



**CANCER NURSES COLLEGE
2025 BIENNIAL GENERAL MEETING (BGM)**

The Dunedin Centre, Dunedin

Friday, 10 October 2025, 13:20 – 14:00 hours

Anne Brinkman, 2025 PNA Report

Kia ora

The following newsletter is designed to update you through summaries and links to recent events, projects and newsworthy items that affect nursing or are influenced by nurses.

I wish you very successful networking opportunities and conference in Dunedin.

Haere pai
Anne

NZNO Board Elections

**Profiles of the successful candidates for the NZNO Board election –
Kaitiaki Nursing New Zealand**

NZNO Board Election results 2025**2025 Board Elections (7 vacancies)**

The voter return was 6.86%, being 4191 votes received from 61,099 eligible voters.

BROOKES Grant 2,060

Professional Qualifications: Bachelor of Nursing (Otago Polytech, 1996) Postgraduate Certificate in Public Health, Endorsed in Health Systems and Services (Otago University, 2020)

THORN Rachel 1,899

Professional Qualifications: Bachelor of Nursing PG

Engagement with NZNO and commitment to NZNO's vision and Understanding of nursing and the wider health sector

I am currently a nurse, clinical nurse coordinator, and part-time ACNM in Whangarei ED.

CHERIAN Saju 1,704

Professional Qualifications: Bachelor of Nursing – UCOL Palmerston North Post Graduate Certificate in Mental Health Nursing – Whitireia Polytechnic Wellington Bachelor of Economics – Mahatma Gandhi University, India Post Graduate Diploma in Materials Management – Annamalai University, India

MORGAN Tracey 1,476

Professional Qualifications: Postgraduate Certificate in Primary Health Care Specialty Nursing in Wellchild/Tamariki Ora New Zealand Royal Plunket Society/Whitireia Community Polytechnic 2008. Registered Comprehensive Nurse Eastern Institute of Technology, New Zealand 2006.

CLOUGHLEY Grant 1,439 Professional Qualifications: ENROLLED NURSE 04/1982 to 12/1987 I commenced my nursing career at Silverstream Hospital as a Medical Orderly, then did my EN training at Hutt Hospital before moving to Palmerston North to complete my RcompN in 1987.

KATENE Rosetta (Rosie) 1,335

Professional Qualifications: Registered Nurse, Postgraduate Diploma in Bicultural Professional Supervision (Kaitiakitanga)

FAIRBURN Michelle 1,299

Professional Qualifications: 2025 – Te Wananga o Aotearoa Te Ara Reo Māori Level 1 & 2 2025 – Advanced Diabetes Management Course 2024 – Nga Manukura Apopo Māori Clinical Leadership graduate 2019 – NET P / PG Health Sciences 770 Advanced clinical practice UOA 2016 2018 Toi-Ohomai Institute of Technology Rotorua Bachelor of Nursing 2017 – (RHIP) - Rural Health Interprofessional Programme (Eastern Bay of Plenty) cohort 4 2014, 2015 Q Academy Gold Coast Certificate IV Massage Therapy - Registration No. 31896 2012, Dementia Support CHCAC416A Kings International College – Registration No. 2507 2010 Bridgeworks Employment & Training Certificate in Aged Care

Unsuccessful candidates

CHAPMAN Kathryn 1,282

HEAYS Nayda 1,273

BARR Nigel 1,272

DEIBERT Michael 821

INFORMAL 0

BLANK VOTING PAPERS 24

Nursing Council of NZ

[Educating the nurse of the future - project brief.pdf](#)

Review timeline for Educating the nurse of the future

- May – June 2025 Background Work
- July – September 2025 Data Gathering
- September – December 2025 Data Analysis and Report writing
- February 2026 Council Approval of Report
- February – April 2026 Report finalised and Published

The review is grounded in the principles of Te Tiriti o Waitangi and will consider how education can support nurses to practise safely, competently, and with confidence in a changing health landscape. [Go here to learn more](#) and download key resources, including background information and reviewer bios.

New report highlights global forces reshaping New Zealand's nursing workforce

The Nursing Council is pleased to release its latest publication: International nurse migration: implications for the New Zealand nursing workforce.

