## Contents

**About us**  
Our strategic outcomes and objectives  3  
Our members  4  
Financial overview  8  
**Year in review**  13  
**Reports**  23  
President and Kaiwhakahaere – Co-leaders’ report  24  
Chief Executive's report  25  
Te Poari o Te Rūnanga o Aotearoa annual report  28  
Membership Committee report  30  
National Student Unit report  32  
**Regional Councils**  33  
**Colleges & Sections**  39  
**Governance**  53  
Our staff  56  
NZNO Directory  58  
**Financials**  59
Freed to care, proud to nurse

Mission

NZNO is committed to the representation of its 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.
About us

The New Zealand Nurses Organisation (NZNO) is the leading professional nursing association and union for nurses in Aotearoa New Zealand.

NZNO represents 51,643 nurses, midwives, student kaimahi hauora and health workers on professional and employment-related matters. NZNO is affiliated to the International Council of Nurses (ICN) and the New Zealand Council of Trade Unions (CTU).

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 nursing care provision.

Recognising our members’ commitment

We take this opportunity to recognise and acknowledge the countless number of volunteer hours contributed by our members in their work as delegates on regional councils, in college and section committees, in the national student unit, on Te Poari, as part of Te Rūnanga, on the membership committee and board of directors. We acknowledge the high level of volunteer support from our committed membership. Volunteer support is the backbone of any member-based organisation and NZNO is no exception.
Our strategic outcomes and objectives

NZNO's Strategic Plan 2015-2020 outlines the strategic outcomes and objectives

**Improved health outcomes by promoting excellence in patient care**

Pacific nursing members’ voluntary deployment to help with the measles outbreak in Samoa. This was through NZ Samoan Nursing Association and the Pasifika Medical Association Emergency Medical Team (PACMAT).

– Pacific Nursing Section

Sponsored two members to go to the world congress in Melbourne – they brought back information for their hospitals and wrote articles that have been published for the membership in Critical Comment.

– New Zealand College of Critical Care Nurses

The annual combined conference in November is a full academic programme for both nurses and consultants. The meeting funds international expert nurses in gastroenterology specialties to share knowledge and practice experience with the intent to improve patient care and keep New Zealand up-to-date with best practice and new ideas from larger centres.

– NZNO Gastroenterology Nurses’ College

Meetings with CEO of Mental Health Foundation to explore possibilities for shared approaches to mental health and addiction issues.

– Mental Health Nurses Section

Social Media – promoted best practice and excellence in patient care by improving members’ access to articles of interest, international research, conferences, etc. The NRS has an increased presence through Twitter, Facebook and LinkedIn accounts thus increasing availability of information to membership.

– Nursing Research Section

**Strong workforce by strengthening nursing workforce planning, sustainability and leadership**

CoGN has entered a partnership with the NZ Design Factory to develop pathways and options for encouraging nurses to work in the aged care sector.

– College of Gerontology Nurses

To honour workforce this year for International Nurses Day, TMMRC offered $50 morning tea vouchers to work places within the DHB and the community.

– Hawkes Bay/Te Māua a Māui Regional Council

CNZ were disappointed that a nurse was not appointed to the Interim Cancer Control Agency Board when it was first formed and expressed concerns to the MoH, lobbying for the inclusion of nursing representatives at all levels of decision-making related to cancer. The CNC has since been asked to nominate a representative to join the Cancer Agency – National Clinical Assembly.

– Cancer Nurses College

Established a national coaching and mentoring network for members.

– Nurse Leadership Section/Tapuhi Mana Whakatipu

Passed a remit to allow CCYN to have nursing students as associate members.

– College of Child and Youth Nurses

The April 2019 newsletter reported the stories told by senior nurses, sharing how their staff coped and performed in extraordinary circumstances on 15 March 2019, dealing with the massive influx of gunshot victims from the Al Noor Mosque killings. The December issue carried extensive coverage of Samoa’s measles outbreak and the help that New Zealand nurses gave.

– Kai Tiaki
Skilled nurses by contributing to and advocating for the development of nursing education programmes and the ongoing professional development for members

Secured funding through Fisher and Paykel for a web-based education platform Form the World Continuing Education Alliance. This brings a huge amount of well-respected international educators and pioneers to the membership of NZCCCN.

