

## **Professional Nursing Adviser Report**

### **College of Air and Surface Transport Nurses (COASTN), NZNO**

### **AGM 25th September 2024**

Tēnā koutou katoa.

Firstly, as a member lead organisation, the New Zealand Nurses Organisation Tōpūtanga Tapuhi Kaitiaki o Aotearoa (NZNO), relies on members volunteering their time to make the professional Colleges and Sections possible. So, thanks must go to the National Committee who have shown strong strategic leadership, dedication and professional engagement in what has proven to be another year full of change for the Committee. NZNO acknowledges the huge commitments made by the Committee over and above the personal and professional commitments each one of these members hold. The systems, networks, external collaboration, and participation continue to be highly regarded and valued by NZNO.

Chair person Lynette Wills report outlines the coming and goings of the Committee this past year and the work they have achieved on behalf of you and your patients. She noted that sadly Tamsin Irvine-Fynne completed her final Course coordination at the beginning of this year and she has handed the reigns over to a very capable Helen Poole. Thank you, Taz for your tireless input into the exciting and challenging Coordinator role. And welcome Helen. I can't wait to see how you further develop the course in the coming months.

I would specifically like to acknowledge office holders Lynette in her role as Chair, Patrice Rosengrave as Secretary and Helen as Treasurer, noting of course that Helen has left the Committee to take up the Course Coordinator position and in handing over the treasurer hat to new Committee member Sam Collis. Special thanks too (and again) to Jacquie for the fabulous symposium in Napier in November last year AND to Avryl for her great work collaborating with the ASA organising group to ensure COASTN is represented at this important international conference. A very warm welcome to our two new Committee members Sam Collis (as noted above) and Jodie Purches.

The Chairpersons report also referred to the COASTN Annual plan (you will have seen and hopefully read it when sent out a few weeks ago). This plan outlined the activities and achievements of 2023/2024 period and the planned future activities. The Annual plan is a working document, open to change especially if members indicate changes such as new work or initiatives are required to be

included. Please take the opportunity to talk to Committee member if you have any feedback about the annual plan.

### **NZNO activities during the 20203/2024 period:**

Below I have identified just some of the mahi NZNO pursued to support nursing in the last year.

[Maranga Mai!](#) We demand:

1. Te Tiriti firmly being upheld in all health settings so Māori have equal access to a health system that works for them
2. 4000 more nurses in place as quickly as possible and fair and culturally safe nurse-to-patient ratios
3. Pay and conditions that value nurses right across the health sector and keep them in the job. This includes sustainable funding for Pay Parity
4. Training that is affordable and accessible so more people study and stay on to become nurses
5. More Māori and Pasifika nurses so people receive health care that fits with their culture.

NZNO College and Section (C&S) committee members, delegates and other member leaders, took part in online workshops to feedback on the NZNO strategic plans. These have been signed off by the Board and Te Poari and now guide our mahi through the year.

NZNO has begun a project titled Lifting the focus of the Colleges and Sections. Part of this mahi is understanding how we can market the Colleges and Sections to members and non-members. CEO, Paul Goulter has asked each C&S how NZNO can support them better to raise their influence as experts in their fields and your COASTN Committee responded with their views and now are looking to implement them .

**Pay equity** - Finally a Pay Equity settlement was achieved in Te Whatu Ora, after a long and complicated process. NZNO is now working to achieve pay equity across non-Te Whatu Ora sites. There are currently a number of live claims in process – Primary practices, Urgent Care, Plunket, Hospice and Care & Support workers. Future work is planned for other areas (including aged care and rural hospitals). Regarding the widening pay gap between Te Whatu Ora nurses and those in primary healthcare, NZNO has been active in the media about this, been involved in GP Leadership Groups and raised issues around funding with the Minister of Health. NZNO messaging is that the Pay Equity claim was designed to put pressure on the Government (not GP practices) and that most practices support the claim and really do want Pay Parity for their nursing staff.

**Te Whatu Ora** – As you will be aware if you're Te Whatu Ora (TWO) employees- preparations are well under way for the renegotiation of the TWO collective agreement (which expires in October) with key issues being pay, patient/nurse ratios and health and safety. Delegates ran a series of meetings in April to ensure we have a clear and widely supported set of bargaining claims and the proposed claims have recently been endorsed by you, the members.

The next step for NZNO work with Te Whatu Ora is to address the senior nurse salaries. NZNO has brought together a team of senior nurses, to choose an appropriate job scoping tool and a new pay scale. It is expected that this work will be completed before collective bargaining later in the year, with the result likely to be a key NZNO claim. Reaching agreement with Te Whatu Ora on a pay-scale

which will attract and retain skilled nurses and is crucial to the sustainability of our health system. Success in Te Whatu Ora will lead the way for success in other sectors.

