical care capability and critical care nursing workforce.

Leveraging health and safety

- Collaboratively develop the Australasian minimum workforce standards for intensive care. In time, this will improve nursing staff levels in ICU to ensure the provision of high quality safe nursing care.
- Australia and New Zealand Intensive Care Society (ANZICS) Safety and Quality committee representation.
- Nursing representative on Critical care advisory group to Te Whatu Ora:
 - increase in clinical nurse educator FTE in every ICU in Aotearoa
 - establishment of clinical coach role in every ICU in Aotearoa to provide bED'side education and support for both nurses new to ICU, and supporting nurses to upskill
 - Additional, ring-fenced funding for post graduate and vocational training for ICU nurses to upskill and work towards meeting the standard of minimum of 50 percent of nurses with a post graduate qualification in ICU.
- Advocating for and commissioning a review of critical care nurse post graduate education in New Zealand to see if this meets the needs of New Zealand ICU's.

Aotearoa College of Diabetes Nurses

Chair: Amanda de Hoop

Aotearoa College of Diabetes Nurses (ACDN) held committee meetings twice yearly face-to-face, and monthly via Zoom. The challenges of the health care climate have been felt widely by our members, but efforts continued to progress with our mahi.

Highlights included:

- ACDN ran an online study day in May 2022 with presentations from two physicians and a nurse practitioner – next study day will be face-to-face in Wellington May 2023.
- Awarded three professional development grants.
- Continued to run an accreditation programme twice-yearly for nurse to become accredited at proficient or specialist level: 48 accredited nurses in March 2023: three proficient registered nurses; 36 specialist registered nurses; and nine specialist nurse practitioners. Process continues to be based on the National Diabetes Nursing Knowledge and Skills Framework (2018).
- Developed new website providing a clean user friendly platform to work with moving forward.
- Created a closed Facebook page for our members as a preferred means of communicating, and to encourage our members to network and interact in the future.
- Continued to receive sponsorship for a quarterly newsletter emailed to members.
- Feedback provided on Pharmac consultations including support for funding of Trikafta given the burden of disease noted by many of our members providing care to people with cystic fibrosis related diabetes.
- Consultation process with Waka Kotahi diabetes medical aspects of fitness to drive is slow moving, but ADCN continue to support changes with this document.

College of Emergency Nurses New Zealand

Chair: Amy Button

Emergency Nursing is a speciality within a profession and CEM to promote excellence in Emergency Nursing within New Zealand / Aotearoa, through the development of frameworks for clinical practice, education and research.

Te Tiriti o Waitangi

- Working with Australian College of Emergency Medicine (ACEM) on Manaaki Mana, Te Rūnanga national committee representative.
- Priority to progress and support Pae Ora.
- Aspire to work as a Treaty partner with Māori in a culturally safe environment to eliminate inequities.

More nurses

- Working towards a robust safe staffing model for ED – safe staffing doing national stock take of all ED's re staffing models to make recommendations to Te Whatu Ora.
- Inclusion in Safe Staffing reports via Care Capacity Demand Management (CCDM).
- Trendcare has commenced in 13 ED's as part of CCDM agreement.

Pay and conditions that meet nurses' values and expectations

- Increasing workloads – Health and Safety (H&S) Provision Improvement Notice (PINs) in ED's on workloads.
- Evidence of increased violence and aggression.
- Decrease in staff well-being with the increasing workloads.

More people training to be nurses

- Building and supporting national ED networks (educators, advanced nurses and managers).
- CENNZ National Triage Course gone from eight to 12 courses per year to keep up with demand. Trained 200 nurses in triage skills between January–November 2022.
- This course brings in committee income and allows support to ED Nurses across Aotearoa by providing grants and awards. Currently working to update the content of the triage course in order to provide the best course possible.



In collaboration with My Health Hub, CENNZ is coordinating and providing free webinars with a particular ED focus. Topics include: Mental Health, Paediatrics, Wellness and Equity. These webinars can be attended live or viewed retrospectively.

- Knowledge and Skills Framework (KSF) refresh for ED nurses. KSF intention is to provide guidance to all nurses who work in the specialty of emergency nursing, across the broad range of emergency nursing contexts, from community based acute healthcare centres to tertiary hospital emergency departments. This KSF was first developed in 2016 and is currently being revised and updated, aiming to be completed this year.

More Māori and Pacific Nurses

- He Puawai Tapuhi Māori and Pacific Nursing grants.
- KSF to have an equity focus.
- ED nurses in Manaaki Mana.
- Eight percent of our CENNZ members identify as Māori.

Challenges for CENNZ

- Resignations of experienced, compassionate and enthusiastic emergency nurses nationally. Staff shortages within ED's across Aotearoa is significantly impacting care delivery.
- While still recruiting, the nurses accepting appointments are new to ED and upskilling has been challenge right across the motu.
- All ED's are experiencing overcrowding and access block.
- Uptake of TrendCare within ED's has been slow with only 13 ED's across Te Whatu Ora having commenced TrendCare work.

Highlights and achievements included:

- Increased CENNZ membership with total of 530 members at the end of the financial year.
- Planning for conference 19-20 October 2023: theme *Ready to Respond – Kia Mataara*.
- Promote excellence in emergency nursing with in Aotearoa / New Zealand through the development of frameworks for clinical practice, education and latest research.
- Celebrate Emergency Nursing through posters, speakers and presentations; sharing stories and experiences to support each other and grow stronger together.
- CENNZ logo updated and approved by members at the latest AGM – awaiting NZNO approval re disestablishing the older logo and instating the new logo.
- Supporting Pae Ora work stream.
- Promoting Emergency Nursing Leadership, by supporting regular network forums for Charge Nurse Managers and Clinical Nurse Educators.

Gastroenterology Nurses College

Chair: Merrilee Williams

Highlights included:

Partnered with NZ Society of Gastroenterology to respond to:

- Statement from Gastroenterological Society of Australia regarding their non- support for nurse endoscopists in Australia.
- Rally Pharmac for new medications for Inflammatory Bowel Disease – two new biological drugs funded.
- Provide clinical input to the updating of the PSog (Sedation and Anaesthesia) guidelines.
- Raise support to mandate nurse specialist FTE provision for every new gastrointestinal specialist employed as burden of chronic disease increases and IBD nursing workload becomes overwhelming and manageable.

Focus on education

- Developing online education content specific to gastroenterology using Healthlearn platform.
- Hosted annual Nurse Leaders Day for our senior nurses – focus on leadership skills.

- Annual Scientific Meeting – Gastro 2022.
- IBD Sub specialty group hosted annual Nurses study day.
- Launched new Panui newsletter, and continue to publish our Tube member journal.
- Continue to have biannual education scholarship for members of more than 12 months to support conferences and postgraduate study.

Building member power

- Connect nurse leaders through group email forum.
- Develop an online chat where members can join, consult with others, share documents and ideas.
- Continue to support members through our sub specialty groups including Inflammatory Bowel Diseases, Hepatology, Nurse Endoscopists.

Political

- Committee members are representatives on the Genca (Australian Gastroenterology Nurses Association) Board, EGGNZ (Endoscopy Governance Group), NZSG (NZ Society of Gastroenterology), and National Bowel Screening oversight group.

College of Gerontology Nursing

Chair: Natalie Seymour

CGN worked tirelessly and in some of the most complex and difficult times; from COVID lockdowns to flood damaged care facilities and stranded older adults in the communities. CGN ensured that college contributions accurately represented members in the gerontology nursing sector by attending meetings, making submissions, media comment and more.

Building political and member power

- Committee members contributed to NZNO's written submission to the Parliamentary Health Select Committee on Mandatory Minimum Staffing in Aged Residential Care on 30 May 2022.
- CGN Chairperson led NZNO's delegation to make an oral presentation to the Health Select Committee in June 2022 to represent member views and provide more detailed information. These submissions formed part of NZNO's bargaining strategy for negotiating collective agreements with Aged Care providers.

- CGN Chairperson contributed college's perspective on issues for members working in aged care via media comments. This contributed to increased awareness of issues and informed debate. Examples include: need for safe staffing in Aged Care; the current state of the nation relating to care of the older adult; immigration concerns impacting on the sector; closure of bED's; amongst other topics to national media, and NZNO Kaitiaki magazine.
- College representation on the following groups, or at hui:
 - Ministry of Health Advisory network for supporting the implementation of the End-of-Life Choice Act prior to the establishment of the SCENZ Group
 - HQSC working group for meetings held prior to EOLC Act implementation, to represent views of ARC nurses
 - Health and Disability Review Transition Unit, Department of the Prime Minister and Cabinet for interim NZ Health Plan – Oranga Kāumātua
 - Ministry of Health Working group to develop National Pandemic Response policy and workbook for ARC
 - Te Whatu Ora and Te Aka Whai Ora Nurse Leader Hui
 - Canterbury Clinical Network.
- Chairperson supported workplace delegate who spoke at NZNO rally in support of extension of funding for care and support workers.
- College supports the integration of student nurses into the college (remit to change rules to permit student members was unable to be actioned despite unanimous support, due to BGM's quorum not met).

Winning public support – registration/ education

- Planning for facilitation of a two-day conference celebrating the clinical specialty of nursing the older adult (originally planned for May 2022 and postponed to May 2023).
- Online half-day symposium celebrating the clinical specialty of nursing the older adult held 17 November 2022. Symposium attracted a respectable number of registrations and promoted learning about: **Critical Thinking** (presenter Dr Michal Boyd); **Navigating Pain Management in the older Adult** (presenter



CGN Chairperson contributed college's perspective on issues for members working in aged care via media comments. This contributed to increased awareness of issues and informed debate.

Lyndelle Kelsen); and **Supporting those with Parkinson's Disease** (presenter Bepven Aparente-Grace). (The quorum for the Biannual General Meeting held the same day was not met by participation of the required number of members.

- Actively maintained a Facebook page that shares information about issues in the sector caring for older people with college members and other interested people.
- Started a review of the Knowledge and Skills Framework that guides nursing practice in the clinical specialty.

Over the past year CGN has become more politically aware, and will continue to grow a presence as the foremost organisation for nurses working with older adults across all sectors in New Zealand.

Infection Prevention and Control Nurses College

Chair: Lisa Gilbert

IPCNC numbers continue to increase with approximately 800 members and 100 new members during the year.

Highlights included:

Education

- Conference in November 2022 included topics around COVID care and mitigation; focused sessions on aged residential care; Pacifica health; and resilience awareness for our members.
- Investigated a new education office role to support and coordinate educational activities; planned to be in place by July 2023.

- Fundamentals programme continues to provide baseline education for new practitioners and link staff; 39 practitioners completed the course with another eight still to complete in 2022 calendar year; more cohorts starting in 2023, and an inquiry from a large, aged care facility to provide the course to their staff with IPC responsibilities.