Key findings:

- Nearly half of New Zealand's nursing workforce is now internationally qualified, marking a dramatic shift in workforce composition with implications for planning, retention, and equity.
- New Zealand ranks second in the OECD for reliance on internationally qualified nurses – at least three times the OECD average – raising questions about sustainability and self-sufficiency.
- Despite growth in Māori and Pacific nurse numbers, representation remains static, with Māori nurses making up 7% and Pacific nurses 4% of the workforce, highlighting ongoing equity challenges.
- New Zealand has become a 'stepping stone' for nurses heading to Australia, enabled by the Trans-Tasman Mutual Recognition Act 1997. Many internationally qualified nurses register in New Zealand before moving on.
- The report calls for a system-wide approach, including ethical recruitment, improved data collection, and better workforce planning to future-proof New Zealand's nursing workforce.

Understanding these international dynamics is vital for building a sustainable nursing workforce and resilient health system. [READ THE REPORT](#)

The Nursing Council's June quarterly data report

The Nursing Council's June quarterly data report is now available.

The Council collects a variety of data about the workforce which does not identify individual nurses. The quarterly data report series is intended to provide quick access to some 'headline' information about the nursing workforce – especially information that we are regularly asked to provide.

A new report is released after the end of each quarterly registration period. [Find out more here](#)

Ministry of Health

Putting Patients First: Modernising health workforce regulation

Summary of submissions document and a Link to the MOH website

<https://www.health.govt.nz/publications/putting-patients-first-modernising-health-workforce-regulation-summary-of-submissions>

The summary itself is 7 pages long and does not endorse changing how the workforce is regulated and notes that regulation is not the panacea to sort all the health workforce issues that currently exist. Citation: Ministry of Health. 2025. *Putting Patients First: Modernising health workforce regulation: Summary of submissions*. Wellington: Ministry of Health. Published in September 2025 by the Ministry of Health, PO Box 5013, Wellington 6140, New Zealand

NZNO

From: Paul Goulter's newsletter, Sunday, 24 August 2025 and Kaitiaki

Professional Services Team

Indigenous Hui/ Hui ā Tau, 14 – 16 August 2025, Rotorua

Last week I had the privilege of attending Indigenous Conference and Hui a Tau in Rotorua.

The hui was attended by 280 Māori members from across the motu.

The conference opening was spectacular, with Te Arawa – Tuhourangi kapa haka group welcoming us all into the arena. This was followed by a lineup of Māori women speakers who all emphasized and validated the concerning Government law changes aimed at diminishing the voice and mana of Māori in Aotearoa. Speakers included Annette Sykes- prominent Māori Human Rights Lawyer and longstanding activist.

Linda Munn- co designer of the Tino Rangatira flag- also a longstanding activist for Māori rights and Te Tiriti o Waitangi.

The messages were powerful and thought provoking and challenged Māori nurses to continue to activate and agitate.

The second day was a day of workshopping.

One workshop was the sacred application of moko-kauae (chin tattoo) where 3 of our members had their moko done. It was beautiful to watch and waiata through out the process for each wahine. Other workshops included harakeke (flax) work, mahi parahikete whero (making of red blankets), significant aspects of Te Tiriti, He whakputanga and Tino Rangatiratanga.

Awards night followed with each rohe- region presenting a skit on their take on the activities of the three govt co-leaders. There were some very thought provoking and clever items presented with Te Matau a Maui taking the winning spot.

Look forward to next years' Conference.

By Mairi Lucas, Professional and Nursing Services Team

E hia kē ngā rau tapuhi Māori ka “mauri ake” ai ā tērā wiki – Kaitiaki Nursing New Zealand

By Renee Kiriona (te reo Māori translation by Joel Maxwell), August 6, 2025

Ka hui mai ngā rau tapuhi Māori nō ngā pito e whā o te whenua ā tērā wiki i Rotorua mō te Indigenous Nurses Aotearoa Conference.

The theme of the three-day event is mauri oro, mauri reo, mauri ora which speaks to “a return to vibration, voice and wellbeing through the lens of mātauranga Māori,” Nuku said.

“Since last year’s conference, we’ve been fighting the attacks on our people from this coalition Government because they are taking Māori health, and the health of the entire nation, backwards,” Nuku said.

