

College of Emergency Nurses New Zealand - Chairperson Report Sep 2024

Healthcare and nursing has never felt more pressured and that is certainly impacting on us as Emergency nurses around the country. Given the current climate the CENNZ committee has been all the more driven to continue to fly the emergency nursing flag and to develop resources and campaign for emergency RN's across the country.

The College of Emergency Nurses New Zealand- New Zealand Nursing organization (CENNZ-NZNO) met with the Honorable Dr Shane Reti, Minister of Health NZ, on Thurs 23rd May. The meeting came about after CENNZ penned a letter to the minister that highlighted topics that we hoped to discuss.

The meeting focused on the current state of Emergency Departments (ED) and its implications on emergency nursing, shorter stays in ED's and Health equity in Emergency Departments. We highlighted the reality of ED nursing in NZ particularly around staffing and workforce and violence and aggression. When considering the shorter stays in emergency department - Health Target we queried the consistency of the data being collected and reported. We highlighted that we strongly feel that for this target to be achieved acute patient flow must be addressed and wider hospital approach to the target is essential. We also felt it important to ask the minister what assurances of actual measures to support Māori will be offered and if there were any specific strategies to address disparities in access to emergency care services, particularly in rural or remote areas of New Zealand. Overall, we felt that the Minister understood and respected our role and shared our concerns as Emergency RN's. The opportunity to share the unfiltered reality of our experiences directly with Honorable Dr Shane Reti was a worthwhile and important opportunity for us as a college.

A major focus for CENNZ over the last year has been the redevelopment of the CENNZ Triage course. This has been a significant undertaking and has involved the refreshing of the course content and delivery. I would like to thank all those who have given significant time and effort to bring this course in line with current practice and to update the course content, workbook, scenarios and evaluation process. I would particularly like to thank Suzanne Rolls and Katie Smith who have worked tirelessly on this project. We have been delivering the new triage course content since June with positive feedback to date.

CENNZ has had a number of key achievements in the last year of which for me the highlight was the 2023 CENNZ Conference. The Ready to Respond Conference was held in Christchurch, drawing together 190 emergency department professionals to deliberate on emergency response strategies in light of recent New Zealand incidents, including the Christchurch Mosque shooting, Whakaari White Island eruption and Cyclone Gabrielle. The event also provided a platform to commemorate accomplishments in emergency nursing nationwide.

CENNZ has been having ongoing discussion and awareness of improving Equity within ED's. Led by and in collaboration with Natsha Kemp, our CENNZ Te Runanga representative; CENNZ has been developing a Pae Ora strategy. Throughout this process we have already been able to commence several impactful workstreams with Pae Ora focus or influence, these include but are not limited to; Pae Ora education and awareness has been delivered to the nurse educators and triage Instructors and made accessible to our members through webinars with a Pae Ora focus. We have commenced work to update the CENNZ Knowledge & Skills framework to acknowledge Te Tiriti O Waitangi principles "Aspects of Responsive to Māori". This includes Māori knowledge frameworks to reflect Mātauranga values. We have also increased support for Māori nurses by promoting the grants we have available and providing easier access to these grants.

This year has not been without its challenges and there are a number of issues that CENNZ has been aware of, these include:

- There has been a large Increase in IQNs as part of the nursing workforce. We feel we haven't been able to support these nurses as well as we should have due to inequities in the workforce around the country, including different levels of FTE for education roles across the motu. We would like to improve the onboarding of this workforce and provide robust support so that they are welcomed. CCDM needs to include robust education hours for differing levels of orientation.
- Growing our own workforce has become increasingly difficult due to budget cuts, hiring freezes, and having available FTE for new graduates.
- Unmet need in the community, hospitals at capacity, and long waits to be seen by specialty services has meant access block and overcrowding within EDs across NZ.
- Trendcare usage has increased, however not in all ED's due to IT infrastructure and support from management. Therefore, continuing to delay safe staffing.
- An increase in aggression and violence in our communities, has resulted in an increase in aggression and violence towards staff, patients and an increase in trauma related injuries. CENNZ would like to see trained security is required in all ED's throughout Aotearoa.

CENNZ has sustained our commitment and continues to voice and campaign in these spaces.

We do this through fostering networking groups tailored for Nurse Educators, Nurse Managers, and Advanced Nurses, facilitating collaborative endeavors and ongoing professional advancement nationwide. CENNZ currently has representation on the NZNO bargaining team, Te Rūnanga and Manaki mana, ACEM, ED NAG and CCDM groups, which provide us with seats at many tables where we can fly the emergency nursing flag, to make sure that we are continuing to be heard. I look forward to continuing to lead this committee in 2025 and to celebrate our profession again at the CENNZ 2025 Conference.

Lauren Miller
CENNZ Chair