– New Zealand College of Critical Care Nurses

Provided a Triage Course in Kaikōura to meet the needs of the local community.

Established and funded an annual Emergency Nurse Leadership grant. This has supported two emergency nurses to attend the Flinders University Course for developing emergency nurse leaders.

– College of Emergency Nurses New Zealand

PNC has been working with Southern Cross Hospitals who are offering an excellent and appropriate Registered Nurse Assistant to the Anaesthetist (RNAA) course to nurses from their and other organisations. Many DHBs are registering nurses for the course, and this is serving to support professional development for nurses in the perioperative environment.

– Perioperative Nurses College

Eight polytechnics in New Zealand are now offering the New Zealand Diploma in Enrolled Nursing, with NorthTec starting in March 2020.

– Enrolled Nurses Section

Hosted the Council of International Neonatal Nurse (COINN) International Conference Enriched Family-Enhanced Care, Whānau/Ko e Fakaloa ‘o e Famili (Share the Care) and COINN AGM in Auckland May 2019. It was attended by over 400 delegates representing over 22 countries.

– Neonatal Nurses College Aotearoa

NZNO CSTN has approached ARA Polytechnic to explore the option of having a New Zealand-based stomal therapy qualification and they have agreed to do this. The committee will continue to support the development of this course to ensure nurses entering the field or upskilling in stomal therapy, have access to the right education.

– College of Stomal Therapy Nursing

The Enrolled Nurse Section welcomes and congratulates the Minister of Health for providing funding for newly graduated enrolled nurses in New Zealand. The ‘Enrolled Nurse Supported into Practice Programme’, (ENSIPP), starts in July 2020.

– Enrolled Nurses Section
Effective organisation by ensuring NZNO is a healthy and sustainable organisation

CoGN and the aged care sector group have joined forces and meet biannually to provide a whole-of-organisation approach (Industrial + Professional) to give a more rounded view of nursing in the aged care sector.

– College of Gerontology Nurses

Financially healthy, guarding sustainability by using resources wisely, but ensuring reinvestment back into membership. Allocated significant funding for scholarships for courses, conferences, post graduate education.

– Neonatal Nurses College Aotearoa

The research team participated and contributed to nursing research in:

• Safer Nursing 24/7: Implementing a science-based approach for fatigue risk management in nursing, in collaboration with the Massey University Sleep/Wake Centre.
• Violence and aggression against nurses, in collaboration with Christchurch Hospital Emergency Nurses.
• National cross-sectional survey of New Zealand Enrolled Nurses

– Research team

Our strategic outcomes and objectives continued

With a more consistent approach to media engagement and relationship building with key reporters, the media profile of NZNO has increased. The number of contacts from media has grown significantly in particular as NZNO strives to be responsive, accurate, available, and timely. We receive at least 10 calls a week and more media releases have been issued.

– Communications and Media team

Legal medico legal cases during the year: In 2019/2020, files were opened for 337 members.

– Legal statistics

Committee is clinically and geographically diverse to ensure there is a wide representation of child health nurses.

CCYN is a member focused College, relying greatly on the membership survey results to guide work plan for each year, to ensure they are meeting members’ needs. For example, the continued running of the annual symposium and the creation of the CCYN newsletter as a direct result of members’ feedback.

– College of Child and Youth Nurses

In 2018 CENNZ requested that NZNO prioritise work to address violence and aggression experienced by nurses in the workplace. Following this, NZNO formed the Aggression Violence Action Group. CENNZ has representation on this group

Awarded five complimentary conference registrations to CENNZ members working in the Christchurch emergency department in recognition of the care provided on 15 March, 2019. A similar offer will be made available to Whakatāne emergency department in 2020.

– College of Emergency Nurses New Zealand

Effective organisation by ensuring NZNO is a healthy and sustainable organisation

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• National cross-sectional survey of New Zealand Enrolled Nurses

– Research team

Campaigns and communications are working closely together to better match and prepare organisation-wide messages. Campaigns and comms are successfully working together along with staff, to more effectively present the organisation as ‘one organisation’.