On Thursday (August 14th) the students and hundreds of working nurses and midwives will gather at the Sir Howard Morrison Centre to hear from a lineup of guest speakers, including, artist Linda Munn, lawyer Annette Sykes, weaver Māhina Raharuhi, art activist Frances Goulton, former MP Donna Awatere and Māori nursing leaders Wikitoria-Raukura Mitchell and Kathryn Chapman. The prestigious Akenahi Hei award will be presented on Friday morning while the Tapuhi Kaitiaki Awards – the Māori nurse awards – will be presented that evening.

Te Whatu Ora Changes

Registered Nurse Graduate or Enrolled Nurse Graduate changes

By Mairi Lucas, Professional and Nursing Services Team

A particular item of interest was the proposed changes to the descriptor – New Graduate. Nadine and Lorraine are proposing to change from New Graduate to Registered Nurse Graduate or Enrolled Nurse Graduate. Thereby, eliminating the word *new*. The idea being the word new diminishes the nurse’s mana. In our view, it protects the nurse from higher expectations.

Other proposed changes include:

1. The one-year New Entrant to Practice programme be replaced with a supportive 1st year of practice
2. The funded FTE first year of practice be reduced from 0.8 FTE to 0.6 FTE
3. The clinical load sharing (preceptor hours / supernumerary to the other nurses working on the shift) from 240 hours to 80 hours. Following that they nurses are required to take a full patient load
4. Study hours are reduced from 96 to 80 hours but still include a requirement to complete all mandatory on-line training
5. Removing any post graduate papers from first year and
6. Options for post graduate study apply after the first year as a graduate nurse are completed, in addition to delinking the PDRP from this study.

Te Utu Ōrite/ Pay Equity

By Glenda Alexander

While we continue to prepare for re-raising our pay equity claims, a good number of our members have participated in the NZ CTU Cross Union Pay Equity Champions Training that has been run across the country. There are around three more of these training days to go, but it has been exciting to hear about the planning that is underway for the 20 September “Women’s Day Of Action” (WDOA) events. There are big marches in some of the centres and smaller family friendly events in the smaller regions. All of the events focus on what has happened to the 33 pay equity claims that were underway and the other claims that would have been raised, alongside claims that were due for review that were all wiped out by the Governments undemocratic action.

The NZCTU website will have a list of the events nationwide. We hope that as many of our members as possible turn up to show how significant pay equity is for the health and wellbeing of the nation.

Meanwhile on Monday 25 August, we (Kerri Nuku, Anne Daniels and Glenda Alexander) will speak to our pay equity submission to the Peoples Select Committee on Pay Equity. When we appeared before the Committee as part of the Care and Support submission it was incredibly powerful to be telling the story of what we had to do and how close we were to achieving a pay equity settlement for many of our members. The Committee was very respectful of what we had to say and asked questions about the impact of the process being completely undermined.

The NZNO “Legal / Pay Equity Team” will be aiming to finalise the wording of our claims that will be raised with the Plunket and Hospice employers during the week commencing 8 September. As previously reported it is challenging to figure out what is required by the changes to the Equal Pay Act that do not entirely make sense and have not been tested. NZNO will be the first union to raise pay equity claims under the Amendments which is why we are taking extreme care to get it right as our claims will be heavily scrutinised.

On Friday 29 August we will be part of a delegation that will be presenting our legal challenge regarding the way the changes to the Equal Pay Act were pushed through on the basis that it is a breach of the Bill of Rights Act.

Reference for items to follow:

[Kaitiaki Nursing New Zealand](#)

Health Minister Simeon Brown sees red, literally, as nurses turn their backs during NZNO AGM – Kaitiaki Nursing New Zealand

By Joel Maxwell, September 17, 2025

Health Minister Simeon Brown was greeted with a wall of silence — and a wall of nurses’ backs — as he spoke to the NZNO annual general meeting on Wednesday. It came as the minister admonished nurses at their own AGM for striking — and alongside the [release of a damning Infometrics report](#) on nursing numbers.

However, it appears the members’ message is sinking in — Brown later admitting there was “clearly, work to do” on nurse recruitment. This was something Health New Zealand needed to work with NZNO on, he added to media.

“But they need to continue to hire frontline nurses.”

Brown’s speech suddenly lurched into a lecture of sorts, telling off the conference room for striking.

He needed to address the “elephant in the room”, he said: That while it was true nurses had the right to strike, it was also true that thousands of patients were affected.

