



Professional Nursing Advisor Report - IPCNC AGM 2026

It has been a busy year for the national committee with involvement in post Covid-19 discussions, providing expert IPCNC advice, the fundamentals programme and working through changes in NZNO processes. I would like to thank the national committee for all their hard work. They give their time to keep the college running smoothly and ensure that members have the information they need to be involved in college activities.

The national committee are farewelling three valued members this year including Lisa Gilbert, the outgoing Chair, Angie Foster, the outgoing Membership and Sue White, the outgoing Treasurer. Thank you all for your commitment to the college and the committee. We are welcoming four new members to the committee after the pre-AGM ballot, thank you to all those members who voted. These names will be announced by the Chair once everything has been finalised.

The conference committee has worked hard organising what will be a fantastic conference. It takes a great deal of time and effort to organise a conference of this scale and the committee worked very hard to make this conference successful and one to remember. I would like to thank the conference committee for their hard work and commitment. I have appreciated being included and being able to support this committee alongside supporting the national committee.

The following is a shot snapshot of NZNO activities for 2025/ 2026:

2026 Colleges and Sections leadership training

- Early this year the college & section Induction and Forums were highly successful two-day events. New committee members reported greater confidence in governance roles, enhanced strategic leadership across finance, Te Tiriti o Waitangi, and advocacy. Attendees reported the face-to-face networking was a key benefit & fostered confidence, collaboration, and a shared purpose across the groups.
- Those attending accessed employment related education leave (EREL) which meant they did not lose out on pay to attend; many accessed EREL for the first time, increasing participation and reducing stress. NZNO is looking to support access to EREL for committee members to attend planning hui.
- Overall, the programme reinforced participants' roles as NZNO leaders and spokespeople, while strengthening the collective professional voice of colleges and sections.

Annual Student Survey

Key implications and recommendations include:

- Financial hardship and placement poverty require system level responses, such as paid or financially supported placements, bursaries and flexible pathways

- Bullying, incivility and unsafe learning environments remain prevalent
- preceptor training, clear policy and robust reporting processes are needed
- Graduates continue to report feeling under prepared, reinforcing the need for strong transition to practice programmes
- Cultural safety and rainbow/ takatāpui competence require consistent, co-designed inclusion across curricula
- Student mental wellbeing requires urgent attention, including assessment load reform and genuinely accessible support services, and
- Engagement with students as co designers of education and workforce solutions is essential.

Medico-Legal and Competency Advisor Services

- Medico-legal files were opened for 332 members, up by 16 from last year. in relation to:
 - 64 coronial matters
 - 11 Coroner/ Police Witness
 - 39 Health and Disability Commissioner complaints
 - 1 Midwifery Council Competence and
 - 2 Midwifery Council.
- Nursing Council
 - 40 Assessment
 - 2 Competence
 - 44 Health
 - 5 section 64 and
 - 2 APC.
- Professional Conduct Committee
 - 3 convictions
 - 9 disciplinaries.
- Police
 - 4 enquiries and
 - 56 police witnesses
- Other
 - Health Professional Disciplinary Tribunal 3
 - a few other criminal and internal inquiries, and
 - 26 new competency cases were supported by our NZNO Competency Advisor.
- The themes are in-line with membership support referrals to professional nursing advisors related to:
 - medication errors
 - failure to assess patients
 - adequate communication, and
 - inadequate documentation.

It is imperative members keep up their financial membership and indemnity coverage.

Kaitiaki Nursing Research

Kaitiaki Nursing Research Journal is now an open-access online journal. Articles are uploaded throughout the year as they are completed <https://kaitiaki.org.nz/kaitiaki-nursing-research-november-2025/>

Collective Bargaining Update

Collective bargaining activity remains high across Aged Care, Primary Health and community services, with NZNO supporting members through:

- active negotiations
- pay equity work
- change proposals, and
- ongoing issues such as
 - staffing
 - overtime consistency and
 - employer engagement.

Delegates and organisers are

- progressing collective actions
- gathering member feedback
- preparing for upcoming MECA rounds, and
- ensuring members are informed and mobilised where needed.

New tools, such as aged care staffing understaffing reporting, aged care whānau impact reporting online and the rollout of age safe training are strengthening our advocacy and visibility and because bargaining environments are shifting quickly, members are encouraged to follow the CEO's fortnightly updates for the most current information, timelines, and calls to action.

Pay Equity

In recent months we have been advancing the next phase of NZNO's Pay Equity campaign under Maranga Mai! NZNO is the largest union in health with the largest female dominant workforce and the only union with PE claims at this time. The approach is deliberate: building national visibility, supporting organising in worksites, and progressing claims in ways that pursue outcomes for members and the operation of the amended law. Three strands of work are now moving together.

- National visibility and narrative - Pay equity is increasingly being positioned as a public and political issue. The goal is clear: pay equity must become an issue that governments are required to respond to.
- National moments supported by local organising such as the recent Working Women's Week and the Purple Day of Action provided an early national moment of visibility.
- Disciplined progression of claims - we are progressing claims under the amended Act

NZNO Medico-Legal Forum

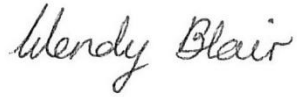
The 2026 Medico Legal Forum was held in Christchurch Tue, 21 July and Auckland Wed, 29 July. The latter was also be hosted online. The forum offered essential legal and professional updates for nurses, featuring NZNO medico-legal experts, the Nursing Council, and the Health and Disability Commissioner. The programme covered:

- unsafe staffing and professional obligations
- whistleblowing and advocacy
- AI in nursing

- Code of Conduct updates
- informed consent and
- practical workshops led by Professional Nursing Advisors.

With recent cases and regulatory insights presented directly by sector leaders, this forum provided timely, practice ready guidance highly relevant to critical care nursing.

I look forward to another positive year providing professional support for the college.

A handwritten signature in cursive script that reads "Wendy Blair".

Wendy Blair

Competency Advisor/Professional Advisor

Tōpūtanga Tapuhi Kaitiaki o Aotearoa NZNO