

**Professional Nursing Adviser Report**  
**New Zealand**  
**College of Gastroenterology Nurses**  
**November 2024**

Tēnā koutou katoa.

Thank you to the National Committee who have shown strong strategic leadership, commitment and professional engagement throughout 2023/24. NZNO acknowledges the huge commitment 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.

Your National Committee works tirelessly to advocate for you, it's members. I give special thanks to outgoing members of national and subspecialty committees. Your contribution to the nursing profession is valued. NZNO relies on members to provide generous time and expertise to make the College function, adapt to the changing health system, and promote the worth of nursing.

Merrilee William's leadership and attention to the growth and influence of the College has increased the number of sub specialities groups and advocated for smaller, less formal networks that promote communication and practice development. I wish her well for her future professional aspirations and thank her for her efforts on behalf of College members.

To you all- Aroha, mai, Aroha atu, Ngā mihi nui-thank you.

**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 promote Colleges and Sections to members and non-members. CEO, Paul Goulter has asked each C&S how NZNO can support them to raise their influence as experts in their speciality. Going forward there will be new focus on the mahi of all College and Sections and how NZNO can support each group influence and be a voice for their community.

**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.

**Designated Senior Nurses** - NZNO has brought together a team of senior nurses, to choose an appropriate job evaluation tool. This work is ongoing and in part will be included in the Te Whatu Ora bargaining which is now underway. Success in Te Whatu Ora will lead the way for other sectors.

**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 NZNO held a very successful Ratios Justice conference in early July with Safe staffing experts from all over the world presenting their topics. 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.

The ratios campaign will aim to see nurse/patient 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)

**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.

**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 ensure health equity. Members were consulted through workshops at the 2024 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 2023/24** - 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. This report is now available on the NZNO website student page.

**News from the Professional team** - Professional Nursing Advisors were 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. Contributions have also been made from the PNA team on the Te Whatu Ora Clinical Leadership consultation document. 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 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)

As members you will all be receiving the CEO updates. These provide up to date, current information about all NZNOs activities. Please do read it. It is a vital tool for you to be aware of the mahi and enable you to participate in your profession's largest union.

In summary – We are continuing 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

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 get through and in doing so they strengthen nursing through the specialty.

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

We cannot succeed without the support around us

**Julia Anderson**

**NZNO Professional Nurse Adviser**