NZNO Media releases are being picked up by various media outlets and NZNO provides significant spokespeople on many health care subjects. We continue to release a range of policy and research findings and these are also picked up by specialist media.
WHC Chair Denise Braid represented NZNO at Surgical Mesh Forum at the conclusion of the restorative justice process. NZNC and NZNO were invited to attend as a nursing voice had been missing from the hui happening across the country.

WHC made written and oral submissions to support the Abortion Law reforms which were passed on 24 March 2020. Abortion services will move from being under the Department of Justice to the Ministry of Health (MoH).

– Women’s Health College

MHNS mental health nursing newsletter continues to be well received by nurses, and Facebook page has over 600 members.

– Mental Health Nurses Section

Launched new logo at Annual Forum in February. The Ruru (Morepork) is a powerful figure in Māori mythology and tradition. It is believed that these owl spirits can act as kaitiaki or guardians with the power to protect, warn and advise. The new logo is the eye of the Ruru/Morepork, representing the NRC’s focus on knowledge. The magnifying glass represents the search for knowledge through study and research. The Koru is symbolic of new life, growth, strength and peace. The frond symbolises the inquisitive side of research. This new logo moves the NRC into a new decade and welcomes the creativity, collegiality and comradery there is come.

– Nursing Research Centre
Our members

We support 51,643 members

Our membership is made up of

47,136 female
4,504 male
3 gender diverse
We represent a range of health sectors

- District Health Board 58.0%
- PHC 15.7%
- Aged Care 12.1%
- Public 6.5%
- Private 5.9%
- Non-sector 1.8%

Our members are from diverse ethnic backgrounds

- NZ European 56.3%
- Filipino 9.2%
- Indian 8.8%
- Māori 7.6%
- Other 4.4%
- Other European 4.6%
- Other Asian 3.3%
- Chinese 1.8%
- Samoan 1.1%
- Other Pacific 0.7%
- Tongan 0.7%
- Fijian 0.5%
- Cook Island 0.3%
- African 0.3%
- Niuean 0.2%
- Other SE Asian 0.18%
- Tokelauan 0.02%
We serve members across the nation

- Greater Auckland: 27%
- Greater Wellington: 10%
- Canterbury: 16%
- Southern: 8%
- Midlands: 9%
- Central: 9%
- Top of the South: 3%
- Bay of Plenty: 9%
- Hawke’s Bay: 4%
- Tai Tokerau: 4%
- Westland/Te Tai Poutini: 1%

New Zealand Nurses Organisation 2019-2020 Annual Report
Financial overview

$23.1m  
Our total income

$24m  
Our total expenditure

Where our income comes from

<table>
<thead>
<tr>
<th>Source</th>
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<td>Colleges &amp; Sections</td>
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<tr>
<td>Interest &amp; dividends</td>
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<tr>
<td>Other (^1)</td>
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Where your money goes

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<th>Category</th>
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</thead>
<tbody>
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<tr>
<td>Travel &amp; vehicles</td>
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<tr>
<td>Premises</td>
<td>6%</td>
</tr>
<tr>
<td>Communication</td>
<td>4%</td>
</tr>
<tr>
<td>Colleges &amp; Sections</td>
<td>3%</td>
</tr>
<tr>
<td>Governance</td>
<td>2%</td>
</tr>
<tr>
<td>Legal</td>
<td>3%</td>
</tr>
<tr>
<td>Other (^2)</td>
<td>13%</td>
</tr>
</tbody>
</table>

\(^1\) Includes sponsorship, registration, advertising, rent and other income

\(^2\) Includes advertising, affiliation fees, consultancy, computer operations, depreciation, donations and grants, financial, general printing, stationery and publications
Financial overview

Financial performance

Budget before tax
Surplus/(deficit) before tax
Surplus/(deficit) after tax

$1,500,000
$1,000,000
$500,000
$0
-$500,000
-$1,000,000

Highlights

Medico-legal forums
As well as individual member case work, the medico-legal lawyers provide education to members and external bodies and legal advice to NZNO itself, when time permits. The most significant area of work this financial year was the medico-legal forums.

This biennial event was run in early 2020 with the focus ‘Scope of Practice’. A total of 775 nurses from around Aotearoa New Zealand attended the forums and were held in seven locations across the country. The NZNO professional nursing advisors (PNAs) and the NZNO medico-legal team collaborated to develop a programme that spoke to some of the issues nurses experience when they work ‘outside’ their scope.

