



CPHCN Chair

“Kaua e mate wheke mate ururoa”. Strive for your goals by being strong and resilient like a hammerhead shark...do not give up no matter how hard the struggle is.



The whakatauki above sums up the continual struggle Primary Health no matter where we are working have endured since last coming together. Chronic Staff Shortages, under resourced and Pay Equity/Parity is the main driver of why Aotearoa is in ‘crisis’. The funding model is broken and only the Government can fix this problem to ensure Aotearoa has a quality public health system. This Committee will continue to advocate and be a lead voice for Primary Health to ensure our voices are heard because as Dr Margaret Chen states: “if you are not on the menu then you are not at the table”.

I want to take this opportunity to thank the Executive Committee, Professional Practice Committee, Logic Committee, Cathy Leigh (Professional Nurse Advisor), Sally Chapman, Kelly Nelson and Elisabeth Auchinvole for your time and commitment you have all provided to ensure the College of Primary Health continues to provide the leadership for all our members.

Since coming together two years ago Primary Health has continued to make itself available in every space “Maranga Mai!” every nurse every where and here are a few that the Committee has done:

- **GPLF Forum:** continues to have a Nursing Voice on this General Practitioner Leadership Forum ensuring every opportunity to engage; meets three times a year face to face and also on Teams. Key highlights have been looking at Extended Services; Workforce Planning; Accountability. Working on a Collective Strategy 2026-2036 highlighting long term sustainability. This Committee met with Minister Simeon Brown highlighting the issues raised above.
- **Colleges and Sections:** Primary Health has looked at how we as Colleges can come together collectively to meet and strengthen our voices within NZNO. After the successful Leadership meeting in February, we met with Women’s Health; Mental Health; as a starting point on how we can work together smarter. These have proved successful and still much more work needed in the future



- **Sub Committees:** Primary Health has met with Foot Care Nurses and are in discussions with a couple other groups on how they can fit with Primary Health sharing articles; discussions; any issues. This is proving to be a positive pathway moving forward. Again “Maranga Mai!” as the vehicle of every nurse everywhere
- **National Delegate Committee Primary Health:** This is still in its infancy but has gathered great momentum of other areas within Primary Health coming together. This group met twice this year and looking on how this group will function and develop and provided action for the already stretched workforce
- **PHC MECA:** Success once again. An offer was sent to all members which was accepted. Because you all matter, we can say we are in another step closer. While it is a success it does not mean we are there yet. The ultimate goal has to be what the members want “to be paid the same as those working for Health New Zealand”. We have to celebrate the small wins but do not take our eyes off the overall prize which this Campaign will continue to work towards.
- **Pay Parity:** The government must pay parity so all nurses with the same skills, qualifications and experiences are paid the same. Pay Parity with Health New Zealand will help stop nurses leaving Primary Health Care and returning to the hospital or leaving to go overseas. Pay parity for nursing staff in Primary Health will allow better access for New Zealanders in their own community and lower the demand on crowded Emergency Departments. Our communities deserve accessible care and our nurses deserve fair pay.
- **Pay Equity:** The Coalition Government urgently changed the Equal Pay Act without public consultation scrapping 33 pay equity claims. Ten of those claims from NZNO were included Primary Health Care, Hospice, Plunket and Care and Support funded sectors. Some of these counterparts accepted lower wage increases in their collective agreements on the understanding they would receive pay equity payments.
- **Ovarian Cancer:** A Health Submission report in February 2026 which Primary Health were inclusive in part of this report and continue having that external relationship through regular updates with this amazing group.
- **Public Health Advisory Committee:** Over the past two years the College have been actively engaged with the preparation of the Primary Care Report. The College have also been successful as being selected as one of the final reviewers in the publication of this final report.

As the Chair of the College, I want to thank you all once more on the tumultuous year that this continues to prove. However, we have weathered any waves put before us and shown that without the voices of the Nurses in Primary Health in every sector we are a voice to reckon with.



We are the frontline workers and we must continue to fight the fight together: **“Maranga Mai! Every nurse every where” ake ake ake!**

No reira

Tracey Morgan

College of Primary Health Care Nurses chair