Networking

- Advocated for the IPC nurse's voice at a national level within ACC, HQSC and Ministry of Health advisory groups.
- Attended Te Whatu Ora's inaugural Infection Services Hui, with primary goal to advocate for a whole system approach to Infection Services that is to include, primary health, aged residential care and Māori health providers in their scope and role.
 - Took the opportunity to network with others working in the Infection Services space and see that the challenges Infection prevention and control nurses face are echoed across other specialities.
 - Particular desire to work together (avoiding duplication) and the frustration with lack of resources and a clear vertical structure for issues to be progressed.
 - No decision on the scope and structure of infection services within Te Whatu Ora and how the speciality colleges will be integrated into the national structure.

Website development

- Completed the first stage of the IPCNC website development.
- Comprised of public and member facing pages, events page, forum, and the ability to sign up members which links into NZNO processes.
- New website will provide college members and others a central point for information and communication.

Neonatal Nurses College Aotearoa

Chair: Merophy Brown

NICU's and SCBU's around the country continue to have high patient numbers with high acuity. Conversations continue with national neonatal services regarding the ongoing concern with over-capacity.

NNCA currently has 617 members, and continues to strive for regular meetings to ensure our core business is maintained.

Highlights included:

Improved health outcomes

- NNCA representative on panel for the development of Aotearoa New Zealand Clinical Practice Guideline for Neonatal Hypoglycaemia. This is an important piece of work, as Neonatal hypoglycaemia is common in the first few days after birth, with 30 percent of Aotearoa New Zealand babies born at risk. Of those, half will develop hypoglycaemia, with a potential risk of brain damage.
- Supporting work to operationalise transitional care, which will reduce unnecessary admissions to SCBU/ NICU, reducing pressure on cot availability and supporting mothers and babies to remain together.
- Representation on National Newborn Clinical Network.

Skilled workforce

- Following previous cancellations due to COVID-19, NNCA symposium ran in Napier in November 2022. With a theme of *All things being equal* this day focused on how equitable outcomes can be achieved in neonatal care. In addition, specific professional meetings were held for Nurse Managers, Nurse Educators, Nurse Practitioners and ANZNN data collectors on the day prior to the symposium, providing a great opportunity for information-sharing and networking.
- Scholarships to further develop neonatal nursing practice were allocated. These scholarships can be crucial in removing barriers to professional development, and are often used for post-graduate study, thus advancing clinical practice.
- At AGM, support was obtained from members to pursue a goal to support the provision of FINE neurodevelopmental care training to neonatal nurses throughout New Zealand. This work will promote an equity focus and consistent messaging and education, utilising a train the trainer model. The programme is also beneficial to whānau in that it supports the building of the infant-whānau bond.
- Continued participation in Australian New Zealand Neonatal network (ANZNN).
- Presentation of neonatal nurse of the year, which was awarded to Rosemary Escott Charge Nurse Manager of NICU Wellington recognising her extensive and ongoing contribution to neonatal nursing.

Strong workforce

- CCDM FTE calculations identified significant deficits in some areas, and data has been used to support recruitment. Unfortunately the global nursing shortage has impacted significantly on ability to recruit, and many units have needed to recruit less experienced staff and support them to develop the necessary skills.
- Continued to work on:
 - improving national sharing of information
 - collegial networking
 - sharing of practices and experiences.

Effective organisation

- NNCA committee met face-to-face in Wellington in March, and the opportunity to meet with Paul Goulter and Mairi Lucas to discuss our plans for 2023.
- Work was done to ensure our Annual Plan incorporates a Maranga Mai! focus, particularly in the areas of meeting processes, promoting equitable outcomes in neonatal health and nursing education.
- Work underway to formalise MOU with Australian College of Neonatal Nurses (ACNN) and the Little Miracles Trust (formerly the Neonatal Network).
- Formalising standard operating procedures for Chair, Secretary and Treasurer roles. This will be important as some key members of our committee stood down at the end of last year.
- Reviewing and updating current resources.
- Quarterly newsletter shared with members, keeping them up-to-date with current news and information.

Perioperative Nurses College

Chair: Cassandra Raj

Highlights and achievements included:

- Eighth webinar provided by nurses for Perioperative Staff on My Health Hub Platform.
- PNC conference set for Wellington in October 2024.
- PNC journal now available for all PNC members electronically on PNC website.
- PNC Chair attended AORN Conference in Texas, United States.



NNCA continues to be financially healthy, enabling ongoing support of initiatives to improve neonatal nursing in Aotearoa New Zealand, e.g. initiatives to support our colleagues in Hawke's Bay, following the devastating floods in the area.

Strategic directions

- Te Tiriti o Waitangi : investigating the addition of Te Rūnanga on National Committee
- Recruit more nurses.
- Pay and conditions that meet nurses' values and expectations.
- More people training to be Perioperative nurses: need specialty Perioperative Papers that value the Knowledge and Skills of Registered Perioperative Nurses.
- More Māori and Pacific nurses specifically recruited.

Focus areas

- Te Tino Rangatiratanga.
- Building member power: social media Facebook public page.
- Workforce: cementing the value to the RN in the Perioperative Space with specific education, by Nurse for Nurses.
- Education: webinars, regional study days, biennial National Conference 2024.
- Health and Safety: continuing the dialogue in educational platforms regarding Crate weights and Surgical Smoke Plume.
- Submissions completed to New Zealand Parliament on Therapeutic Product Bill and additions to list of occupational diseases under the Accident Compensation Act 2001.

College of Primary Health Care Nurses

Chair: Tracey Morgan

Ki te kahore he whakakitenga ka ngaro te iwi.
Without foresight or vision the people will be lost.

This whakatauki fittingly represents New Zealand College of Primary Healthcare Nurses who represent a membership of 1,393 members employed in various areas. These include GP Practices, Aged Care, District Health, Public Health, Mental Health, Maori Health, Rural Health, Occupational Health, Palliative Care, Plunket, Corrections, School Based, NGO sectors.

Primary Health has incorporated the strategic direction of Maranga Mai!, launched in 2022. Through the ongoing work of the Executive Committee and sub committees PPC and Logic Journal, the college were able to maintain building political and member power, and continue to leverage health and safety throughout the sector.

Support was provided to Primary Health Care Nurses for effective collective clinical governance of their practice; participation in relevant forums and consultations; access to professional development, enhanced practice resources (including the Primary Health Care Standards of Practice developed by the college).

Membership communication was done through a revamped website, Facebook page, updated brochure for Primary Health, email and the quarterly Logic journal. Logic journal is the main source of focused information for Primary Healthcare nurses, with promotion of educational opportunities, celebration of member's achievements and members contributing articles relevant to the diverse nursing groups within the College.

Highlights included:

- Active contribution to consultation/planning and member professional support through National Cervical Screening HPV.
- Health Practitioner Training Principle and Standards Consultation.
- Women's' Health Strategy Engagement.
- Nurse Practitioners support in Primary Healthcare.
- Submission and support to ovarian cancer poster.
- Urgent care network establishment and having podcasts available.
- Refugee nurses consultation and moving towards developing and strengthening this proactive group.

Primary Health Symposium 2023

NZNO College of Primary Healthcare Nurses and College of Nurses Aotearoa combined for a very successful Symposium held in Rotorua on 11 March 2023 with the theme *Caring for ourselves, caring for our communities, caring for Aotearoa.*

With approximately 130 participants from all areas of practice members came together for the first time coming since COVID. The opening karakia from local Kaumatua set the scene of nurturing and fulfilment for all those who attended. The vast range of speakers addressed effects of stress on brain, body and techniques and enhancing well-being; equity and innovations; youth health; and break out workshops resulting in a successful event.

General Practitioners Leadership Forum

Continued engagement on the forum has been successful for Primary Healthcare as the relationship has strengthened with the ongoing issue of pay parity especially for General Practitioners. The Minister announced parity for those nurses in Community, but Practice Nurses were left out. Through this forum GenPro and GPNZ and Royal College of General Practitioners collectively, are working towards 100 percent parity for nurses.

Primary Health rally

Nineteen regions come together in April 2023 for rallies throughout Aotearoa. A petition was launched with an opportunity for members of the community to show support to nurses on fixing the health system.

The massive shortages of nurses and other health care works is affecting the quality of care our health system, and nurses continue to suffer as a result. There is a call to Government to get more people into nursing before they migrate overseas. Pay conditions need to be fixed and more Māori and Pasifika nurses are need so people receive culturally appropriate care, and inequities are met.

He waka eke noa.

A canoe which we are all in with no exception.

College of Respiratory Nurses

Acting Chair: Teresa Chalecki

Despite COVID and other challenges the College had some notable achievements and highlights during the year.

Highlights and achievements included:

- Biannual one-day Symposium in September was delivered live online. The Bronchiectasis theme included multi-disciplinary health professionals sharing their expertise and experience.
- Publication and circulation of the College Airways newsletter three times a year, provided updates in respiratory nursing and College activities. This is one of the avenues the College utilises to share knowledge and updates in respiratory management. Content includes members sharing their experience enabling others to build on this knowledge and help improve their understanding and Practice.
- Letter sent to MED'safe and Pharmac highlighting concerns regarding MDI instructions, in particular absence of spacer in pictorial instructions, and recommendation that these be corrected.
- Members hold positions in a range of groups and forums where they actively advocate to improve respiratory care and nursing including: Asthma+Respiratory Foundation NZ Advisory/Guidelines Groups; TSANZ Working Group for recognition of Respiratory Nursing as a specialty; Nurses Education Sub-Committee ASA (Australasian Sleep Association).
- Update of the College webpage including links to reference documents and guidelines for management of respiratory diseases.
- Extended College alliance through statement of support provided for the International Society of Respiratory Nurses (IRCN). The aim of this is joint cooperation in raising visibility and empowering respiratory nursing.



Submissions on relevant consultation documents, ensuring a CRN lens is taken and feedback given accordingly. In the last year this included the proposed changes to vaping legislation.

College of Stomal Therapy Nursing

Chair: Emma Ludlow

Highlights included:

- Significant changes to committee in November 2022 welcoming new Chair.
- 2022/2023 annual plan focus was to further educational and professional development opportunities for stomal therapy nurses; developing members' skills and evidence-based care; raising awareness of the contribution stomal therapy nurses make to quality patient care and outcomes; and advocacy for enhanced patient care.
- Committee formed a collaboration with Curtin University and the Australian Association of Stomal Therapy Nurses to enable nurses to undertake the extramural graduate certificate in stomal therapy requiring 80 hours of placement to completed over a year.
- The college will support New Zealand-based nurses in their studies and arrange placements in partnership with the nurse and Curtin University.