The Nursing Council of New Zealand addressed the audience on the Council’s rehabilitative focus when nurses are reported for matters like breaching their scope of practice, and described the various pathways for managing such complaints.

In addition to the national forums, PNAs also provide ongoing professional development to members at regional meetings, in workplace forums and in educational institutions. Navigating workplace relationships, the Council Code of Conduct and Professional Boundaries, documentation, social media and medicines management are some of topics that are regularly requested. Approximately 2,000 NZNO members accessed professional development at these forums through April to December 2019.

In addition the medico-legal lawyers provided legal advice and education:

• advised management on the indemnity policy for both members and NZNO lawyers and on specific cases where indemnity is an issue
• reviewed and updated the medico-legal sections of the website and the indemnity policy brochure
• reviewed the T drive
• investigated practice management systems to enable greater efficiency within the legal team and more automated reporting
• advised the policy team in relation to a guideline being developed by The Ombudsman’s Office and the Council’s proposed naming policy
• wrote articles for Kai Tiaki and the Nursing Pulse
• provided training at delegate training days
• gave medico-legal presentation at NZNO’s AGM, plus to NZ Nurse Practitioners at their NZNO education day.

Presentations
Willis, J., Gasquoine, S., Richardson, S., Grainger, P. Violence and aggression experienced by New Zealand nurses. Royal College of Nurses International Research Congress, Sheffield, United Kingdom, September 2019.

Gasquoine, S. and Willis, J. Achieving impact with research informed policy development. Royal College of Nurses International Research Congress, Sheffield, United Kingdom, September 2019.

Journal publications


Research

The research team participated and contributed to nursing research in:

• Safer Nursing 24/7: Implementing a science-based approach for fatigue risk management in nursing, in collaboration with the Massey University Sleep/Wake Centre.

• Violence and aggression against nurses, in collaboration with Christchurch Hospital Emergency Nurses.

• National cross-sectional survey of New Zealand Enrolled Nurses

Research programme

Eleven requests were received from external researchers wishing to recruit NZNO members for ethically approved research projects. Access to various categories of membership was facilitated for seven research projects.

The HRC-funded Safer Nursing 24/7 study investigating shift work and fatigue will conclude this year. A National Code of Practice for Managing Fatigue and Shift Work in Hospital-based Nursing was released in December 2019, and two manuscripts were accepted for publication. Further work around implementation of the Code is in the planning stages.

Violence and aggression against nurses was investigated as part of the Biennial NZNO Employment Survey. Nurses were asked about the frequency of exposure to physical and verbal abuse or threat, and sexual innuendo in a cross sectional sample of nurses across all practice settings. The findings of the research were presented at the Royal College of Nurses International Research Congress, Sheffield, United Kingdom in September 2019. The data also supported an oral submission on the Protection for First Responders and Prison Officers Bill. Analysis of the text box responses from the survey is underway with co-researchers Drs Sandy Richardson and Polly Grainger of the College of Emergency Nurses NZ (CENNZ).

A survey among Generation Z nurses (registered nurses born 1 January 1995 to 31 December 2000) will explore attitudes to nursing, work and career. This work led by Dr Isobel Jamieson, is a collaboration between researchers based at ARA Institute, the University of Canterbury and NZNO.

In response to member input on the End of Life Choice Act (2019) a research project is being developed. The working title is ‘Nursing at the End of Life’. The research question: What practice support do nurses in Aotearoa New Zealand need when nursing people at the end of life? A three-phase longitudinal study is planned, with Phase 1 to be undertaken before the September 2020 referendum on End Of Life Choice Act. Phases 2 and 3 will be post referendum. The proposed design is mixed-method with self-selected focus group interviews with nurses. A survey will follow with a reflection tool developed and evaluated in order to construct an Aotearoa New Zealand policy framework for nurses/ing for end of life nursing care. The proposal was presented at the Nursing Research Section Forum on 21 February 2020.

Approximately 2,000 NZNO members accessed professional development at these forums run by PNAs.
Policy

NZNO consulted with members, Te Rūnanga, expert colleges and sections, and NZNO staff, to inform 80 submissions in the 2019/2020 period. Recruitment has commenced to fill the vacancy of the Senior Policy Analyst after the resignation in February 2020 of Jill Wilkinson. The team has welcomed the additional resource for another Policy Analyst Māori to address the busy workload. As 2020 is an election year, team members have been busy writing and reviewing the NZNO manifesto.

