

Professional Nursing Advisor Report for IPCNC AGM 2024

As a member led 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 (C&S) possible. I would like to thank the committee for their hard work, including those who had to leave the committee during the year, and those who leave at AGM. During the year, the committee received resignations from Amy Leese, Aleisha Taylor and Jessy Shaji, all have left the committee to focus on other endeavours. Anne-Maree Wagg will leave the committee at AGM after completing her term. She has been responsible for developing, editing and ensuring the Controlla Newsletter is sent to college members. Every role on the national committee is valuable, and I have really appreciated being able to get to know and support this committee. Hopefully some of you return to the committee when busy lives and families allow.

The committee continue to work hard to provide visibility for IPC, and supports members of the college to be involved in future health system planning. This is an ongoing challenge. Lisa Gilbert presented on behalf of NZNO IPCNC at the Royal Commission of Inquiry into the Covid-19 Pandemic Response. The committee also raised their voices to support IPCNC input at a national level, to ensure all sectors have included in discussions and planning.

I would especially like to thank the conference organising committee. They have been extremely resilient in the face of repeated challenges with organising the Hamilton conference. I have appreciated being treated as part of the team and enjoyed supporting both the conference and national committees over the past year.

NZNO activities during the 20203/ 2024 period:

The following is some of the mahi NZNO pursued to support nursing in the last year:

Maranga Mai! (Rise Up) 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. 4,000 more nurses employed as quickly as possible, and fair and culturally safe nurse-to-patient ratios.
3. Pay & conditions that value nurses across the health sector and keep them in a 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 & Pasifika nurses so people receive health care that fits with their culture.

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

NZNO began a project titled “*Lifting the focus of the C&S.*” Part of this mahi is to understand how we can market the C&S to members and non-members. CEO, Paul Goulter asked each C&S how can NZNO support them better to raise their influence as experts in their fields, and your IPCNC Committee responded with their views and now wait to see what outcome eventuates.

Pay equity Finally a Pay Equity settlement was achieved in Te Whatu Ora after a long and complicated process. NZNO continues 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 were active in the media about this, were 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 For those who are Te Whatu Ora employees you will be aware that preparations are well under way for the renegotiation of the Te Whatu Ora collective agreement (which expires in October). 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, our members.

The next step for Te Whatu Ora is to address the senior nurse salaries. NZNO 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 payscale 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 other sectors.

Holidays Act Remediation This has been an excruciatingly slow process with hold ups by Te Whatu Ora, despite promise after promise on timeframes to resolve this. NZNO recently put out a media release highlighting these delays and our members’ frustrations. NZNO CE Paul Goulter has since lodged a complaint about this with Minister of Health Dr Shane Reti.

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 & retention in these countries. NZNO’s goal is to win culturally safe nurse to patient ratios across the health system in Aotearoa. To assist with this goal, and to introduce 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 around the world presenting their topics of 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 settings - Age Care, Plunket, GP Practices and 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

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 NZNO is 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 continue to lobby for more support for nursing students.

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. 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 www.nzno.org.nz/support/nursing_supervision

NZNO Colleges and Sections' day was held in Wellington on 19 March, providing the opportunity for committee members from the 20 specialty groups (including IPCNC) to come together, network and share ideas.

As members, you may receive the CEO Updates weekly which provides current information about all NZNO's activities. Please do read it. It is a vital tool for you to stay up to date and enable you to participate in your professions' largest union.

In summary, we are in unpredictable times, with climate emergencies more common, a health system struggling to provide equitable health care, and financial constraints, but, we know if we stand together, the force of 60,000 nurses and healthcare workers is a force to be reckoned with, and the voice of the nurse will be heard. 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!

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Competency Nursing Advisor

NZNO