- Coloplast is developing three scholarships across Australia and New Zealand with two main objectives: supporting nurses to complete a graduate certificate, and the advancement of experienced stomal therapy nurses in higher education. A select working group from each of the New Zealand and Australian committees will assess the application process and submissions. Shortlisted candidates will be interviewed with the three winners being announced in October 2023.
- Committee is currently developing a clinical guideline document on common procedures and assessments within stomal therapy. This will be a guiding document for new and experienced stomal therapy nurses to assist with best practice. Experienced stomal therapy nurses are developing each of the 14 guidelines which will then be peer reviewed and published. This document is being completed in consultation with Te Rūnunga ensuring the principles of Te Tiriti o Waitangi are adhered to.
- The Bernadette Hart award was awarded this year to Angela Makwana to attend the first face-to-face stomal therapy conference since the pandemic – the Australian stomal therapy conference in Fremantle in April 2023. Angela will publish her experience in the next Outlet journal.
- The Outlet continues to be published three times a year, with submissions for publication from College members. The support from advertisers to ensure the journal can be published is appreciated. The Outlet is well received by members, with useful resources for the specialty as well as wider health care professionals who encounter patients with stomas. The new co-editors have recently completed their first journal which was a hit with readers!

Women's Health College

Chair: Jill Lamb

Highlights included:

- A submission on the Women's Health strategy which included:
 - supporting easily accessible education, advice, reproductive care and contraception to high school aged students
 - ensuring that women can obtain easier access to support and healthcare in a timely manner throughout their lives with more focus and support being given to women in pregnancy and throughout their postnatal period
 - consideration for women in their third age ensuring positive connections and community involvement to enhance health and well-being.
- WHC has completed the hysteroscopy standards for nurses, with two nurses now working towards training with Ara in Christchurch providing the training course; aim is to ensure more trained staff to offer timely access for women for care to diagnose uterine abnormalities and endometrial cancer.
- Supporting the Auckland National Council of Women's speech competition with a prize for year 12 and 13 women "Overcoming poverty is not a gesture of charity. It is an act of justice." (Nelson Mandela).
- Supporting nurses with funding fees from high priority practices to attend the LARC (long acting reversible contraception) Train the Trainer day prior to our annual conference on 4 May 2023.
- Next year's work will include ongoing discussions around nurses working in maternity which will include a survey to all WHC members.

Sections

Enrolled Nurse Section

Chair: Michelle Prattley

Highlights included:

Enrolled Nurse Scope of Practice review

A design group, including representatives of the Nursing Council, Te Poari o Te Rūnanga o Aotearoa, the NZNO Enrolled Nurses Section (ENS), employers and educators, worked together on the statement review over the past year. Enrolled nurses will be able to work to their full potential, without having to be under the direction and delegation of registered nurses, after a new scope of practice was launched at the Enrolled Nurse Conference on 23 May 2023. Throughout the history of ENs, the scope review was the first-time representatives of the group have been able to contribute to and have a say, in changes to their profession.

The first part of the new statement says enrolled nursing “reflects knowledge, concepts, and worldviews of both tangata whenua and tangata tiriti”. This is followed by the role’s scope as it relates to Te Tiriti.

“Enrolled nurses uphold and enact Te Tiriti o Waitangi ngā mātāpono – principles, based within the kawa whakaruruhau framework for cultural safety, that promote equity, inclusion, and diversity.”

“Enrolled nurses will be able to practice in a wide range of health-care services with this less restrictive scope of practice and enrolled nurses have lobbied for these changes.”

The next stage of the review is underway which includes looking at the competencies and the education standards.

Authorised vaccinators

ENs are now able to become fully Authorised Vaccinators, extended from Provisional Vaccinators. During the COVID pandemic ENs were able to become Provisional Vaccinators to enable them to help with the COVID vaccinations. IMAC has agreed that ENs can become Authorised Vaccinators, with a bridging course being put in place for those who are Provisional Vaccinators to become Authorised Vaccinators.



The new Scope recognises te ao Māori, including Te Tiriti o Waitangi and the kawa whakaruruhau framework, and changes the relationship with registered nurses (RNs) from working under their direction and delegation, to working with them.

Education

ENS has held webinars for its members over the past year to help meet education hour requirements for NCNZ. These were well attended mainly by ENs but also RNs. Topics included Moral Distress, End of Life Care and Advance Care Planning. Each participant received a certificate and one hour education. We have also held the 45th Annual Conference in Christchurch with 110 attendees.

Strategic Direction/Maranga Mai!

- Adding Te Tiriti to the new Enrolled Nurse Scope of Practice.
- Encouraging New Graduate Enrolled Nurses and Students to become members of NZNO and the ENS. Regional Chairs have also been doing membership drives within their workplaces.
- Enrolled Nurses attended the Maranga Mai! rally in March all over the motu. In Kaitiaki the local youth dance group came and supported the nurses by standing with them during the rally and performing as well.
- Provided a supporting role for new members to achieve good communication skills.
- Having an EN on the Bargaining team so our voices are heard as ENs.

Mental Health Nurses Section

Chair: Helen Garrick

Highlights and achievements included:

- National Forum on *Capacity in Mental Health* held in Wellington. This was rescheduled due to previous postponements related to COVID. It was a combined face-to-face and Zoom event which addressed the change in emphasis in mental health legislation to an approach which promotes supported decision making and assessment of capacity. We were fortunate to have Professor John Dawson from Otago University as our keynote speaker. This forum is viewed as a continuation of MHNS active involvement in the development of mental health legislation including the repeal and replacement of the Mental Health Compulsory Assessment and Treatment Act (1992). Maranga Mai! focus – workforce and education.
- Collaborative meetings with selected representatives from Te Ao Maramatanga and Directors of Mental Health Nursing focused on the future of mental health nursing papers. Maranga Mai! focus – workforce, Te Tino Rangatiratanga, political, allies and education.
- Initial joint meeting with the PSA Mental Health and Addictions Committee aimed at facilitating dialogue between the organisations – particularly on health and safety. Maranga Mai! focus – political, allies.
- Strengthening of our committee with the election of two new members. MHNS remain concerned about the impact of Constitutional Remit Two (2022) which affects MHNS committee. The inclusion of this remit in the constitution results in the exclusion of committee members, who have no choice as to their industrial bargaining agent, from holding office on the MHNS committee. MHNS needs the professional strength to be able to support the development of the profession.
- MHNS committee provided substantial submissions on the Draft guidelines for reducing and eliminating seclusion and restraint in New Zealand/Aotearoa, the MoJ Te Puna Aonui Service Gaps for Family and Sexual Violence and the Oranga Hinengaro System and Service Framework.
- MHNS committee continues to be concerned about the lack of priority service provision for people with acute mental health issues and high and complex

needs. The Chair has engaged with the media on these topics. Maranga Mai! focus – political, workforce and member power.

- Committee meetings were held mainly via Zoom with email contact in-between, with two face-to-face meetings including the BGM.

Nurse Leadership Section/ Tapuhi Mana Whakatipu

Chair: Debbie O'Donoghue

Highlights and achievements included:

The year continued to be disruptive, however there were opportunities to refocus on connectivity with and support for the membership.

Nursing leadership and senior nurses remained in the spotlight this year and the committee continued to advocate and provide a strong professional voice at a national level and with the Minister of Health and NZNO leadership. In line with the Maranga Mai! Campaign, priorities were pay relativity for senior nurses, safe working conditions and the future workforce.

Membership driven: Ka peia te mematangā

- The bi-annual survey of members was an ideal opportunity to hear from the membership on what support they wanted from the section and what challenges they were facing.
- Committee was unable to organise a conference in 2022 however a date, location and programme is underway for November 2023 for a face-to-face conference in Whanganui.
- Continued to support four grants /scholarships a year for members to complete post graduate study or attend relevant conferences/workshops.

Effective leadership: Rangatiratanga

- Continued to plan and support the one-day coaching and mentoring workshops with a successful day held in Auckland, and plan for four workshops in 2023 in both central and regional locations.
- Continued to strive for a fully appointed committee, to ensure NLS remains effective. This was a challenge with a few current committee members extending their terms as current committee members were mentored into office bearing roles while new nominations were encouraged.

Equity: Ōritetanga

- Committee continued to establish networks and opportunities to promote nursing leadership and workforce development through connecting with appropriate organisations in respect to social and health issues which impact on clinical and operational nursing leadership.
- Engagement continued through responses to position statements, engagement with nursing leaders in the health sector, and representation and advocacy on national and International groups.

Effective communication: Whakawhitinga Kōrero

- Remained connected with membership to provide resources, updates and leadership opportunities for ongoing learning, the Snips bulletin and newsletter continued to be compiled and shared, and the website updated with further leadership and supportive resources and information.
- Continued to focus on not only growing membership but also having a better understanding of the positions/roles nursing leaders work within and their places of work.
- NLS is not dedicated to one speciality so the membership base is broad, so there is a role to play as nursing leaders to engage/consult on senior nursing matters.
- NLS aims to establish sub groups within the membership to enable and support those individual members with specific role issues and development such as Nurse Practitioners and Resuscitation educators in 2023.

Nursing Research Section Te Wāhanga Rangahau Tapuhi

Chair: Dr Kerri-ann Hughes

Highlights included:

- NRS recently re-convened and welcomed five new members, the support of three existing members, and so is excited about growing the research section profile.
- The new Committee had its first face- to-face meeting 23–24 May to welcome new members, renew the annual plan in alignment with the Maranga Mai! strategic direction, note and approve all reports and plan the upcoming years meetings and events. This includes an NRS Forum to be held in March/April 2024.
- NRS is looking forward to supporting the wider NZNO activities outlined in the Maranga Mai! framework, as the Committee agrees effective research and evidence-based practice provides a strong professional workforce.
- Aligned to this belief, evidence- based research supports improving equitable outcomes and enables our nursing workforce to provide the healthcare that Aotearoa needs.
- NRS Forum 2024 will focus on the theme *What will the future nurse look like in Aotearoa?* and how research is integral in supporting nursing as a profession.
- A virtual BGM is planned for mid-October 2023 and processes are underway to get the BGM ready for the October meeting.
- Alongside developing the annual calendar of meetings and events, the Committee also approved to research grants to our members in the first grant round for 2023.
- NRS Committee looks forward to an exciting year.



Pacific Nursing Section

Chair: Eseta Finau

Highlights included:

- Meeting with CEO Paul Goulter at PNS meeting March 2023.
- Continue consulting with NZ Nursing Council re: Registration Pathway for Pacific Trained Nurses.
- Continued to Collaborate and Support the Aniva Pacific Nurse Leadership programme.

Achievements included:

- Nursing Council approval for Whitireia Polytechnic to offer the Pacific Nursing Programme in Auckland.
- Te Whatu Ora confirmed funding towards Post Graduate Diploma Pacific.
- Combined Aniva and PNS Celebration of International Nurses Day and Graduation of Pacific post graduate nurses.

Issues included:

- Registration of Pacific Trained Nurses in New Zealand.
- Absence of Pacific Nursing representation at the transition Unit Health NZ.
- Recruitment and retention of PNS members.

Thank you to all the nurses, healthcare workers, colleagues, families and friends for your continued support, greatly appreciated.