Nāku te rourou, nau te rourou, ka ora ai te iwi.
With your food basket and my food basket the people will prosper! Mauri ora koutou katoa

The Policy Analyst Māori has ensured a holistic Māori nursing, bicultural, and a Te Ao Māori worldview to a range of submissions on behalf of Te Rūnanga Aotearoa and NZNO. In particular ensuring a Māori hauora, wellbeing and health equity is included in all internal publications, policies, and in responding to consultation requests from international forums (United Nations Indigenous Forum, ICN) national government agencies, and presentation at select committees and forums. In addition, the Policy Analyst Māori attended meetings and provided briefings to external stakeholders (Ministers, Ministry officials, Māori stakeholders, rōpū, DHB and union colleagues) and internal staff, governance and member groups. Policy Analyst Māori was the mandated representative on the operative alliance review health and disability, fertility and home and community support sector standards, and is a member of the Kahui Oranga wellbeing steering group (a DHB, MoH and union working group).

The Policy Analyst Māori was privileged to tautoko and support Te Rūnanga members in the preparation of submissions, presentations and peer reviews. Additional work continues (alongside the Kaiwhakahaere and external collective Māori nursing rōpū) to progress work with the Council Board to review the Council Te Tiriti o Waitangi governance responsibilities and understanding of Kawa Whakaruruhau in action.

Submissions

Of the 80 submissions completed during the 2019-20 period, three were to international entities including: preparing an intervention on Māori nursing for presentation at the United Nations Indigenous Forum, 2019, United Nations Human Rights committee against Torture, and reviewing International Council of Nurses (ICN) draft advance practice nursing statement.

At a national level, 18 submissions were to Select Committees.

- Three oral submissions were made on the Abortion Legislation Bill, Māori Affairs inquiry into health inequities with a focus on cancer care and exploring barriers that Māori experience, and the First Responders and Prison Officers Bill.
- National submissions were made to government and related agencies and covered nursing-related workforce, education, health and safety and regulatory issues.
- Submissions regarding health services focused on Kaumātua health, Māori health plans, sexual violence, abortion, organ donation, therapeutic products and smoke free environments.
- Employment matters included managing increased violence in the health care, health workforce priorities, technological changes, informed consent, drug impaired driving, and fair pay agreement issues.
- Further, matters of social justice included credit contracts, housing, the welfare system and Oranga Tamariki reform.
- Public health issues included health and disability systems review, drinking water quality, climate change, mental health and wellbeing, smokefree environments and cannabis.

The Policy team thanks NZNO members for their support when responding to the endless requests for feedback. Mauri ora ki a koutou!

Publications

New and reviewed publications this year included:

- the revised ‘Code of Ethics’
- Position Statements on bullying and violence and aggression towards nurses
- guidelines on social media use by nurses, midwives and students and for nurses on the administration of medicines.
The library continues to provide information services with a range of resources including books, magazines, articles and databases. The weekly library current awareness e-newsletter alerts around 450 subscribers (staff and members) to key books, journal articles and reports on hot topics. The NZNO Library is the database administrator for the Nursing Research Index database and a growing number of new records are added each year. Ongoing analysis continues of subject area gaps in the NZNO library collection and ensuring the appropriate books have been purchased.

A stocktake and cataloguing of the NZNO memorabilia and taonga collection continues, with some items offered to Alexander Turnbull library so they can be more accessible to researchers and historians. Some have been donated to DHBs who are relevantly connected to taonga. The remaining items will then be catalogued and are displayed on rotation in the boardroom cabinet.

During the Covid-19 lockdown the library continued to assist members with their specific topic inquiries.

The Nursing Pulse newsletter has been switched to going out every two months and is opened by around one-third of the members.

NZNO media releases are being picked up by various media outlets and NZNO provides significant spokespersons on many health care subjects. We continue to release a range of policy and research findings and these are also picked up by specialist media.

Increased promotion of NZNO discussion documents and consultations such as: the End of Life Choice position submitted to select committee; and submission of the abortion bill that was also presented orally to select committee.

