

Statement of Experience/Skills against criteria in schedule 4, NZNO Constitution

Criteria	Evidence
<p>Engagement with NZNO and commitment to NZNO's vision</p>	<p>I have been an active NZNO delegate (and convenor) since 1990 and continue to support nurses individually and collectively throughout New Zealand as NZNO President.</p> <p>Our vision, Freed to Care, Proud to Nurse has come under real threat in the last few years evidenced by a slow pervasive expansion of non-regulated roles, poor recruitment and retention employer practices, lack of support and funding for undergraduates, decisions made about us, without us, and a priority of budget over people. As President I have stood strong in the media, in meetings with government, nurse employers, regulators and educators, about our NZNO members position on the many challenges we have faced in the last three years. As a member led union I have supported and encouraged our members to be the voice and the face of our union, to tell their own stories and our truth.</p> <p>As a union, our members are visible and demonstrate solidarity in their angst and focus their energies toward government, regulators and nurse employers who try to exclude our union, our members, from deciding for ourselves, our future, our way.</p> <p>NZNO strength is growing, and our members now know that we will stand up and fight for them against the tide of disinformation and exclusion. Not only is our membership growing but we now have stability, clear direction, advocacy that is seen and heard by the public, government and nurse employers, and member activism to back it up. We work collectively, regionally and nationally. The union is us.</p> <p>Our Maranga Mai strategic plan, which I was party to writing and developing, is integrated into everything we do as a union, to realise our vision of being Freed to Care, Proud to Nurse.</p> <p>We need more nurses is a campaign born out of Maranga Mai, as is the next part of the campaign, cultural safe nurse patient ratios to enact Ratio Justice for all.</p> <p>I have been an active delegate and leader throughout my nursing journey and have continued to stand up and fight for all nurses, everywhere to have equitable pay and conditions, safe work environments (as a health and safety representative), and a professional</p>

	<p>future that will meet the challenges and opportunities we face.</p>
<p>Understanding of nursing and the wider health sector</p>	<p>In the last three years, in my role as President, I have had opportunity to strengthen my understanding of nursing in the New Zealand health system, in all sectors. When I say nursing I include nurses, midwives, health care assistants and caregivers.</p> <p>I have over 40 years of nursing experience and different roles in community, rural and large tertiary hospitals. However, over the last three years I have learnt much more from our Colleges and Sections, our Primary Health Sector, Aged Care Sector and Funded Sector NZNO members about our common struggles and what makes us make a real difference in the specialities we work in.</p> <p>Our covid journey has made us visible and valued. Others have seen our ability to think outside the square to meet pandemic challenges, climate change challenges, Artificial Intelligence challenges, and the challenges associated with decades of poor funding, inaction in growing a New Zealand nurse/midwife workforce to meet a growing older population. As a union we are deciding what the role of the nurse looks like and how it needs to develop to enable the aspirations of the Pae Ora Act and the need to meet and normalise our obligations under te Tiriti o Waitangi.</p> <p>I keep current and involved with our NZNO members challenges in nursing through the use of research, policy, social media, and meeting with government, employers and employees alike to hear and act on their priorities. I explore policy and strategic directions that impact on the nursing profession today and use this knowledge to consider different perspectives on how to create beneficial change locally and nationally.</p> <p>My priorities' for our union is to ensure it is member led supported by a new Constitution, equitable pay and conditions for all nurses in public, Primary Health Care, Aged Care and the private sectors, a safe work environment, legislated culturally safe nurse to patient ratios, wining financial support for our undergraduates to reduce attrition while also legislating that New Zealand nurses are first to be hired for jobs in New Zealand, and safeguarding our role as nurses, midwives, and health care assistants</p>