Brown told a story of a mother who couldn’t touch her premature baby during the last two strikes — “I say this story because that is the real human cost of striking.”

Te Poari member Rangi Blackmoore found herself turning her back and looking at her laptop on the table.

At a glance

- Health Minister Simeon Brown entered politely hostile territory speaking at the NZNO annual general meeting on Wednesday.
- It comes after the union's 36,000-plus Te Whatu Ora members [went on three nationwide strikes](#) in July and September.
- Brown was shown the backs of a line of nurses, then hit with silence as he walked out of the echoing conference room.

Brown thanked the nurses across the country for the care they give across all settings “You’re often the first face patients see, and the last one they remember.” He said he understood many nurses were frustrated but he needed to address the recent strike action. There was a “real human cost” to striking, and the nation could not afford a health system where patients were caught in the middle. “Ultimately Health New Zealand is the employer, and they are responsible for patients and the safety of patients – they have to ensure they are doing that.” After wrapping up the speech, Brown walked out of a silent conference room — the audience standing and watching without applause as he left.

[How many hundreds? Infometric report reveals shocking hospital shortages in every shift – Kaitiaki Nursing New Zealand](#)

By Joel Maxwell, September 17, 2025

The nation’s hospitals were collectively short 576 nurses every shift on average last year, a new Infometrics report has found. The NZNO-commissioned report [How many more nurses does New Zealand need?](#) crunched Te Whatu Ora data from 1.69 million shifts from 2022 to 2024 in 59 public hospitals. Alongside the numbers from last year alone, the report said that on average from 2022 to November 2024, hospitals were short 635 fulltime-equivalent nurses every shift. Shifts were more likely to be short-staffed during winter; cancer and cardiovascular wards were the hardest hit from 2022-2024 — half their shifts understaffed. Children’s wards were close behind at 45 per cent.

The Capital & Coast and Hutt Valley districts were most commonly understaffed — half their shifts coming up short.

Meanwhile the report blamed a lack of coordinated planning for some of the problems. “Te Whatu Ora’s sudden decision to freeze the hiring of nurses in mid-2024, including nurse graduates and internationally qualified nurses reportedly left one in four graduate nurses unemployed as of August 2024.” Ideally nursing recruitment decisions should be made several years in advance, it said.

Tightened health funding was a “key contributor” to the nursing shortage, said the report: Especially when these funding constraints hit increased demand on health services — particularly hospital services.

There was higher professional attrition, with burnout, sick leave and nurses headed overseas, it said.

The data in the report was collected through the Care Capacity Demand Management (CCDM) safe staffing programme — [belatedly released to NZNO with an apology](#).

The report had troubling data on the future demand for nurses in key specialties.

- The aged residential care nursing workforce is projected to contract 9 per cent, demand is projected to grow 47 per cent.
- The mental health nursing workforce is projected to grow just 2.2 per cent, demand is projected to grow 7.7 per cent
- The primary health care related nursing workforce is projected to grow 4.5 per cent, demand is projected to grow 7.7 per cent.

The Infometric report was released as Health Minister Simeon Brown spoke at the NZNO annual general meeting on Wednesday, September 17th.

‘It’s a beginning’, say emergency nurses after joining safe staffing kōrero – Kaitiaki Nursing New Zealand

By Mary Longmore, September 9, 2025

As the shocking reality of hospital understaffing is finally revealed, NZNO’s ED nurses are finally being invited to join Te Whatu Ora’s safe staffing discussions after meeting with the Minister of Health.

The issues raised with Simeon Brown and Te Whatu Ora chief nurse Nadine Gray by the CENNZ Chair, Lauren Miller, include: Patient flow, 24/7 security and more Māori nurses. Miller said CENNZ asked Brown to consider hospital flow, rather than focusing on EDs, in its six-hour targets. “When you say ED has to get all their patients out in six hours, it makes it sound like we are underperforming. But it’s about the flow of patients out of ED – where do you put them? So we would prefer it to be a target that is more focused on hospital flow.” 24/7 security was also emphasised - the nurses delegation also asked for 24/7 security in EDs everywhere to combat rising violence and aggression. While Miller was aware of Government efforts to improve ED security guard training, inconsistencies between EDs were “vast” and there had been no commitment to round-the-clock security. CENNZ also asked the minister to consider [research](#) showing Māori were twice as likely to die within 10 days of being discharged from EDs than non-Māori, Miller said. Nurses told Brown the college “strongly opposed” proposed changes to the Pae Ora Act which would strip the health legislation of its equitable approach to health care and obligations to Māori under te Tiriti o Waitangi, she said.