Governance

Governance

Board members

- Anne Daniels, President
- Kerri Nuku, Kaiwhakahaere
- Titihuia Pakeho, Tumu Whakarae
- Nano Tunnicliff, Vice President
- Simon Auty
- Grant Brookes (from 13 Sep 22)
- Saju Cherian (from 13 Sep 22)
- Andrew Cunningham (to 13 Sep 22)
- Noleen Dayal (to 13 Sep 22)
- Margaret Hand
- Geraldine Kirkwood (to 13 Sep 22)
- Diane McCulloch (to 13 Sep 22)
- Lucy McLaren (from 13 Sep 22)
- Tracy Morgan (from 13 Sep 22)
- Anamaria Watene

Board Committees

The NZNO Constitution requires the establishment of the Membership Committee and te Poari o Te Rūnanga o Aotearoa. The Constitution gives the Board the power to establish other committees of the Board for a particular purpose. The Board has established an Audit and Risk Committee, a Governance Leaders Employment Committee, a Chief Executive Employment Committee and most recently a Climate Action Committee.

Audit and Risk Committee

- Titihuia Pakeho (Chair to 26 Oct 22)
- Lucy McLaren (Chair from 26 Oct 22)
- Grant Brookes (from 26 Oct 22)
- Anne Daniels – ex officio
- Margaret Hand (from 26 Oct 22)
- Geraldine Kirkwood (to 13 Sep 22)
- Diane McCulloch (to 13 Sep 22)
- Kerri Nuku – ex officio
- Nano Tunnicliff
- Anamaria Watene (to 26 Oct 22)

Governance Committee

- Nano Tunnicliff (Chair)
- Anne Daniels – ex officio
- Saju Cherian (from 26 Oct 22)
- Sandra Corbett – rep for Te Poari
- Margaret Hand (to 26 Oct 22)
- Tracy Morgan – rep for Te Poari
- Kerri Nuku – ex officio

Chief Executive Employment Committee

- Simon Auty (Chair)
- Noleen Dayal (to 13 Sep 22)
- Anne Daniels (from 26 Oct 22)
- Kerri Nuku
- Anamaria Watene

Climate Action Committee

Committee established on 14 December 2022

- Grant Brookes (Co-Chair)
- Kathryn Chapman (Co-Chair) – rep for Te Poari
- Simon Auty
- Lucy McLaren
- Mikey Brenndorfer - member expert
- Moana Tipene-Mahanga – rep for Te Poari Rep
- Anna Clarke – rep for NSU
- Alicia Hoera – rep for Te Poari
- Paul Goulter – ex-officio

Board Committee functions

Te Poari o Te Rūnanga o Aotearoa (Te Poari)

The functions of Te Poari are to support the Board by working in partnership to achieve the NZNO strategic aims in giving effect to Te Tiriti o Waitangi and by working with the Board to give full recognition of the Memorandum of Understanding of July 2000 between Te Rūnanga o Aotearoa and the NZNO. The aim of te Poari's advice must be to ensure that NZNO processes reflect and uphold Tikanga Māori, and articulate Te Rūnanga regional issues.

Membership Committee

The functions of the Membership Committee are to support the Board by working in partnership to achieve the NZNO strategic aims in giving effect to Te Tiriti o Waitangi. The aim of the Membership Committee's advice is to ensure that the needs of the membership are canvassed and known, and articulated to the Board.

Audit and Risk Committee

The Audit and Risk Committee has been established for the purpose of providing advice and recommendations assisting the Board in discharging its responsibilities with respect to overseeing all aspects of financial and non-financial reporting, control and audit functions and organisational risk. The Board has delegated to the Audit and Risk Committee the function of providing advice and recommendation to the Board to assist in the proper auditing of its financial affairs, liaison with the external auditors, the annual accounts, financial scrutiny, insurance contracts, debt funding and risk management.

Governance Committee

The Governance Committee has been established for the purpose of providing advice and recommendations assisting the Board in discharging its employment responsibilities in respect of the President and Kaiwhakahaere. The Board has delegated to the Governance Committee the functions of providing advice and recommendations to assist the Board in making decisions on all employment issues relating to the President and Kaiwhakahaere and on general remuneration issues. The Convenor shall call a meeting of the committee if requested by the Board or at the request of one of the governance leaders.

Chief Executive Employment Committee

The Chief Executive Employment Committee has been established for the purpose of providing advice and recommendations assisting the Board in discharging its employment responsibilities in respect to the Chief Executive and on general remuneration issues. The Board has delegated to the Chief Executive Employment Committee the functions of providing advice and recommendations to assist the Board in making decisions on all employment issues relating to the Chief Executive and on general remuneration issues. The Convenor shall call a meeting of the Committee if requested by the Board or at the request of the Chief Executive.

Climate Action Committee

The Climate Action Committee has been established for the purpose of assisting the Board in developing, overseeing and reporting on the organisation's climate change response. This response encompasses leadership at all levels in external fora, NZNO's internal operations, Māori climate activism and member-driven change. The Board has delegated to the Climate Action Committee the functions of reviewing the NZNO annual climate action plan and obtaining external advice as required to assist with investigating any activity covered by its functions and responsibilities.

Being a good employer

NZNO adheres to good employer requirements, and actively maintains and implements programmes and policies to promote equity, fairness and a safe and healthy working environment. NZNO has systems and processes to retain its status as an accredited Living Wage Employer.

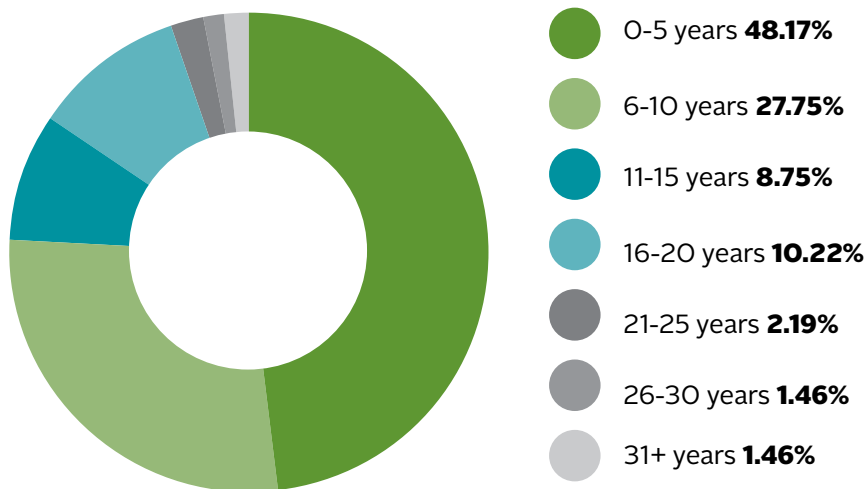
Our staff

Gender breakdown (binary)



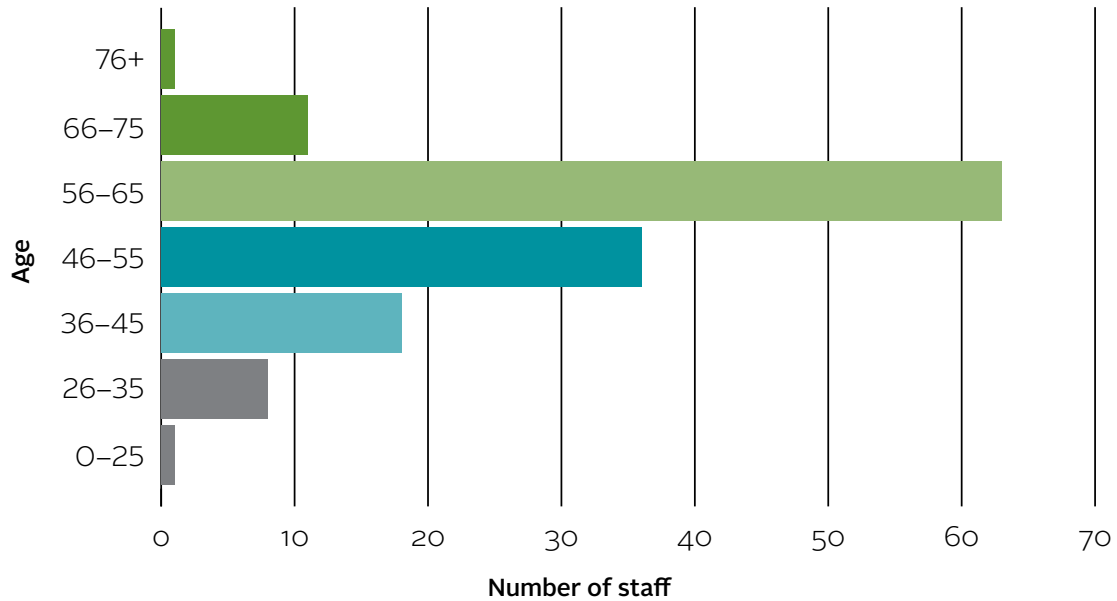
Service

NZNO enjoys a stable staff complement, with 51% of staff employed for longer than five years and with 24% of staff employed for longer than 10 years:



Age profile

The age profile of all staff who have provided information (including permanent and casual staff):



Remuneration ranges

During the year, the number of employees who received remuneration and other benefits in their capacity as employees of NZNO, the value of which was or exceeded \$50,000 was as follows:

REMUNERATION RANGES	2021/22	2022/23
\$50,000 to \$59,000	5	2
\$60,000 to \$69,999	8	6
\$70,000 to \$79,999	19	18
\$80,000 to \$89,999	18	12
\$90,000 to \$99,999	17	7
\$100,000 to \$109,999	29	14
\$110,000 to \$119,999	8	27
\$120,000 to \$129,999	17	17
\$130,000 to \$139,999	2	15
\$140,000 to \$149,999	1	0
\$150,000 to \$159,999	0	0
\$160,000 to \$169,999	2	2
\$170,000 to \$179,999	1	3
\$180,000 to \$189,999	1	0
\$190,000 to \$199,999	0	0
\$200,000 to \$209,999	0	0
\$210,000 to \$219,999	0	0
\$220,000 to \$229,999	0	1
\$230,000 to \$239,999	0	0
\$240,000 to \$249,999	0	0
Total	128	124



NZNO Directory

Board Members

Anne Daniels	President
Kerri Nuku	Kaiwhakahaere
Titihuia Pakeho	Tumu Whakarae
Nano Tunnicliff	Vice President
Simon Auty	
Grant Brookes	
Saju Cherian	
Margaret Hand	
Lucy McLaren	
Tracey Morgan	
Anamaria Watene	

Registered office

National Office	Level 3, 57 Willis Street, Wellington 6011
Postal Address	PO Box 2128, Wellington 6140

Auditor

Deloitte Limited

Bankers

ANZ Wellington

Management team at 31 March 2023

Paul Goulter	Chief Executive
Glenda Alexander	Industrial Services Manager
Andrew Casidy	Director of Operations and Member Support (from 24 January 2023)
Mairi Lucas	Manager Nursing and Professional Services
Karene Walton	Director of Organising (from 14 November 2022)
Tali Williams	Director of Campaigns (from 13 February 2023)



Financial Report



Independent Auditor's Report

To the Members of New Zealand Nurses Organisation Incorporated

Opinion

We have audited the general purpose financial report ('financial report') of New Zealand Nurses Organisation Incorporated (the 'entity'), which comprise the financial statements on pages 70 to 84, and the statement of service performance on pages 85 to 87. The complete set of financial statements comprise the statement of financial position as at 31 March 2023, and the statement of comprehensive revenue and expense, the statement of changes in members' funds, the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion the accompanying financial report presents fairly, in all material respects:

- the financial position of the New Zealand Nurses Organisation Incorporated as at 31 March 2023, and its financial performance and cash flows for the year then ended; and
- the service performance for the year ended 31 March 2023 in accordance with the entity's service performance criteria

in accordance with Public Benefit Entity Standards Reduced Disclosure Regime ('PBE Standards RDR') issued by the New Zealand Accounting Standards Board.

