



External researchers requesting support from NZNO, 2020

About the New Zealand Nurses Organisation *Tōpūtanga Tapuhi Kaitiaki o Aotearoa*

NZNO is the leading professional nursing association and union for nurses in Aotearoa New Zealand. NZNO represents over 51,000 nurses, midwives, students, kaimahi hauora and health workers on professional and employment related matters. NZNO is affiliated to the International Council of Nurses and the New Zealand Council of Trade Unions.

NZNO promotes and advocates for professional excellence in nursing by providing leadership, research and education to inspire and progress the profession of nursing. NZNO represents members on employment and industrial matters and negotiates collective employment agreements.

NZNO embraces te Tiriti o Waitangi and contributes to the improvement of the health status and outcomes of all peoples of Aotearoa New Zealand through influencing health, employment and social policy development enabling quality nursing care provision. NZNO's vision is *Freed to care, Proud to nurse.*

NZNO Research and Member Surveys

NZNO has developed a robust research programme, and has moved toward an evidence-based approach to its work thereby increasing the credibility and authority of the organisation. The research programme to further our members' aspirations has been extended by collaborating with external researchers in joint research projects. Examples of this are the HRC-funded shift work and fatigue study, for which NZNO partnered with researchers from Massey University, and the collaborative research initiatives of the Safe Staffing, Healthy Workplaces Unit.

Many of NZNO's colleges and sections have also initiated research projects to advance their specialty with the support of our researchers. This rich research activity has been augmented by the purchase of survey monkey software licences and there are now numerous short member surveys conducted to inform the work of organisers and other staff.

External researchers

External researchers are defined as being from external research units, academics and students completing research projects as part of their course of study.

NZNO receives a significant number of requests from external researchers, wanting access to NZNO members to recruit participants for their research studies. The NZNO's database is extensive and indeed, represents the largest workforce database of both Māori and Internationally Qualified nurses. The

volume of requests is carefully managed to ensure that the NZNO research programme is not jeopardised through member survey fatigue.

There are resourcing implications associated with assisting external researchers, including review of the research and ethics (principal researcher), checking with a college or section chair if access to their members is requested (professional services manager), and administering the email communication to members (administration and at times, website specialist administrator). In some cases invoicing for administrative time is necessary.

Policy principles

This policy is designed to ensure the integrity of the NZNO research programme, to recoup costs, and to ensure a consistent approach to researchers. The NZNO research programme, including membership research and staff short surveys will have priority over all external research.

Any external research requests are considered and prioritised against the following factors:

- alignment with the strategic goals of NZNO;
- consistency with the NZNO commitment to te Tiriti o Waitangi and biculturalism;
- contribution to nursing, nursing workforce development, Māori nursing workforce, nursing models of care including indigenous models; information on conditions of employment in particular sectors.
- the methodology is robust and ethics approval has been received;
- plan for dissemination including the likelihood of the research being published and having national or international impact;
- the timing of any request for information distribution
- potential to extend NZNO's research agenda through collaboration with the research team.
- NZNO engagement in the research project through participating in an advisory group or similar;
- association with the research will enhance NZNO's reputation;

Risks for NZNO

This NZNO policy was first implemented in 2012 to control the number of times the membership database is used for 'requests to participate', to mitigate risks for the organisation and the integrity of our future research programme.

These risks include:

- Member survey fatigue and reluctance to participate. Many of the requests are for access to large numbers of members, in particular, primary health.
- Significant resourcing in terms of staff time spent on core business and non-priority projects, as research requests are reviewed and actioned.
- Failure to recoup costs for helping others undertake research.

Process

The researcher must submit a written request for assistance to the Manager, Nursing and Professional Services, NZNO, via e-mail.

The request must include:

- the principal researcher's contact details;
- ethics committee approval;
- the participant information and consent sheet;
- evidence of Aotearoa New Zealand bicultural context and consultation with Māori according to host institution policy;
- the membership category to be recruited;
- the proposed plan to access potential participants and any NZNO support requested; and
- the preferred dates for distribution of material.

The request will be reviewed by the manager along with the NZNO Principal Researcher - applying the principles stipulated above. Other relevant NZNO membership officers shall be consulted if the request is for access to a college or section, Te Rūnanga o Aotearoa NZNO, regional council or national student membership lists.

Additional requirements for research involving Māori

To reflect the NZNO commitment to biculturalism, it is necessary to ensure that any external researcher upholds the tikanga and values of kaupapa Māori when working with our Māori members. In light of this, any research or engagement with Māori nurse members requires additional Māori worldview review by the Māori Policy Analyst, NZNO.

Elements of the research need to include the following:

- ensuring that kanohi ki te kanohi interview is an available option that members may choose;
- ensuring that Kaumātua advice and support is available to support the interview process and provide cultural support, along with karakia, tikanga advice for the researcher to ensure that the integrity of Tikanga Māori and Māori concepts of Tika, Pono and Aroha, and values of Rangatiratanga, Manaakitanga, Wairuatanga, Whanaungatanga, Kotahitanga and Kaitiakitanga are upheld; and
- cultural support for Māori nurse members during the interview process to ensure that their cultural integrity and mana is maintained.

In addition, regular updates on the research project, and results will be communicated to Te Rūnanga before the research findings are disseminated further.

The researcher will be notified of the decision in writing. Researcher requests that are declined are offered the opportunity to write a letter to the co-editors of *Kai Tiaki Nursing New Zealand* or to the appropriate college and section newsletter, with an overview of the research, a contact for those interested in participating, an invitation to participate, and a link to a survey or information about the research. This link may also be placed on NZNO's research webpage.

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Correspondence to: jinny.willis@nzno.org.nz

Principal author: Jinny Willis

Mission statement

NZNO is committed to the representation of members and the promotion of nursing and midwifery. NZNO embraces te Tiriti o Waitangi and works to improve the health status of all peoples of Aotearoa New Zealand through participation in health and social policy development.

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