Relationships with external stakeholders such as other health profession organisations are being maintained. These include the CTU, PSA, and other union organisations where joint releases and announcements are made.

Communications has assisted with the Te Rūnanga work and supported the Kaiwhakahaere on a number of media announcements and is aiming to increase work in this area.

The increasing workload of the communications and media advisor prompted the addition of a 0.7 FTE temporary assistant role. This has provided the essential support needed.

With a more consistent approach to media engagement and relationship building with key reporters, the media profile of NZNO has increased. The number of contacts from media has grown significantly in particular as NZNO strives to be responsive, accurate, available, and timely. We receive at least 10 calls a week and more media releases have been issued.

- Consistently good media coverage, both locally and nationally.
- Newstalk ZB, Stuff, Radio Waatea, Māori Television, Newshub (radiolive), Auckland 95bfm, TVNZ, NZ Herald, TV3.
- Media pick up on regionalised media releases for our conventions and also regional releases for Pay Equity.
Kai Tiaki

The Kai Tiaki Nursing New Zealand co-editors have produced 11 issues for the year and have received good feedback from readers. The journal’s monthly themes have continued to cover various nursing specialties, including neonatal nursing, infection prevention and control, emergency nursing and mental health.

CPD4Nurses, Kai Tiaki’s continuing professional development service, continues to be published every two months. This year Kai Tiaki has also responded to the unprecedented events that have shocked New Zealand with the Al Noor Mosque shootings and the measles crisis in Samoa. Both events were frighteningly real to many of our members.

The April 2019 issue reported the stories told by senior nurses, sharing how their staff coped and performed in extraordinary circumstances on 15 March 2019, dealing with the massive influx of gunshot victims from the mosque killings, while the December issue carried extensive coverage of Samoa’s measles outbreak and the help that New Zealand nurses gave. July’s edition covered the highly successful COINN (council of international neonatal nurses) conference hosted in Auckland by the Neonatal Nurses College Aotearoa.

• Users of the Kai Tiaki Nursing New Zealand Facebook page now number just over 3,900. Use of photos in posts has greatly increased reader engagement.
• Kai Tiaki online from 2003 onwards via the online databases on the library webpage (www.nzno.org.nz/resources/library/online_databases)

Competency advisory services

During the 2019/2020 year, 27 new cases were supported by the NZNO competency advisor. Ten members were represented at the Council reviews and 48 submissions were made to the Council on behalf of members. While numbers are lower than the 2018/19 year, they do not reflect the support provided by the competency advisor to cases being managed by NZNO medico-legal lawyers representing NZNO members through proceedings under the Health Practitioner Competency Assurance Act.

Legal statistics

Medico-legal cases during the year

In the 2019/2020 year, files were opened for 337 members in relation to the following matters:
• 47 Coronial
• 121 Health and Disability Commissioner complaints
• 33 Nursing Council Professional Conduct Committee investigations, regarding conduct or convictions
• 1 Nursing Council Registration Committee
• 40 Nursing Council Health Committee
• 3 Nursing Council full council meetings, regarding suspension of practising certificates for competency issues
• 10 Nursing Council or other regulatory authority witnesses
• 2 Health Practitioners Disciplinary Tribunal (charges brought by Council PCC)
• 1 Human Rights Review Tribunal
• 1 Court of Appeal
• 8 Police criminal investigations of member
• 25 Police witness or victim
• 4 Midwifery Council
• 14 serious adverse event reviews or other employer-led inquiries
• 5 Privacy Act
• 1 Chief Ombudsman
• 1 ACC
• 2 Medical Sciences Council
• 15 new matters had to be briefed to external legal providers, either due to workload or conflict of interest issues.
Existing cases acting for members
In addition to the above new matters, the medico-legal lawyers have a total of 319 ongoing matters that were opened prior to the 2019/2020 year. These require varying amounts of work depending on where they are at in the lifespan of the file/proceeding.

• A significant amount of time is spent preparing for hearings, particularly if hearings are set down for multiple days.