Basis for opinion

We conducted our audit of the financial statements in accordance with International Standards on Auditing (New Zealand) ('ISAs (NZ)'), and the audit of the service performance information in accordance with the ISAs (NZ) and New Zealand Auditing Standard NZ AS 1 *The Audit of Service Performance Information* ('NZ AS 1'). Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of our report.

We are independent of the New Zealand Nurses Organisation Incorporated in accordance with Professional and Ethical Standard 1 *International Code of Ethics for Assurance Practitioners (including International Independence Standards) (New Zealand)* issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than in our capacity as auditor and the provision of taxation advice, we have no relationship with or interests in the entity. These services have not impaired our independence as auditor of the entity.

Other matter

The corresponding service performance information in the statement of service performance for the year ended 31 March 2022 is unaudited.

Board of Director's responsibilities for the financial report

The Board of Directors are responsible on behalf of the entity for:

- the preparation and fair presentation of the financial statements and the statement of service performance in accordance with PBE Standards RDR;
- service performance criteria that are suitable in order to prepare service performance information in accordance with PBE Standards RDR; and
- such internal control as the Board of Directors determine is necessary to enable the preparation of financial statements and the statement of service performance that are free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Board of Directors are responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole, and the statement of service performance are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) and NZ AS 1 will always detect a material misstatement when it exists. Misstatements can arise



from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located on the External Reporting Board's website at:

<https://www.xrb.govt.nz/assurance-standards/auditors-responsibilities/audit-report-14/>

This description forms part of our auditor's report.

Restriction on use

This report is made solely to the Members, as a body, in accordance with the constitution of New Zealand Nurses Organisation Incorporated. Our audit has been undertaken so that we might state to the Members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Members as a body, for our audit work, for this report, or for the opinions we have formed.

Deloitte Limited

Wellington, New Zealand
25 August 2023

Statement of Comprehensive Revenue and Expense

For the year ended 31 March 2023

	Notes	2023	2022
REVENUE			
Member subscriptions		24,359,303	22,880,118
Bargaining fees		365,276	278,586
Magazine advertising & subscriptions		129,762	146,563
Sponsorship		385,721	95,430
Registrations		216,420	173,213
Interest received		125,000	38,019
Dividends received		91,060	82,091
Rent received		38,117	33,342
Colleges & sections conferences		347,018	88,526
Other income		858,443	407,216
Total Revenue		26,916,120	24,223,104
EXPENDITURE			
Affiliations & subscriptions		699,129	530,355
Colleges & sections conferences		590,363	114,021
Communications		408,551	803,392
Depreciation & amortisation	12,13	237,347	233,783
Donations & grants		167,235	122,419
Information technology		682,061	637,688
Legal		1,565,147	738,727
Members expenses		729,209	580,593
Other Expenses	7	1,204,092	1,528,904
Premises rent & operating expenses		1,599,782	1,524,433
Personnel		14,729,408	14,657,232
Travel & motor vehicle expenses		1,849,729	1,104,705
Total Expenditure		24,462,053	22,576,252
Surplus/(Deficit) from Operations before Taxation		2,454,067	1,646,852
Income Tax	8	27,959	(29,234)
Surplus/(deficit) from Operations after Taxation		2,426,108	1,676,086
Other Comprehensive Revenue and Expense			
Gain/(loss) on revaluation of available-for-sale financial assets		(382,761)	(115,371)
Gain on revaluation of shares in Fifty-Seven Willis Street Limited		-	280,000
Total Other Comprehensive Revenue and Expense		(382,761)	164,629
Total Comprehensive Revenue and Expense		2,043,347	1,840,715

These financial statements should be read in conjunction with the notes to the financial statements.

Statement of Financial Position

As at 31 March 2023

	Notes	2023	2022
ASSETS			
Current Assets			
Cash & Cash Equivalents	9	5,635,233	5,002,894
Term Deposits		1,246,048	1,055,776
Accounts Receivable & Prepayments	11	756,929	281,372
Income Tax Receivable	8	68,913	43,717
Total Current Assets		7,707,123	6,383,759
Non-Current Assets			
Investments Portfolio		8,897,768	8,207,973
Shares in Fifty-Seven Willis Street Limited	10	3,630,000	3,630,000
Loan Receivable	20	-	13,500
Deferred Tax Asset	8	-	27,679
Property, Plant & Equipment	12	661,856	689,084
Intangible Assets	13	45,369	89,333
Total Non-Current Assets		13,234,993	12,657,569
TOTAL ASSETS		20,942,116	19,041,328
LIABILITIES			
Current Liabilities			
Income in advance		531,187	561,279
Monies held in trust		20,958	20,958
Bequests		93,760	93,760
Accounts Payable	14	1,448,245	1,233,635
Employee Entitlements	15	1,485,598	1,682,490
Term loan	16	-	153,314
Total Current Liabilities		3,579,748	3,745,436
Non-Current Liabilities			
Employee Entitlements	15	354,739	331,611
Total Non-Current Liabilities		354,739	331,611
TOTAL LIABILITIES		3,934,487	4,077,047
NET ASSETS		17,007,628	14,964,281
EQUITY			
Members Funds			
Accumulated Fund		10,994,081	8,488,590
Insurance Reserve Fund		-	50,000
Colleges & Sections Fund	22	1,936,503	1,960,362
Hardship Fund		87,519	93,043
Asset Revaluation Reserve		3,989,525	4,372,286
Total Members Funds		17,007,628	14,964,281

These financial statements should be read in conjunction with the notes to the financial statements.

Statement of Changes in Members Funds

For the year ended 31 March 2023

	Notes	2023	2022
Opening Balance as at 1 April		14,964,281	13,123,566
Total Comprehensive Revenue and Expense for the year			
Surplus from Operations after Tax		2,426,108	1,676,086
Other Comprehensive Revenue and Expense			
Loss on revaluation of available-for-sale financial assets		(382,761)	(115,371)
Gain on revaluation of shares in Fifty-Seven Willis Street Limited		-	280,000
Total Other Comprehensive Revenue and Expense		(382,761)	164,629
Total Comprehensive Revenue and Expense		2,043,347	1,840,715
Balance as at 31 March		17,007,628	14,964,281

Statement of Changes in Accumulated Funds

For the year ended 31 March 2023

	Notes	2023	2022
Opening Balance as at 1 April		8,488,590	7,015,385
Surplus from Operations after Tax		2,426,108	1,676,086
Transfer to Colleges & Sections Funds		23,859	(158,585)
Transfer from Hardship Fund		5,524	5,704
Insurance Reserve Fund		50,000	(50,000)
Balance as at 31 March		10,994,081	8,488,590

Statement of Changes in Colleges and Sections Fund

For the year ended 31 March 2023

	Notes	2023	2022
Opening Balance as at 1 April		1,960,362	1,801,777
Transfer from Accumulated Funds		(23,859)	158,585
Balance as at 31 March		1,936,503	1,960,362

Statement of Changes in Hardship Fund

For the year ended 31 March 2023

	Notes	2023	2022
Opening Balance as at 1 April		93,043	98,747
Donations and external contributions		-	-
Hardship fund payments		(5,524)	(5,704)
Balance as at 31 March	17	87,519	93,043

Statement of Changes in Asset Revaluation Reserve

For the year ended 31 March 2023

	Notes	2023	2022
Opening Balance as at 1 April		4,372,286	4,207,657
Loss on revaluation of available-for-sale financial assets		(382,761)	(115,371)
Gain on revaluation of shares in Fifty-Seven Willis Street Limited		-	280,000
Balance as at 31 March	18	3,989,525	4,372,286

These financial statements should be read in conjunction with the notes to the financial statements.

Statement of Cashflows

For the year ended 31 March 2023

	Notes	2023	2022
Cash flows from operating activities			
Receipts			
Member subscriptions		28,081,688	22,937,397
Receipts from customers		1,966,396	1,396,715
Interest received		125,000	38,977
Dividends received		111,225	85,091
Rent received		37,136	33,342
Income tax received		20,200	-
		30,341,645	24,491,522
Payments			
Payments to employees		14,955,016	14,701,131
Payments to suppliers		13,840,077	7,880,625
Interest paid		1,245	8,862
Income tax paid		-	14,162
		28,796,338	22,604,780
Net cash from operating activities		1,545,308	1,886,742
Cash flows from investing activities			
Receipts			
Receipts from loans receivable		13,500	4,500
Sales/maturities of investments portfolio		1,255,597	3,261,414
Term deposits matured		1,559,865	206,734
		2,828,962	3,472,648
Payments			
Purchase of property, plant and equipment		224,109	40,347
Purchase of investments portfolio		1,627,396	2,749,174
Investment in term deposits		1,734,515	597,455
Purchase of intangibles		2,596	1,100
		3,588,616	3,388,076
Net cash from investing activities		(759,654)	84,572
Cash flows from financing activities			
Payments			
Loan repayments		153,314	58,686
		153,314	58,686
Net cash from financing activities		(153,314)	(58,686)
Net increase in cash and cash equivalents		632,339	1,912,628
Cash and cash equivalents at 1 April		5,002,894	3,090,266
Cash and cash equivalents at 31 March	9	5,635,233	5,002,894

These financial statements should be read in conjunction with the notes to the financial statements.

Notes to the Financial Statements

For the year ended 31 March 2023

1. REPORTING ENTITY

The New Zealand Nurses Organisation Incorporated (NZNO) is a nursing union incorporated under the Incorporated Societies Act 1908.

NZNO represents the interest of its members including nurses, midwives, students, kaimahi hauora, health care workers and allied health professionals. The principal activities of NZNO are to provide professional support and representation to its members.

The national office of NZNO is based at Level 3, 57 Willis Street, Wellington. Regional offices are located in Whangarei, Auckland, Hamilton, Tauranga, Palmerston North, Wellington, Nelson, Christchurch and Dunedin.

These financial statements have been approved and were authorized for issue by the Board on 25 August 2023.

2. STATEMENT OF COMPLIANCE

The financial statements have been prepared in accordance with Generally Accepted Accounting Practices in New Zealand ("NZ GAAP"). They comply with Public Benefit Entity Standards Reduced Disclosure Regime ("PBE Standards RDR") issued by the External Reporting Board for Not-For-Profit entities. For the purposes of complying with NZ GAAP, NZNO is a public benefit not-for-profit entity and is eligible to apply PBE Standards RDR on the basis that it does not have public accountability and it is not defined as large.