Community health, patient safety under increasing threat – Kaitiaki Nursing New Zealand

By Nicolette Sheridan, Jenny Carryer and Andrew Jull, September 11, 2025

Nursing leaders share deep concern over the effect of the current political environment on nursing – follow the link for their full article.

Nurses forced into silence and Māori patients left invisible — NZNO submits on Government's health Bill – Kaitiaki Nursing New Zealand

By Joel Maxwell, September 11, 2025

It's not healthy, and it's bad for the future — the NZNO has blasted a proposed health law for dismantling Māori gains and stealing nurses' rights, in a select committee hearing. NZNO kaiwhakahaere Kerri Nuku appeared with president Anne Daniels before the health committee considering the Healthy Futures (Pae Ora) Amendment Bill.

Nuku said NZNO rejected “in its entirety” a Bill from a Government that wanted to silence Māori and render their health needs invisible. “We will never let that happen.”

The Government sought to stoke racial animosity for political gain at the expense of Māori, she said.

In June Health Minister Simeon Brown announced changes to the Pae Ora (Healthy Futures) Act. The new Bill strips out guiding principles for equity and Māori engagement in the system; it removes commitments to Te Tiriti, and depowers Iwi Māori Partnership Boards.

It comes after the Government dumped Māori Health Authority, Te Aka Whai Ora in 2024. Nuku said the Bill was rolling back gains from decades of Māori health initiatives, which had been admired internationally.

The 2022 Pae Ora Act was driven by the findings of the Wai 2575 Waitangi Tribunal Inquiry into Māori health services, she said. “This Government has systematically dismantled the infrastructure painstakingly built by Māori and the health sector to enable Māori to take responsibility for improving their health status.” Māori are twice as likely to die from suicide as non-Māori, have higher mortality rates from cancers, and heart disease, double the smoking rate, and die on average about eight years earlier.

The Bill includes a requirement for nurses to follow public service principles including political neutrality, which could have a “frightening effect” on their right to freedom of expression, Nuku said. Nurses could be disciplined by their employer for speaking up for patients if it's considered against the organisation's interest, or is considered political, not a clinical comment, she said. govern nursing and require the care of patients to be their first concern.”

Bargaining restart gets real: The last-minute dash to negotiation team hui thanks to short-staffing – Kaitiaki Nursing New Zealand

By Joel Maxwell, September 11, 2025

As NZNO collective bargaining restarts with Te Whatu Ora on Thursday, even planning was hampered by nurse short-staffing. Te Whatu Ora collective bargaining started up again on Thursday, September 11th. The NZNO team held a planning hui in Wellington. Safe staffing and patient safety have been key elements of NZNO members' demands.

See the video of NZNO's bargaining team thanking members, the public and other unions for the support during last week's strike [here](#).

‘Big leap forward’ for NZNO, as new constitution voted in by members – Kaitiaki Nursing New Zealand

By Mary Longmore, July 18, 2025

A historic new constitution for Tōpūtanga Tapuhi Kaitiaki o Aotearoa — NZNO that fundamentally changes its structure to become more egalitarian and te Tiriti-led has been voted in by members.

The new constitution will bring a new structure for NZNO. Regional councils and the national membership committee will be replaced by local organising groups which will partner with NZNO Te Rūnanga (Māori council) members to create new rōpū (groups) called ngā hapū.

The chief executive role will be replaced with that of national secretary and and board of directors by a national executive, to bring NZNO into line with “more egalitarian” union structures, the panel’s [presentation](#) outlines.

NZNO’s Māori governance board, Te Poari, will have equal status and decision-making power with the national executive.

The panel has said the new structure would bring a more unified, egalitarian, democratic and te Tiriti-led organisation.

The new constitution has been five years in the making, after members voted to [review the existing constitution in 2020](#).

Since then, a constitutional review panel, with an equal mix of NZNO board and Te Poari members, has been drafting a new foundational document, in consultation with members and membership groups around the motu.