Employment Law – 2019/2020
Significant in-house advice and support including legislative reviews and Select Committees submissions – many potentially impacting all NZNO members, for example:

<table>
<thead>
<tr>
<th>Work</th>
<th>Number of members impacted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fair Pay Agreements</td>
<td>All members</td>
</tr>
<tr>
<td>Equal Pay Amendment Bill</td>
<td>All members</td>
</tr>
<tr>
<td>Pay Equity processes</td>
<td>Initially all DHB members but the potential for it to impact all members</td>
</tr>
<tr>
<td>State Sector Act</td>
<td>30,000 DHB members</td>
</tr>
<tr>
<td>Covid-19</td>
<td>All members</td>
</tr>
</tbody>
</table>

• nine collective agreement interpretation disputes involving over 300 members
• three wage arrears claims involving around 100 members
• 34 personal grievance claims involving 34 members

Note: No cases were briefed out by NZNO Employment Lawyers for capacity or conflict of interest issues.

Significant work streams for the 2019/2020 year:
• Ongoing work arising from the Labour/NZ First/Green party legislative programme: Note, it appears that the legislative programme is likely to be on hold from this point until the next general election due to the Covid-19 pandemic.
• A focus of recent work has been around contractual interpretation disputes within the DHB sector and wage arrears claims in consequence of such disputes. A number of these have been successfully resolved with NZNO employment lawyer advice and guidance but without a requirement for formal hearing either before the Employment Relations Authority or the Employment Court thereby resulting in considerable savings from an operational perspective.
• Significant current and ongoing work relating to organisational advice and member support arising from the Covid-19 pandemic. This high priority work is anticipated to be ongoing for the foreseeable future.

Please note that during this period there has been a change of NZNO employment law personnel with the effective departure of 0.5 FTE staff member in early December 2019 and the subsequent appointment of 0.5 FTE staff member commencing employment early March 2020 (total employer lawyer FTE being 1.5).

Membership Support Centre
Summarised statistics are:
• call volumes average 661 per week
• call advisers answered and triaged on average 467 calls per week
• email volumes average 166 per week

The breakdown of calls per category as follows:
• 38% Industrial (49% 2019)
• 46% Membership (38% 2019)
• 8% Professional (8% 2019)
• 5% Administration (4% 2019)
• 3% Miscellaneous (1% 2019)
Within the categories, the call advisers provided a complete response to the following:

- Industrial 48% of total industrial calls (57% 2019)
- Membership 44% of total membership calls (39% 2019)
- Professional 27% of total professional calls (28% 2019)
- Miscellaneous 82% of total miscellaneous calls (73% 2019)

The majority of this year was quieter compared to 2018 when the member support centre (MSC) received unprecedented levels of inquiries related to the NZNO/district health board multi-employer collective agreement (DHB MECA) negotiations. This is reflected in the reduction in the industrial call category. There was however a measured increase in March as a result of the Covid-19 pandemic, and in the last week of March, the centre received almost 1,000 calls, and over 300 emails. Many of the calls were from vulnerable members, those pregnant, and those over 70, seeking support from NZNO, and many enquiries related to PPE.

In the last week of March, MSC received almost 1000 calls and over 300 emails.

Throughout the year, we took the opportunity to review and improve some of the pathways and processes, and pursue training opportunities to further enhance call adviser’s skills. Training has covered a range of topics, including: legislation changes, communication skills and organiser training days.

Outbound calling was again trialled over the period June to November and a number of other call programmes supporting NZNO’s strategic plan were undertaken by call advisers specifically trained in this area of work.

Calls were directed at non-financial members, student members, bargaining fee payers, and potential members (names of new employees provided by employers as required under the terms of the amended Employment Relations Act). To date, the feedback has been positive in terms of both outcomes and member engagement.

Organisers – activity, members supported and reasons

Activities included:

- actively supporting delegates in the recruitment of new members
- being visible in workplaces and providing information about NZNO
- organising members to raise and resolve issues in their workplaces through collectively working together
- having work plans in place that ensure systematic visiting schedules and attendance at meetings with and on behalf of members
- developing bargaining plans that include democratic processes for deciding on issues to be presented and advocated for members
- completing the legally required processes to conclude collective bargaining and implementing and enforcing agreements reached
- preparation of researched responses to Management of Change proposals including alternative solutions to employer proposals
- reinforcing the work of the NZNO educators in delegate development by supporting opportunities for delegates to run meetings and represent other members
- regular interaction with members at workplace committees and regional councils to update and communicate on current issues and campaigns
- receiving and acting on member issue referrals from the NZNO MSC (see section 18 for statistics)
- maintaining, updating and closing issues on the member issues database
- attending meetings with members and their employers to represent and resolve issues related to members employment issues
- working with NZNO PNAs to support members with professional issues and or investigations
Pay Equity

Steady progress was made on our NZNO/DHB Pay Equity claim, albeit with some delays due to significant personnel changes at TAS (Technical Advisory Service) and the appointment of a Crown Negotiator.