NZNO has elected to report in accordance with Tier 2 Not-For-Profit PBE Accounting Standards and in doing so has taken advantage of all applicable Reduced Disclosure Regime ("RDR") disclosure concessions.

3. SUMMARY OF ACCOUNTING POLICIES

The significant accounting policies used in the preparation of these financial statement as set out below have been applied consistently to both years presented in these financial statements.

3.1 BASIS OF MEASUREMENT

These financial statements have been prepared on the basis of historical cost with the exception of 57 Willis Street Limited and investments held with ANZ Bank Limited which are recognised at fair value.

3.2 FUNCTIONAL AND PRESENTATIONAL CURRENCY

The financial statements are presented in New Zealand dollars (\$), which is the functional currency. All financial information presented in New Zealand dollars has been rounded to the nearest dollar.

3.3 CHANGES TO ACCOUNTING POLICIES

There were two changes to the initial application of a new, revised, and amended PBE Standards.

(i) PBE IPSAS 41 Financial Instruments effective from 1 April 2022 has been adopted by NZNO.

PBE IPSAS 41 introduces new recognition and measurement requirements for financial assets and restricts the ability to measure financial assets at amortised cost to only those assets that are held within a management model whose objective is to hold financial assets in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding. In addition, measurement of financial assets at fair value through other comprehensive revenue and expense is also restricted. PBE IPSAS 41 had an immaterial impact on the organisation.

(ii) PBE IPSAS 48 Service Performance Reporting effective from 1 April 2022 has been adopted by NZNO in the current reporting period. PBE IPSAS 48 requires specific disclosures for the reporting of service performance information which have been provided in the consolidated statement of service performance.

3.4 FINANCIAL INSTRUMENTS

Financial assets and financial liabilities are recognised in NZNO's statement of financial position when NZNO becomes a party to the contractual provisions of the instrument.

Financial assets and financial liabilities are initially measured at fair value, except for trade receivables that do not have a significant financing component which are measured at transaction price. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss (FVTPL)) are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in profit or loss.

After initial recognition, cash and cash equivalents, term deposits, accounts and loan receivables, investments portfolio and shares held, are financial assets measured at amortised costs. NZNO derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers

These financial statements should be read in conjunction with the notes to the financial statements.

the financial asset and substantially all the risks and rewards of ownership of the asset to another entity.

On initial recognition, NZNO may make an irrevocable election (on an instrument-by-instrument basis) to designate investments in equity instruments as at fair value through other comprehensive income (FVTOCI). Designation at FVTOCI is not permitted if the equity investment is held for trading or if it is contingent consideration recognised by an acquirer in a business combination. Investments in equity instruments at FVTOCI are initially measured at fair value plus transaction costs. Subsequently, they are measured at fair value with gains and losses arising from changes in fair value recognised in other comprehensive income and accumulated in the investments revaluation reserve. The cumulative gain or loss is not reclassified to profit or loss on disposal of the equity investments, instead, it is transferred to retained earnings.

A financial asset is held for trading if:

- it has been acquired principally for the purpose of selling it in the near term; or
- on initial recognition it is part of a portfolio of identified financial instruments that NZNO manages together and has evidence of a recent actual pattern of short-term profit-taking; or
- it is derivative (except for a derivative that is a financial guarantee contract or a designated and effective hedging instrument).

Financial liabilities that are not (i) contingent consideration of an acquirer in a business combination, (ii) held-for-trading, or (iii) designated as at FVTPL, are measured subsequently at amortised cost using the effective interest method. Financial liabilities measured at amortised costs include accounts and loan payable. NZNO derecognises financial liabilities when, and only when, NZNO's obligations are discharged, cancelled, or have expired. The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable is recognised in profit or loss.

3.5 COMPARATIVES

Prior year comparatives have been reclassified to align with current year presentation.

3.6 IMPAIRMENT

The carrying amounts of NZNO's assets are reviewed at the balance date to determine whether there is any indication of impairment. If any indication exists, the asset's recoverable amount is estimated.

If the estimated recoverable amount of an asset is less than its carrying amount, the asset is written down to its estimated recoverable amount and an impairment loss is recognised in the Statement of Comprehensive Revenue and Expense.

The estimated recoverable amount of assets is the greater of their fair value less costs to sell and value in use. Value in use is determined by estimating future cash flows from the use and ultimate disposal of the asset and discounting these to their present value using pre-tax discount rate that reflects current market rates and the risks specific to the asset. For an asset that does not generate largely independent cash inflows, the recoverable amount is determined for the cash generating unit to which the asset belongs.

3.7 INCOME TAX

The income tax expense includes both current year's provision and the income tax effect of:

- Taxable temporary differences, except those arising from the initial recognition of assets that are not depreciated; and
- Deductible temporary differences to the extent that it is probable that they will be utilised.

Taxation is provided on the comprehensive method and deferred tax is recognised for deductible temporary differences, unused tax losses and unused tax credits, to the extent that is probable that taxable profit will be available against which the deductible differences can be utilised.

3.8 GOODS AND SERVICES TAX (GST)

Revenues, expenses, and assets are recognised net of the amount of GST except for receivables and payables, which are GST included.

The net GST recoverable from, or payable to, Inland Revenue Department is included as part of receivables or payables in the statement of financial position.

Cash flows are included in the statement of cash flows on a gross basis. The GST component of cash flows arising from investing and financing activities, which is recoverable from, or payable to, the Inland Revenue Department is classified as part of operating cash flows.

3.9 EQUITY

Equity is the member's interest in the organisation, measured as the difference between total assets and total liabilities. Equity is made up of the following components:

- **Accumulated fund**
Accumulated comprehensive revenue and expense is the accumulated surplus or deficit since its formation.
- **Colleges and sections fund**
The fund represents the special interests of members representing applicable accumulated surplus or deficit since its formation.
- **Hardship fund**
The reserve fund was created by NZNO to provide support for members affected by hardship due to industrial action.
- **Asset revaluation reserve**
The reserve records fair value of the financial portfolio investment and shares.

4. SIGNIFICANT ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

Preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the accompanying disclosures, and the disclosure of contingent liabilities. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of assets or liabilities affected in future period.

Judgements

In applying the accounting policies, management has made the following judgements, which have the most significant effect on the amounts recognized in the financial statements.

Estimates and assumptions

Key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are described below. NZNO based its assumptions and estimates on parameters available when the financial statements were prepared. However, circumstances and assumptions about future development, may change due to market changes or circumstances arising beyond the control of the organization. Such changes are reflected in the assumptions when they occur.

Judgements made by management in applying accounting policies that have a significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year relate to the following in particular:

- Employee long service entitlements have been calculated at the rates applicable and term incurred at the end of the financial year.
- Revaluation of Fifty-Seven Willis Street Limited significant assumptions applied in determining the fair value are disclosed in note 10.

Useful lives and residual values

The useful lives and residual values of assets are assessed using the following indicators to determine potential future use and value from disposal:

- The condition of the asset.
- The nature of the asset, its susceptibility and adaptability to changes in technology and processes.
- The nature of the processes in which the asset is deployed.
- Availability of funding to replace the asset.
- Changes in the market in relation to the asset.

The estimated useful lives of the asset classed held by NZNO are listed in Notes 12 and 13.

5. REVENUE

Revenue is measured at the fair value of the consideration received. The following recognition criteria must be met before revenue is recognised. All revenue is considered to be from exchange transactions.

Membership revenue

Membership subscription is received in exchange for access to membership goods and services. It is initially recorded as revenue in advance and recognised in revenue evenly over the membership period.

Interest revenue

Interest revenue is recognised as it accrues, using the effective interest method.

Other revenue streams

All other revenue streams are recognised in the accounting period in which the goods or services are rendered.

Other revenue includes management attendance on external boards, administrative services provided to Nurses Education and Research Fund, Kaitiaki magazine income, royalties from customers who have access to the Kaitiaki magazine on their website.

6. AUDITOR'S REMUNERATION

Deloitte Limited provided audit services to the organization for \$54,230 in 2023 (2022: \$36,387).

Non-audit related services provided by Deloitte for taxation advisory purposes at the cost of \$22,925 in 2023 (2022: \$23,800).

These financial statements should be read in conjunction with the notes to the financial statements.

7. OTHER EXPENSES

	2023	2022
Advertising & marketing	42,341	116,268
Consultancy	190,323	355,138
Financial	157,019	167,639
Course	81,300	49,669
Meetings	341,819	217,727
Administration & general	111,955	73,006
Printing & stationery	141,626	384,899
Publications & books	105,339	115,310
Loss on disposal/writedown of assets	32,370	49,248
	1,204,092	1,528,904

8. INCOME TAX

NZNO is assessed on all income and expenditure not directly related to its activities with members. The income tax expense has been calculated as follows:

8.1 INCOME TAX RECOGNISED IN SURPLUS/(DEFICIT) FROM OPERATIONS

	2023	2022
Deferred tax – current year	27,679	(27,679)
Current tax – current year	-	-
Current tax – prior years	280	(1,555)
	27,959	(29,234)

The income tax expenses for the year can be reconciled to the surplus/(deficit) from operations before taxation:

	2023	2022
Surplus/(deficit) from Operations before Taxation	2,454,067	1,646,852
Tax calculated at 28% (2022: 28%)	687,139	461,119
Plus/(less) tax effect of:		
Non assessable income	(7,013,833)	(6,497,838)
Non-deductible expenses	6,250,136	6,047,690
Imputation credits	(14,462)	(14,242)
Foreign investment funds (FIF) income	2,191	2,357
Portfolio investment entity (PIE) tax charge	(61,650)	(26,765)
Prior period adjustment	280	-
Deferred tax asset not recognised	178,157	(1,555)
Tax calculated at 28% (2022: 28%)	27,959	(29,234)

8.2 CURRENT INCOME TAX PAYABLE/(RECEIVABLE)

	2023	2022
Opening balance	(43,717)	(28,391)
Over/(under) provision from prior years	280	(1,555)
Current taxation	-	-
Payments made	(45,635)	(23,237)
Refunds received	20,159	9,466
Tax receivable	(68,913)	(43,717)

These financial statements should be read in conjunction with the notes to the financial statements.

8.3 DEFERRED TAX ASSET / (LIABILITY)

	2023	2022
Opening balance	27,679	-
Charged to surplus or deficit	(27,679)	27,679
Charged to other comprehensive income	-	-
Balance at 31 March	-	27,679

As at 31 March 2023, NZNO has unused tax losses of \$636,273 available for offset against future profits. No deferred tax asset has been recognised in respect of this amount, as it is not considered probable that there will be future taxable profits available.

9. CASH AND CASH EQUIVALENTS

Cash and cash equivalents are short term, highly liquid investments that are readily convertible to cash and which are subject to an insignificant risk of changes in value. NZNO holds an overdraft facility with ANZ Bank of \$50,000. Cash and cash equivalents include.

