

## **Professional Nursing Adviser Report**

### **College of Respiratory Nurses (CRN), NZNO**

### **AGM 2<sup>nd</sup> May 2025**

Tēnā koutou katoa.

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 (small) National Committee who have shown strong strategic leadership, dedication and professional engagement in another challenging year for the severely depleted Committee. NZNO acknowledges the huge commitment made by the Committee over and above the personal and professional commitments each one of these members hold.

Your CRN National Committee works tirelessly to advocate for you, it's members across all health sectors and always aiming for equity of access to and provision of respiratory health care for all and especially Māori and Pacific peoples.

Chairperson Jacques report outlines the work they have achieved over this past year despite the significantly reduced number of Committee members. Impressive to say the least. Special thanks too to the SIREF group (and Teresa Chaleki) for allowing CRN to dovetail with their meeting to hold our AGM. To you Ngā mihinui-thank you.

The Chairpersons report also refers to the CRN 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 2024/2025 period and the planned future activities for 2025/2026. 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 2024/2025 period:**

First and foremost, we all watch with interest to see what a newly shaped Constitution will look like for NZNO staff, member and most particularly your Colleges and Sections. As you are NZNO College members you can attend your upcoming regional convention During these meetings the proposed Constitution changes will be on the Agenda- an opportunity to listen and talk and discover more about the proposed changes.

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.

Early in 2024 Paul Goulter asked each NZNO College and Section C&S how NZNO could support them better to raise their influence as experts in their fields and your CRN Committee responded with their views. Since then a number of C&S committee members attended their College and Section Days in March this year and then new Committee members had the opportunity to attend a two day induction program in March also. Feedback from these days will help determine what programs of support are made available in the 25/26 year. Also the updated Strategic Plan has been signed off by the Board and Te Poari and now guide our mahi through the year.

Pay equity – The Pay Equity processes continue for non-Te Whatu Ora employers of nurses. Live claims continue to progress albeit VERY slowly and work is planned for other areas.

Te Whatu Ora – As you will be aware if you're Te Whatu Ora (TWO) employees- a widely supported set of bargaining claims have been tabled with Te Whatu Oras responses at this stage being unacceptable as they seek better pay and working ( safe staffing) conditions, a changed payscale for senior nurses amongst other things...Again negotiations continue..

PHC- The PHC MECA has finally been ratified with a pay gain of 5% immediately and then 3% on July 1<sup>st</sup> this year. This brilliant achievement goes quite a way to bridging the pay gap for nurses working in TWO and those working for PHCs.

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. 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 legally enforceable safe minimum staffing 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://marangamai.nzno.org.nz/ratio\\_justice](https://marangamai.nzno.org.nz/ratio_justice)

National health care assistants (HCA) oversight committee – NZNO continues to work 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.

News from the Professional team - Professional Nursing Advisors have been part of the team reviewing the now finalised EN & RN scopes of practice and competencies. We encourage all members to educate themselves about the changes and implications for their practice, including what this might mean for you as you update your PDRP. DO check the Nursing Council website for more information about renewing your APC under the new Standards of Competence framework.

The PNAs with support from our Research and Policy Team are now gearing up to provide a submission/feedback on the Governments proposal to “modernise health workforce regulation”. I would encourage you as nurses and as health consumers to read their proposal AND provide your own feedback at [consult.health.govt.nz](https://consult.health.govt.nz) . This is really important and may signal more significant change for nurses in Aotearoa New Zealand. PLEASE HAVE YOUR SAY.

The PNA Professional Forums are being planned for the end of this year. Please check out the NZNO for more information.

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 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.**

### **And so back to CRN-**

The depleted Committee is in need of your support. Noone want to see this important College to fold ... Please come and join us so that you can influence current and future respiratory nursing in Aotearoa New Zealand.

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 ultimate aims to positively influence the lives of your patients and clients.

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

We cannot succeed without the support around us

Annie Bradley-Ingle, PNA,NZNO

April 2025