On April 7, 2025, member groups at an NZNO special general meeting agreed to put the proposed new constitution to a member ballot. This followed the endorsement of the proposed draft constitution by NZNO’s Te Rūnanga on April 4 at a special hui ā-tau.

It then went to an all-member vote on May 20 run by independent election management company, [electionz.com](#).

By the close of a nearly month-long ballot on June 17, 10.75 per cent of NZNO’s 62,132 eligible members had voted — 6680 people. Of them, 3340 voted for the new constitution and 2503 against it. Another 837 abstained.

Drawing on a bicultural model developed by [Matike Mai](#) for a new national constitution for Aotearoa, the NZNO proposal would see Te Poari continuing to exercise tino rangatiratanga (self-determination) for its Māori members through its Te Rūnanga arm.

The NZNO national executive would govern other members and a partnership body of both called the “joint hui” would meet at least three times yearly to make shared decisions on major issues.

The new, registered, constitution can be viewed on the NZNO website [here](#).

Last-minute strike cancellation after Te Whatu Ora barred a third of staff from taking part — Christchurch nurses – Kaitiaki Nursing New Zealand

By Mary Longmore, August 18, 2025

Delegates across radiology, perioperative and post-anaesthesia care unit (PACU) had only decided to cancel at the last minute because management had ruled out about 70 members from taking action. They were told their names weren't spelt correctly, had been missed off or they hadn't updated their area of work. About 180 Christchurch radiology, perioperative and PACU staff had gone ahead with a second planned strike Friday over unsafe staffing — a picket which had drawn huge public and collegial support, she said.

Bramley [publicly released](#) a letter to chief executive Paul Goulter criticising NZNO and demanding an explanation for the last-minute cancellation which he said impacted 85 Cantabrians.

At a glance:

- NZNO members last week voted for [two more days of strike action](#) from September 1, following nationwide [24-hour strike action](#) on July 30-31.
- A desire for long-term safer staffing for patients is core to NZNO's bargaining claims, after data showed [56 per cent of all day shifts](#) in surgical wards across 16 districts were understaffed last year.
- Other sticking points include jobs for new graduates, senior nurses' pay and cost-of-living pay rises.
- New nursing graduates, and 2024 graduates, are facing a job shortage in hospitals — [only 45 per cent matched with work](#) in the mid-year advanced choice of employment (ACE) programme.

For goodness sake don't mention the t-shirts: Nurses on strike forbidden to speak about item of clothing – Kaitiaki Nursing New Zealand

By Joel Maxwell, August 19, 2025

A group of North Shore district nurses have been forbidden to speak about an eye-catching item of clothing. Their t-shirts say, "Not enough nurses (front). Will strike for patient safety (back)." Tōpūtanga Tapuhi Kaitiaki o Aotearoa — New Zealand Nurses Organisation (NZNO) members launched a week-long uniform strike on Monday, ditching uniforms for t-shirts carrying messages about staff shortages.

However delegate and district nurse Lesley Pook said members received an email that morning from management warning they were not allowed to talk to patients about the uniform strike. The nurses could wear the t-shirts, but they could not talk about the t-shirts — even if asked. Pook said the service was short of six staff "at least". "We're often working late, unpaid. It's just really stressful as we have to triage on a daily basis about who we can and can't see. It's really shocking over winter."

It led to staff burnout and people simply quitting the job, she said.

"I think we should be able to talk to people . . . because we are speaking out in the public interest. About concerns that are very valid," said Pook.

The service had lost two “really amazing” nurses already this year, she said. One was a new graduate who loved the job but felt overwhelmed and stressed.

“The other one has gone to Australia.”

Nurses, kaiāwhina and doctors throw weight behind ‘heartbreaking’ patient voice petition – Kaitiaki Nursing New Zealand

By Mary Longmore, August 14, 2025

Already an estimated tens of thousands have signed, since the petition launched as the [Buller Declaration](#) on the West Coast in October 2024 after the district lost its after-hours medical clinic and endured recurring hospital closures due to lack of staffing.

Since then, founder Malcolm Muholland, chair of advocacy group Patient Voice Aotearoa, has been travelling around New Zealand, hearing people’s experiences of their [local health services](#) and collecting signatures on the declaration.