	2023	2022
Cash at bank	7,036	7,035
Subscriptions trust	10,012	10,000
On-call deposit accounts	3,952,515	2,697,057
Colleges & sections accounts	1,357,887	1,281,051
Portfolio cash account	307,784	1,007,751
	5,635,233	5,002,894

10. INVESTMENTS

Short term

Short term investments comprise deposits greater than three months, no more than 12 months and therefore do not fall into the category of cash and cash equivalents.

Portfolio investment

The portfolio investment managed by ANZ Private Bank Limited is recorded at market value.

Shares – Fifty-Seven Willis Street Limited

NZNO owns shares in Fifty-seven Willis Street Limited, a body corporate. The ownership of these shares provides an effective perpetual ownership/occupation right to Levels 3, 5 and some basement car parking at 57 Willis Street. Membership in Fifty-seven Willis Street Limited is based on the floor space that NZNO owns.

At a Shareholders meeting of Fifty-Seven Willis Street Limited held on 28 February 2019 a motion was passed to capitalise the shareholder loans into equity. As a result, the shareholder advances and historic accrued interest were capitalised into 5,753,700 new shares. This was completed by special resolution on 12 June 2019. NZNO's number of shares increased from 791,900 to 1,484,500.

A desktop valuation of Levels 3 and 5 as at 31 March 2023 found no material difference from the 31 March 2022 valuation by Nathan Stokes & Associates (Independent Registered Valuers). This valuation indicates the value of the floors in 57 Willis Street, is \$3,630,000 (2022: \$3,630,000). The valuation is based on the net annual estimated income being capitalised at a risk rate of 10% (2022: 10%) established from an analysis of sales of similar properties.

	2023	2022
No of shares held	1,484,500	1,484,500
Shares valuation	\$3,630,000	\$3,630,000

These financial statements should be read in conjunction with the notes to the financial statements.

11. ACCOUNTS RECEIVABLE AND PREPAYMENTS

	2023	2022
Trade debtors	165,200	154,355
Expected credit loss	-	(7,816)
Interest accrued	22,112	3,861
Prepayments	569,617	130,972
	756,929	281,372

12. PROPERTY, PLANT AND EQUIPMENT

All property, plant and equipment are measured at cost less accumulated depreciation. Cost includes expenditure directly attributable to the acquisition of the asset. When an asset is disposed of, a gain or loss is recognised in the Statement of Comprehensive Revenue and Expense and calculated as the difference between the sale price and the carrying value of the item.

Depreciation is provided on a straight-line basis on all property, plant and equipment, at a rate which will allocate the cost of the assets to their estimated residual value over their useful life

Asset	Depreciation rates
Leasehold Improvements	10 years
Equipment	5 years
Furniture	10 years
Fixtures & Fittings	10 years

Depreciation methods, useful lives and residual values are reviewed at each reporting date and are adjusted if there is a change in the expected pattern of consumption of the future economic benefits or service potential in the asset.

31 March 2023	Cost/Valuation	Accumulated Depreciation	Net Book Value
Leasehold improvements	728,498	342,429	386,070
Equipment	335,940	145,665	190,275
Furniture	76,702	25,192	51,510
Fixtures & fittings	46,895	17,838	29,056
Other	7,111	2,166	4,945
Total	1,195,146	533,291	661,856

31 March 2022	Cost/Valuation	Accumulated Depreciation	Net Book Value
Leasehold improvements	789,806	303,820	485,986
Equipment	1,772,987	1,670,454	102,533
Furniture	369,921	338,672	31,249
Fixtures & fittings	265,598	205,427	60,171
Other	7,111	2,095	5,016
Colleges & sections	56,207	52,078	4,129
Total	3,261,630	2,572,546	689,084

These financial statements should be read in conjunction with the notes to the financial statements.

Reconciliation of the carrying amount at the beginning and end of the period:

2023	Opening balance	Additions	Disposals	Depreciation on disposals	Depreciation	Closing balance
Leasehold improvements	485,986	-	(61,308)	36,495	(75,103)	386,070
Equipment	106,662	191,273	(1,720,204)	1,717,730	(105,186)	190,275
Furniture	60,171	-	(184,970)	184,063	(7,754)	51,510
Fixtures & fittings	31,249	3,405	(326,432)	326,164	(5,329)	29,057
Other	5,016	-	-	-	(71)	4,945
Total	689,084	194,678	(2,292,914)	2,264,451	(193,443)	661,856

2022	Opening balance	Additions	Disposals	Depreciation on disposals	Depreciation	Closing balance
Leasehold improvements	521,726	-	-	-	(35,740)	485,986
Equipment	208,466	16,953	(47,309)	47,309	(122,886)	102,533
Furniture	62,600	12,718	-	-	(15,147)	60,171
Fixtures & fittings	36,029	4,013	-	-	(8,793)	31,249
Other	5,088	-	-	-	(72)	5,016
Colleges & Sections	615	5,495	(1,883)	1,883	(1,981)	4,129
Total	834,524	39,179	(49,192)	49,192	(184,619)	689,084

13. INTANGIBLE ASSETS

Intangible assets include computer software which are not integral to the operating systems of the computer and server equipment. They are amortised on a straight-line basis over five years.

An impairment loss is recognised where indicators of impairment are evident.

The amortisation periods for the organisations assets are as follows:

31 March 2023	Cost/Valuation	Accumulated Depreciation	Net Book Value
Software	126,200	80,831	45,369
Total	126,200	80,831	45,369

31 March 2022	Cost/Valuation	Accumulated Depreciation	Net Book Value
Software	483,762	408,853	74,909
Trademark	17,800	3,376	14,424
Total	501,562	412,229	89,333

Reconciliation of the carrying amount at the beginning and end of the period:

2023	Opening balance	Additions	Disposals	Depreciation on disposals	Depreciation	Closing balance
Software	74,909	19,000	(391,822)	387,141	(43,859)	45,369
Trademark	14,424	2,700	(20,500)	3,421	(45)	-
Total	89,333	21,700	(412,322)	390,562	(43,904)	45,369

2022	Opening balance	Additions	Disposals	Depreciation on disposals	Depreciation	Closing balance
Software	170,136	-	(57,165)	9,495	(47,557)	74,909
Trademark	15,003	1,100	-	-	(1,679)	14,424
Total	185,139	1,100	(57,165)	9,495	(49,236)	89,333

These financial statements should be read in conjunction with the notes to the financial statements.

14. ACCOUNTS PAYABLE

	2023	2022
Trade creditors	517,758	258,848
Accrued expenses	629,308	661,422
Goods and Services Tax (GST)	301,179	313,365
	1,448,245	1,233,635

15. EMPLOYEE ENTITLEMENTS

Wages, salaries, and annual leave

Liabilities for wages and salaries, and annual leave are recognised in surplus or deficit during the period in which the employee provided the services.

Long service leave

Employees of NZNO become eligible for long-service leave after a certain number of years, depending on their contract. The liability is recognised and measured as the present value of payment to be made in respect of service provided by employees up to the reporting date.

	2023	2022
Current		
Annual leave	1,229,310	1,356,133
Long service leave	229,706	204,151
Retirement leave	26,583	122,206
	1,485,598	1,682,490
Non-Current		
Long service leave	323,458	305,222
Retirement leave	31,281	26,389
	354,739	331,611
Total employee entitlements	1,840,338	2,014,101

16. BORROWINGS – LOAN

The business plus term loan held with ANZ Bank that held a fixed interest rate of 5.17% was fully repaid in May 2022.

	2023	2022
Balance at 1 April	153,314	211,782
Amounts repaid	(153,314)	(58,468)
	-	153,314

17. HARDSHIP FUND

An initial Hardship Fund contribution of \$100,000 was approved by the Board on 13 March 2018. The purpose of the fund is to provide support for members affected by hardship brought about by industrial action. Total distributed in the year for various industrial action \$5,524.

(2022: \$5,704 distributed in relation to District Health Board sector industrial action).

18. ASSET REVALUATION RESERVE

The asset revaluation reserve records movements in the fair value of the investment's portfolio 2023: negative \$382,761. (2022: negative \$115,371) and shares held in 57 Willis Street Limited 2023: \$Nil (2022: \$280,000).

19. INSURANCE RESERVE FUND

The insurance reserve fund was set up with an initial contribution of \$50,000 by NZNO in 2022, to fund liability of an NZNO member for criminal liability up to a maximum of \$250,000, where an insurance company looks to recover from that member.

Following a review in 2023 a decision was made, that any relevant payments should be expensed in the applicable year.

20. RELATED PARTY TRANSACTIONS

Industry Retirement and Insurance Services Limited

NZNO is one of the four unions that set up Industry Retirement and Insurance Services Limited. The company is a retirement and insurance scheme for union members and is not included in the financial statements, due to be it being set up for the benefit of the union members, and no benefit to NZNO. Any transactions between NZNO and the company are the contribution to their staff's employer's contribution.

Workers Education Trust (WET)

NZNO is one of five unions which set up the Workers Educational Trust (WET) to provide worker health and

safety representatives as required by the Health and Safety at Work Act 2015. All loans to WET were repaid in full during the 2023 financial year. NZNO paid a share of outstanding expenses, prior to the Trust being wound up with Trust Deed alternations signed and dated 14 April 2023.

Nurses Education and Research Foundation

NZNO provides administrative services to the Nurses Education and Research Foundation. The President and Kaiwhakahaere of NZNO are Trustees of the Foundation.

Nurses Trust Management

The NZNO President and Kaiwhakahaere, Tumu Whakarae and Chief Executive are Trustees of the Trust 2023: \$Nil (2022: \$Nil).

Fifty-Seven Willis Street Limited

Within the financial year David Woltman prior key management personnel employee was a member of the Board (a new employee will be joining the board in 2023/2024). NZNO pays a proportionate share of expenses and outgoing incurred by Fifty-seven Willis Street Limited for repairs, maintenance, insurance, and provision of services therein.

Related party	Description of transaction	2023	2022	2023	2022
		Value of transactions	Value of transactions	Amount outstanding	Amount outstanding
WET	Repayment of loan	13,500	4,500	-	13,500
WET	Payment of wind up expenses	(49,112)	-	-	-
WET	Training received	(1,656)	-	-	-
Nurses Education and Research Foundation	Provision of administrative services	40,000	40,000	-	-
Nurses Education and Research Foundation	Meeting travel expenses reimbursement	768	3,810	768	-
Fifty-Seven Willis Street Limited	Operational expenses	163,692	154,949	-	-

Key Management Personnel

The key management personnel include the Board of Directors, Chief Executive Officer, Director of Operations & Membership, Professional Services Manager, Director of Organising, Director of Campaigns, and Industrial Services Manager, which constitutes the governing body of the organisation.

The aggregate remuneration of key management personnel and the number of individuals, determined on a full-time equivalent basis, receiving remuneration is as follows:

	2023	2022
Remuneration	\$	\$
Board of Directors – including President & Kaiwhakahaere	266,291	194,171
Senior Leadership team	1,156,997	1,010,038
Full-time equivalent	FTE	FTE
Board of Directors – including President & Kaiwhakahaere	11*	11*
Senior Leadership team	6	6

*Board of Directors do not have set hours therefore full-time equivalents have not been determined and number of individuals has been disclosed instead.