<p>Business and commercial acumen</p>	<p>In my role as President, I co-chair the Board of Directors, and the Nurses Education and Research Fund. Overseeing the financial reports and making decisions regarding the priorities and direction our union needs to take in response to our members has enabled NZNOs ability to enact our strategic plan, Maranga Mai. I am an active committee member of the NZNOs Audit and Risk Committee and Governance Committees. Understanding the implications of the government, regulators and education sectors budget decisions for our members is a big part of these roles. Further how we (NZNO) respond and strategise to meet the consequent challenges, risks and opportunities is a large part of my role as President and a member of the BOD.</p> <p>Previously, as CNM of Thames Hospital ED I was responsible for the budget and staffing. I worked with the rebuild team to plan and implement the new ED as part of the whole hospital rebuild, working in collaboration with all teams to ensure that legislative, professional, health and safety, infection control and future proofing of the department occurred. Member of the Thames College elected Board of Directors for two years.</p>
<p>Governance</p>	<p>I have had the privilege and responsibility of being co-chair of the NZNO Board of Directors (BOD) for the last three years. Governance as practiced within NZNO's Board of Directors has changed focus over that time through cohesive team work within our senior leadership team. We are setting strategy and direction (Maranga Mai), and policy that is consistent with our strategy. Levels of trust but also ambition are growing stronger within our membership. It is my belief that our members have confidence in the organisation and its ability to realise our current strategy (Maranga Mai) as evidenced by more engaged membership. Members are now regularly reading fortnightly updates, standing up for each other on the picket lines and on our Ratio Justice campaign trails. They are also supporting other unions in their mahi to win fair pay and work conditions in the health sectors. Further our membership is growing.</p> <p>Governance is about leadership and well informed direction. This is an important aspect</p>

	<p>of NZNO Board of Directors membership. This is an area that I have had a great deal of experience in my nursing career. As NZNO convenor and delegate for Thames hospital and community services I provided leadership during the 1999 strike, lead the protests and community fight to save hospital and community health services again in the 1990s. This included meeting and working with politicians, councillors, health professionals and the community in many different forums and speaking up as a nurse leader. We not only saved the hospital from potential closure but also gained a commitment from Annette King, the health minister to rebuild the hospital and services. I then worked with multiple health teams to develop new models of care that were used to plan the rebuild.</p> <p>I have also been an active member and chair of the NZNO nurses research committee. During this time, we worked with the NZNO membership to develop a remit to gain financial support for our professional groups to ensure continued growth and engagement. I presented the remit at conference which was passed and is now part of NZNO infrastructure.</p> <p>I was an elected member of Nurses and Midwifery Advisory Committee (NMAC), providing advice and policy development to NZNO BOD.</p> <p>I worked as the quality and accreditation nurse advisor which required active participation in all the quality groups in Dunedin hospital to ensure gaining and maintaining accreditation as well as policy development for the DHB, and working with the DHB managers to develop new ways to reduce medicine errors.</p> <p>I was an active member of the NZNO Waikato regional council.</p> <p>Prior to leaving Waikato I was recognized at the NZNO national conference for services to NZNO and again for services to the nursing profession. More recently (2020) I was recognised by the Southern Regional Council for the work I continue to do within the SDHB as delegate.</p>
Finance and legal compliance	<p>As President I have worked with the NZNO Board of Directors (BOD) and finance team to ensure we meet all NZNO finance and legal compliance requirements as evidenced by Deloitte's audit reports and end of year financial reports I have similar responsibilities as co-Chair of NERF.</p>

	<p>I worked as CNM with budget responsibilities for nearly ten years previously.</p> <p>Worked with WDHB to develop, plan and execute new hospital build (Thames) with specific responsibilities in planning the Emergency Department.</p> <p>Project management training and facilitation.</p> <p>I previously owned a small business which met all finance and legal obligations.</p>
<p>NZNO's commitment to te Tiriti o Waitangi, Tikanga Maori, Mataurnaga Maori and NZNO's commitment to bicultural values and the role of Te Runanga o Aotearoa</p>	<p>Over the last three years, in my role as President, I have come to realise that I have a lot more to learn in regard to te Tiriti o Waitangi, Tikanga Māori and what it should mean to enact the bicultural values within all things NZNO.</p> <p>Three years ago, I stated that I consistently challenge my own understanding and nursing practice through listening and learning to enable the principles of te Tiriti o Waitangi to be meaningful and appropriate in all that I do. As such I now attend te Reo as I understand that learning the language and Tikanga Māori must be my personal and professional foundation to walking the talk.</p> <p>I have seen the huge mahi and commitment of Te Poari and Te Rūnanga o Aotearoa to challenge racism, ignorance and lack of understanding within and outside of NZNO. It is my hope that the Constitution review and NZNOs journey to confront the past and present challenges to our stated commitment will strengthen our way forward based on collaborative and collective relationships.</p>