Now online, the [Patient Voice Aotearoa petition](#) is calling on the Government to:

- Fix the health crisis.
- Address disparities for Māori, rural and low-income communities.
- Allocate enough resources to train, recruit and retain more nurses, doctors, specialists, midwives, health-care assistants and other health workers.
- Meet its obligations under Te Tiriti o Waitangi and protect Māori health, in consultation with iwi and hapu.

NZNO has been a keen supporter of the Buller Declaration in its bid for more health funding, particularly in provincial areas and for Māori. During mass 24-hour [strike action](#) on July 30, members collected another 1400 signatures to add to the 20,000-strong petition [at last count](#).

Both the hand-signed Buller Declaration and petition will merge and be presented to Parliament on November 18.

Multiply by five, add a lot of years — decades needed to make up shocking Māori nursing shortfall, report says – Kaitiaki Nursing New Zealand

By Joel Maxwell, August 14, 2025

Multiply by five and add decades — a new Infometrics report released at the indigenous nurses conference (Rotorua, August 14-16, 2025) reveals Aotearoa will need a lot of time and enrolments for Māori nursing to hit parity.

Te Rūnanga o Aotearoa NZNO kaiwhakahaere Kerri Nuku said Aotearoa now knew what an effective Māori nursing workforce would look like thanks to the report, [Growing, but not fast enough: Māori nursing workforce insights](#).

The report revealed the need for a five-fold increase in Māori nurses entering the workforce from about 300 to 1650 annually to achieve “population parity”, where the Māori proportion of nurses matches the overall population.

Currently Māori make up about seven per cent, less than one in 10, of the nursing workforce —

but make up about one in five of the overall population. About 27,000 Māori nursing student enrolments annually would be needed to reach population parity, the report said, with fewer than two-thirds of Māori nursing students completing training.

In 2023 alone there were only 3,230 enrolments in total including 435 Māori students.

The Government must aim to reach population parity by 2054, with milestones such as three-quarters parity (15 per cent) by 2044, the report said. This would require cross-party political support.

It recommended the likes of working with the Ministry of Education to encourage Māori students into relevant courses in primary and secondary schools.

A “transition pipeline” from high schools into undergraduate nursing programmes should be set up and funded for Māori students, it said.

Watch: ‘Their kids can’t afford shoes’ – NZNO pay equity submission goes before the people’s select committee – Kaitiaki Nursing New Zealand

By Joel Maxwell, August 13, 2025

WATCH: The Government dodged consultation but now NZNO has joined submitters to the people’s select committee laying out the impacts of axed pay equity claims.

Tōpūtanga Tapuhi Kaitiaki o Aotearoa — NZNO senior pay equity lead Glenda Alexander joined the E Tū and the PSA unions submitting on the care and support workers’ claim.

Ten former MPs from across politics launched the select committee after the Government rushed through pay equity law changes in May under urgency.

The committee would allow scrutiny on the effects of the law changes announced and introduced into Parliament on the same day.

Previously unions, including NZNO, gathered nearly 94,000 signatures [before handing them to Opposition parties](#) on Parliament’s steps in July.

It came after [the Government axed all 33 current pay equity claims](#) worth \$12.8 billion ahead of Budget 2025, in May.

It installed tough new thresholds for bargaining to even recommence. NZNO had 12 active claims covering 13,231 members in play, plus one review for Te Whatu Ora members, covering about 40,000. A Plunket settlement was only weeks from completion.

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By Renee Kiriona (te reo Māori translation by Joel Maxwell), *August 6, 2025*

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South Island practice nurse-to-prescriber training hits 100 grads – Kaitiaki Nursing New Zealand

By Kaitiaki coeditors, August 7, 2025

A free training programme upskilling nurses at general practices across the South Island to prescribe common medications is celebrating 100 graduates — and a boost in community nurses’ confidence.

It is also sending more down the nurse practitioner (NP) pathway, its nurse leaders say.

“The ability to prescribe empowers nurses to draw on their years of experience and knowledge to provide greater and more autonomous patient care,” said programme leader and community nurse prescriber Andie Lowry.

Launched in 2022 in Otago and Southland, [*Te Waipounamu RN prescribing in community health*](#) combines face-to-face and online learning to enable more nurses to prescribe common medications such as antibacterials, pain relief and gynaecological and urinary treatments.