The President and Kaiwhakahaere are remunerated as per their contractual agreement with NZNO. All other board members are reimbursed for wages foregone due to attendance at board meetings as per the Member Leave Without Pay Policy.

21. CONTINGENT ASSETS AND LIABILITIES

NZNO carries professional indemnity insurance on behalf of its members, to give comprehensive cover defending accusations or claims related to professional duties of members resident in New Zealand. In addition, NZNO indemnifies members for legal and professional fees in respect of such accusations or claims.

22. COLLEGES AND SECTIONS

NZNO colleges and Sections represent the special interests of members.

Colleges and Sections	"Opening Funds 1-Apr-2022"	Plus Income from other sources	Plus National Office Funding	Less Expenditure	Full Year Surplus/ (Deficit)	Closing Equity 31-Mar-2023
COASTN	25,387	55,261	8,498	42,808	20,951	46,338
Cancer	115,489	8,170	7,370	29,345	(13,805)	101,684
Child & Youth	54,348	1,544	5,894	10,542	(3,104)	51,244
Critical Care	74,464	8,917	9,434	26,642	(8,291)	66,174
Diabetes	65,189	4,662	6,969	15,988	(4,357)	60,832
Emergency	278,003	161,583	8,598	169,571	609	278,612
Enrolled	90,192	6,280	10,198	28,706	(12,228)	77,964
Gastroenterology	140,153	25,443	9,909	59,165	(23,813)	116,340
Gerontology	82,615	1,255	9,982	7,591	3,646	86,262
Infection	187,712	331,523	8,272	280,983	58,813	246,525
Mental	20,605	5,759	3,544	12,821	(3,518)	17,088
Neonatal	121,441	24,451	6,197	40,526	(9,878)	111,563
Nursing Leadership	64,222	2,854	10,090	21,868	(8,924)	55,298
Pacific	19,533	516	1,962	10,818	(8,340)	11,193
Perioperative	255,468	258,096	13,694	273,855	(2,065)	253,404
Primary Health Care	82,713	14,082	16,343	54,031	(23,606)	59,106
Research	47,574	1,758	6,898	3,964	4,692	52,266
Respiratory	78,715	3,612	10,315	9,040	4,887	83,603
Stomal	89,856	24,338	5,235	20,775	8,799	98,655
Women's Health	66,682	60,102	8,826	73,256	(4,328)	62,354
	1,960,363	1,000,207	168,228	1,192,294	(23,859)	1,936,503

These financial statements should be read in conjunction with the notes to the financial statements.

23. CATEGORIES OF FINANCIAL ASSETS AND LIABILITIES

The carrying amounts of financial instruments presented in the statement of financial performance relate to the following categories of assets:

	2023	2022
Financial assets measured at amortised costs		
Cash & cash equivalents	5,635,233	5,002,894
Term deposits	1,246,048	1,055,776
Accounts receivable	187,312	150,400
Loan receivable	-	13,500
	7,068,593	6,222,570
Fair value through other comprehensive revenue and expense		
Investments portfolio	8,897,768	8,207,973
Shares – Fifty-Seven Willis Street Limited	3,630,000	3,630,000
	12,527,768	11,837,973
Financial liabilities measured at amortised costs		
Accounts payable	1,448,245	1,233,635
Loan	-	153,314
	1,448,245	1,386,949

24. LEASES

Payments on operating lease agreements, where the lessor retains substantially the risk and rewards of ownership of an asset, are recognised as an expense on a straight-line basis over the lease term.

Operating lease commitments

During 2023 NZNO entered into a new five-year operating lease for 16 multi-functional printing devices, extended 41 car fleet vehicles expiring in the year for a further 12 months.

As at the reporting date, NZNO has entered into the following non-cancellable operating leases in relation to office equipment and office rental:

	2023	2022
Not later than one year	1,250,596	1,251,557
Later than one year and no later than five years	1,699,768	2,431,921
Later than five years	365,693	480,152
	3,316,057	4,163,630

25. EVENTS AFTER THE REPORTING DATE

The Board and management are not aware of any other matters or circumstances since the end of the reporting period, not otherwise dealt with in these financial statements, that have significantly or may significantly affect the operation of the organisation (2022: \$Nil).

Statement of Service Performance

For the year ended 31 March 2023

The New Zealand Nurses Organisation (NZNO) represents more than 57,000 nurses and health workers. We are the leading professional union of nurses in Aotearoa New Zealand. Our members include nurses, midwives, students, kaimahi hauora, health care workers, and allied health professionals. Our members are united in their professional and industrial aspirations.

Te Rūnanga o Aotearoa is the arm through which our Te Tiriti o Waitangi partnership is articulated. Our members enhance the health and wellbeing of all people of Aotearoa New Zealand.

NZNO negotiates salary and conditions for nurses, midwives, and health care assistants working in the public and private sectors, other health professionals and health sector workers. We provide professional support and leadership for nurses and midwives and clinical development through special interest sections and colleges.

NZNO is committed to the representation of its members and the promotion of nursing and midwifery. NZNO embraces Te Tiriti O Waitangi and seeks to improve the health status of all peoples of Aotearoa/New Zealand through participation in health and social policy development.

Through our strategic direction “Maranga Mai!”, we support our members in their organising and campaigning to:

- give effect to Te Tiriti o Waitangi
- improve the health status of all peoples of Aotearoa/New Zealand through participation in health and social policy development
- achieve workplaces and terms and conditions of employment that reflect their worth, priorities and expectations
- create a just and equitable society
- grow their union and its influence.

OUR KEY ACTIVITIES INCLUDE:

- advocating and campaigning for quality public health care systems and outcomes
- organising and bargaining to improve working conditions and standards for health care workers
- supporting and contributing to the professional development of health care workers
- supporting and assisting members with employment relationship and professional practice issues
- communication with members and their communities.

PRIMARY WAYS WE CARRY OUT OUR SERVICE PERFORMANCE ACTIVITIES:

Advocating for quality public healthcare systems and outcomes

- NZNO actively works towards improved health outcomes for all people of Aotearoa New Zealand. One way we do this is by making and/or contributing to submissions on health and social policy-related issues. Submissions in 2023 were diverse and included the health sector reforms, workforce, the Woman's Health Strategy, COVID-19, fair pay, nursing education, clinical placements for student nurses, and nurse prescribing.
- Our professional nurse advisors provide advice, information, and assistance on various types of cases for members, including matters such as drug administering practices, patient management issues and staff management.

	2023	2022 (Unaudited)
Number of select committee and professional practice body submissions	71	133
Number of member cases attributable to professional nursing advisors	459	374

Organising and bargaining

- Strategic industrial advice is provided across all sectors including on bargaining approaches, model and common clauses; analysis of employment trends and legislative changes; briefing papers; interpretations of collective agreements; bargaining; and enforcement.
- Some of our members act as delegates on regional councils, in college and section committees, in the National Student Unit, on Te Poari, as part of Te Rūnanga, on the Membership Committee and Board of Directors. Delegates are workplace employees who are elected by NZNO members as their representatives in union-related matters.

	2023	2022 (Unaudited)
Total number of members at year-end	57,378	55,202
Number of Māori members at year-end	4,335	4,175
Number of Pasifika members at year-end	2,367	2,107
Number of worksite delegates at year-end	1,517	1,677
Number of collective agreements bargained and settled	53	41
Number of members covered by the collectives bargained and settled	5,244	2,523

Supporting and contributing to the professional development of health care workers

- We deliver conferences, symposiums and forums which are high quality cost-effective, accessible education that especially support members in obtaining the necessary education for maintenance of Annual Practising Certificates and overall professional development.
- NZNO provides delegate education courses for members' professional development. The education programme is part of the organisation's commitment to empowering members to influence their working lives and NZNO.

	2023	2022 (Unaudited)
Number of conferences, symposiums and forums delivered	8	10
Number of attendees at conferences, symposiums, and forums	851	1,357
Number of delegate education courses delivered	72	92
Number of attendees at delegate education courses	684	1,209

Membership support

- NZNO provides members access to the call centre advisors, professional nursing advisors, medico-legal and employment advice.
- Medico-legal lawyers' core work for members is providing advice and representation in relation to various types of assessment of, or investigation into, a member's practice or the care they provide.

Our member support services:

	2023	2022 (Unaudited)
Number of inbound calls and emails received during the year	31,268	40,542
Total number of cases resulting from inbound communications	573	550
Number of legal employment cases – opened	10	24
Number of legal employment cases – resolved	12	21
Number of medico-legal cases – opened	284	270
Number of medico-legal cases – resolved	288	233

Health and safety

- Health and safety is core union business and NZNO has been engaging comprehensively with Te Whatu Ora. As a result, we trained 460 health and safety representatives to be able to submit Provisional Improvement Notices (PINs) as part of the escalation pathway to ensure safe staffing. A PIN is a written notice to a person, or a PCBU (person conducting a business or undertaking) asking them to address a health and safety concern in the workplace.

	2023	2022 (Unaudited)
Number of health and safety representatives	980	284
Number of members placed in a provisional improvement notice	460	63

Communications with members and their communities

- We produced nine printed Kaitiaki magazine issues, bringing together advice, information, and advocacy work. After 113 years in print the Kaitiaki era came to an end with the December/January issue being the last printed version, and the online edition taking over.
- NZNO contributes and takes part in both internal and external campaigns. In the 2023 year this included several industrial nursing and health care rallies and strikes targeted at improved work conditions, safety, better pay, and the NZNO annual conference. These activities were communicated widely throughout the year.
- NZNO contributes to mainstream news including TV, online, newspapers, magazines, and newsletters.

	2023	2022 (Unaudited)
Number of Kaitiaki magazine issues published	9	11
Number of online Kaitiaki issues	12	2
Direct mentions of NZNO in media	2,089	2,005
Number of media release	29	49

Statement of Responsibility

For the year ended 31 March 2023

The Board and Management of The New Zealand Nurses Organisation Incorporate acknowledge responsibility for the preparation of the Financial Statements and the judgements made therein.

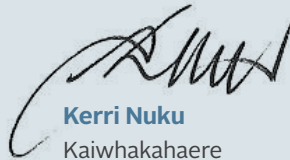
In the opinion of the Board and Management of The New Zealand Nurses Organisation Incorporated:

- The internal control procedures are considered to be sufficient to provide a reasonable assurance as to the integrity and reliability of the Financial Statements; and
- The financial statements have been prepared in accordance with New Zealand Equivalents to International Financial Reporting Public Benefit Standards reduced disclosure regime and fairly reflect the financial position, results of operations and cash flows of The New Zealand Nurses Organisation for the year ended 31 March 2023.

The financial statements were authorised for issue on 25 August 2023



Anne Daniels
President



Kerri Nuku
Kaiwhakahaere



Paul Goulter
Chief Executive





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