



Cancer Nurses College, NZNO

Chair's Annual Report for 2025 BGM, FY 2024/2025

As we reflect on the past year, it is clear that the NZNO Cancer Nurses College has navigated a time of considerable systemic pressure and transformation. Amid workforce constraints, tightened budgets, and ongoing sector reforms, the unwavering commitment of cancer nurses to delivering safe, equitable, and patient-centered care has stood strong.

This year's work has been underscored by a shared recognition that equity remains central to our mission. Our annual conference, which centered around the theme "Addressing Inequities across the Cancer Nursing Continuum," reinforced the importance of equity-focused models of care and standardization in practice. Presentations such as Jason Gurney's on equity through standardized care catalyzed renewed momentum across our mahi—highlighting the role nursing leadership must play in reducing variation and dismantling systemic barriers across Aotearoa's cancer care landscape.

Nationally, Te Whatu Ora's Cancer Clinical Network has now replaced the former Te Aho o Te Kahu Clinical Assembly and the Medical Oncology, Haematology, and Radiation Oncology Working Groups. This new structure includes a strategic group, of which I am a member, alongside an operational group and the development of Technical Advisory Groups (TAGs). We are currently advocating for the establishment of a cancer nursing-specific Technical Advisory Group to ensure our voice and expertise remain central to the shaping of cancer services.

We are also contributing to a nationally agreed Cancer Nursing Education Pathway, an important step toward aligning workforce capability with current and future models of care. This work reflects our continued commitment to strengthening nursing expertise and visibility across the continuum.

Despite fiscal constraints, the College remains active in supporting professional development. We have maintained grants for postgraduate study, conference attendance, and other educational opportunities. In addition, we've launched new

initiatives including a dedicated YouTube channel to host free educational webinars, broadening access to knowledge-sharing across the sector.

It is becoming increasingly urgent that we articulate the complexity and impact of our work. Many of our outpatient and community settings fall outside of the CCDM framework, making the reliance on Clause 33 of the MECA insufficient in truly resourcing equity-driven, best-practice care. The question remains: does safe staffing alone equate to quality outcomes for our patients, and how do we better define the outcomes we seek as cancer nurses? Establishing nationally agreed-upon patient-based nursing outcomes must be a strategic priority in the coming year.

Leadership across cancer nursing also remains an area of concern. Where once there were national and regional nurse leads, we now see a fragmented picture with limited formal leadership roles and shrinking FTEs—particularly for cancer-specific nursing leadership positions within Te Whatu Ora. We must continue to advocate for sustainable and strategic nursing leadership structures that can support workforce advancement—from Clinical Nurse Specialists to Nurse Practitioners—and influence future models of care.

This year also marked a significant internal milestone with the departure of our longstanding secretary, Celia. Her contributions helped stabilize the committee during a time of high turnover, and her legacy will continue to shape how we support one another going forward. We are taking steps to better share workload and rethink how we structure our committee to be resilient and responsive to change.

In closing, it's been a year of challenge and recalibration—but also one of resilience, clarity of purpose, and strategic positioning. We are entering FY 25/26 with renewed resolve to build strong partnerships, foster nursing leadership, and continue our vital advocacy to embed equity and excellence in cancer care across Aotearoa.

Ngā mihi nui

Shelley Shea

Chair

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