Once qualified, community nurse prescribers can prescribe from a Nursing Council-approved [*medication list*](#) for the clinical management of minor ailments and illnesses.

Developed by Southern primary health organisation WellSouth, along with Te Whatu Ora – Nelson Marlborough, the programme in 2023 expanded to all nurses throughout Te Waipounamu working in general practice, with the support of their employers to provide GP or NP mentoring.

So far, 95 primary health providers, including Māori and Pacific, medical centres, student health, public health and home care, have benefited from the programme’s nurse prescribing graduates.

A recent WellSouth survey of registered nurse (RN) prescribers across Te Waipounamu found the most common prescribed medications were antibacterials, pain relief and gynaecological and urinary treatments.

Te Waipounamu RN prescribing programme takes seven months and blends online learning with webinars and clinical workplace learning, along with the support of an experienced prescribing colleague. Offered at no cost to nurses, this course enables nurses to graduate with the Nursing Council’s designated prescribing endorsement, as an RN prescriber in community health.

The first cohort commenced in February 2022. There are three cohorts every year, with around 15 students on each, the latest in June bringing the number of graduates so far to 100.

EXCLUSIVE: 'Shocking' low job rates for our latest nurse graduates, figures reveal – Kaitiaki Nursing New Zealand

By Joel Maxwell and Mary Longmore, July 25, 2025

Less than half — just 45 per cent — of registered nursing graduates have been matched to supported-entry roles at Te Whatu Ora after mid-year finals, *Kaitiaki* can reveal.

Students sat their state exams last week, and were potentially matched with hospital jobs through Te Whatu Ora's advanced choice of employment (ACE) programme.

But just 323 of 722 applicants were successfully matched — less than 45 per cent, the latest figures, released to *Kaitiaki* by Te Whatu Ora show.

They reflect a continuing plummet in job rates for our newest nurse graduates since just three in five were employed this time last year — “[blindsiding](#)” the mid-year 2024 cohort.

And just 549 of the current applicants are 2025 graduates — the other 173 graduated in 2024 but are still struggling to land their dream hospital role. Another six of the matches were for jobs outside Te Whatu Ora — likely in primary health where graduates are being steered.

This suggests a growing logjam as graduates over the past two years desperately jostle for work — or eye Australia, as NZNO's [recent student survey](#) suggests.

A \$30 million initiative to recruit [400 graduates per year into primary health](#) over the next three years was announced in March by Minister of Health Simeon Brown. Te Whatu Ora would pay rural practices \$20,000 and urban practices \$15,000 per graduate per year over five years, the minister said.

Mairi Lucas in Paul Goulter's newsletter

17 August 2025

Nursing Council of New Zealand

Mairi and Lucia Bercinkas (Senior Policy Analyst) met with the **Chief Executive of the Nursing Council of New Zealand** for our regular monthly meeting.

Items discussed included:

1. The Health Futures (Pae Ora) Amendment Bill – NZNO opposes many of the proposed amendments
2. Toitu te Waiora National Consultation - Proposed health and wellbeing skills Levels 2 to 4. These impact on the unregulated workforce, we have concerns with the unregulated workers replacing the work of the nurse
3. The report about IQN's- Mobility Flows drafted by James Buchan will soon be published and available. NZNO will advise when available
4. When is a new graduate not a new graduate – when they are a Graduate Registered Nurse. This is the discussion circulating lead by the Ministry of Health and Health New Zealand Te Whatu Ora re: what should the new graduate be called?

5. The Nursing Education Review is being undertaken by Nursing Council and submissions closed end of August. Data analysis and report writing will then take place September – December 2025.
6. David Stewart Deputy Chief Nursing Officer, Nursing and Health Policy at ICN- International Council of Nurses will be presenting at the NZNO conference (Thursday, September 18th, Te Papa) and will also meet with representatives from the Nursing Council
7. The Ministry of Health have been in ongoing discussions with Nursing Council about payment towards student costs
8. Nurse Prescriber and Nurse Practitioner prescribing – consultations will commence in September re: potential changes
9. Over 1,100 student nurses are expected to sit State finals in November 2025, with 700 currently in the talent pool looking for work

Haere pai

Anne Brinkman
Professional Nursing Advisor