Holidays act remediation - This has been an excruciatingly slow process with hold ups at the Te Whatu Ora end, despite promise after promise for timeframes to resolve this. NZNO recently put out a media release highlighting these delays and our members' frustrations. NZNO CE Paul Goulter has by now lodged a complaint about this with Minister of Health Dr Shane Reti. Legal action is also being taken

NB- It took time to win Pay Equity for Te Whatu Ora nurses, together we will win it, and more, for all nurses across all areas of health. Maranga Mai!

**Staffing Ratios** - Nursing unions have won enforceable staffing ratios as a result of campaigning in the US, Australia, Canada and elsewhere. Nurse-to-patient ratio legislation has markedly improved recruitment and retention in these countries. NZNOs goal is to win culturally safe nurse to patient ratios across the health system in Aotearoa. To assist with this goal and to introduce to concepts to a number of high-level decision makers in Aotearoa Health Care NZNO held a very successful Ratios Justice conference in early July with Safe staffing Gurus from all over the world presented their topics with expertise. This conference was the launch for a highly important and focussed campaign to secure safe staffing in all nursing arenas.

It is important to note that the Ratios process is not intended to replace CCDM where this is in place but rather to ensure a safe minimum staffing legal requirement.

And so to be clear-The ratios campaign will ultimately see ratios applied in all (nurse) practice setting- Age Care, Plunket, GP Practic4es, schools... this will be far reaching for all nurses, everywhere.... and therefore for all health consumers. See website for more details [https://maranga-mai.nzno.org.nz/ratio\\_justice](https://maranga-mai.nzno.org.nz/ratio_justice)

**Future role of the nurse project** – The aim is to develop a future-facing document outlining what nursing will look like in the next 10-15 years in our ever evolving society and health system; what skills we will need to continue to meet the needs of our patients; and where we need to focus our work to improve health outcomes in our communities. Members were consulted through workshops at the regional conventions and this feedback is helping to inform our work going forward.

**National health care assistants (HCA) oversight committee** - We are working with HCAs regarding their concerns about inconsistent training and career pathways. Their aim is to have consistent training for all HCAs wherever they work and national stepping stones for HCAs who may want to become enrolled nurses or registered nurses and where all HCAs are remunerated appropriately for the work they do.

**NZNO National Student Unit Survey 2023** - More than 1,400 students participated in this survey, with results highlighting the significant barriers students are facing – including financial stresses and the need for better cultural support for Māori & Pacific nursing taura. The cost of clinical placements during training (petrol, parking, travel and accommodation) were identified as pressure points, with

hardship issues particularly intense for Māori. Many students question whether nursing is right for them, with a 30% dropout rate. 84 % of respondents said students should receive some form of financial compensation during clinical placements. The NSU are continuing to lobby for more support for nursing students.

**News from the Professional team** - Professional Nursing Advisors continue to be involved in giving feedback on NCNZ proposals, such as the review of the overseas registration process; and the review of the EN & RN scopes of practice and competencies. We continue to engage with members in worksites, providing support, advice, education and workshops – these can be tailored according to the issues or changes occurring at your worksite. If you would like a PNA to meet with you or your team please do contact NZNO to be put in touch with the PNA for your region.

Professional Forums were held in three main centres late last year, with the key theme being how we maintain professional standards as we face unprecedented challenges.

Professional Supervision – there is now a list of professional supervisors from across the motu, available on the NZNO website. [https://www.nzno.org.nz/support/nursing\\_supervision](https://www.nzno.org.nz/support/nursing_supervision)

**NZNO Colleges and Sections Day** was held in Wellington on 19<sup>th</sup> March, providing the opportunity for committee members from the 20 specialty groups (including ACDN) to come together, network and share ideas.

As members you will all be receiving the CEO Updates weekly which provide current information about all NZNOs activities. Please do read it. It is a vital tool for you to stay up to date and enable you to participate in your profession's largest union.

In summary – We are continue to operate in unpredictable times, but we know if we stand together, the force of 60,000 + nurses and healthcare workers is a force to be reckoned with and our voices will be heard

#### **And so back to COASTN-**

Thank you for the opportunity to present the PNA report. It has been a pleasure to continue to work with such a passionate and dedicated committee. No matter what barriers they face they find a way to surmount them and in doing so the Committee represents you as members and ultimately aims to positively influence the lives of your patients and clients. To the Committee, to you all- Aroha, mai, Aroha atu, Ngā mihinui-thank you.

“Kāhore taku toa I te toa takitahi, he toa takitini”

We cannot succeed without the support around us

Annie Bradley-Ingle ,PNA,NZNO

August 2024