The assessment phase of the process saw all of the claimant interviews being completed with that data being distilled into 19 nursing (includes HCA) summary role profiles and seven midwifery summary role profiles. The job profiles were verified and validated. This process requires deliberate effort to ensure there is no conscious or unconscious bias in the process.

Our engagement with comparator organisations was well underway with good progress being made prior to being interrupted by the Covid-19 outbreak. Once the Government’s Alert Level 4 lockdown was imposed some comparator organisations declined to be involved and some who are unable to participate further due to the nature of their work as part of essential services. However progress continued with the data already collected through to the assessment phase, which required assessors to be trained through virtual processes rather than through face-to-face training on the process. The work towards establishing the under-valuation of nursing work based on gender continues to progress, once determined this will conclude with the negotiation of a pay equity settlement. The effective date of the application of that settlement remains 31 December 2019.

Collective agreement bargaining

During the 2019/2020 period significant bargaining was undertaken by NZNO organisers and delegates. This work has been more complex than usual due to the implementation of recommendations from the Independent reviewers’ report of the NZNO/DHB MECA Bargaining and Campaign process 2017/18. The result of this was bargaining processes taking longer than anticipated due to the expectation that there is pay parity between NZNO members in the private sector, with those who work in the public sector.

Challenges exist due the funding model and the Government being less willing to extend the level of funding that is required to achieve settlements in the private sector. The impact of private sector bargaining not receiving the same level of fiscal input has been agreements with shorter terms and/or low level industrial action in protest.

However despite the challenges, work continued during this period with 50 collective agreements being renegotiated.

Work on the renegotiation of the NZNO/DHB MECA is well underway. More than 400 delegates and members participated in training to prepare them for leading claims meetings. Claims meetings were underway prior to the Covid-19 lockdown and were completed by way of electronic surveys. The other required process of endorsement of the claim and bargaining team, and needed to be undertaken through other non-face-to-face meeting processes.

Information technology review

The Board considered the proposal for replacement of the existing membership system with a new membership system and member-facing website portal in August 2019. This initial proposal was declined until further information was forthcoming. The proposal was considered by the Audit and Risk Committee in March 2020.

Management is also working with its IT Provider, MercuryIT through a redevelopment programme to move from the current onsite hardware ownership model to software as a service (SaaS) as outlined in the NZNO IT Strategy. Security risks being ever present, the move to multifactor authentication is being worked through for mobile staff.

Mobile phone technology was upgraded in July 2019.

Despite challenges, work continued during this period with 50 collective agreements being renegotiated.
The Board and Management Team moved to an electronic agenda and papers for meetings to save time, reduce paper, printing and postage/courier costs. NZNO’s video conferencing network is nearing end of life and will require a technology upgrade in the near future. NZNO also implemented ZOOM capability during the year for meetings, in addition to teleconference and video conference.

**Fleet management**

NZNO replaced its vehicle fleet in January 2020 after a competitive tender process. NZNO changed its vehicle lease provider for the first time in many years. NZNO are now using hybrid vehicles for its Auckland and Wellington-based vehicles as its contribution to reducing carbon emissions.

**Visibility of nursing – nurses making the difference in health care**

The NZNO Strategy for Nursing: advancing the health of the nation Hei oranga motuhake mō ngā whānau, hapū, iwi, was published in 2018. Since then discrete projects have been established to produce resources identified in the Strategy.

1. **Growing nurses in to governance** was completed in 2019 and published on the NZNO website ([www.nzno.org.nz/resources/governance_toolkit](http://www.nzno.org.nz/resources/governance_toolkit)). This toolkit provides a competence and confidence pathway for nurses either in or planning to be in, governance roles. The toolkit pays particular attention to Kaupapa Māori with its unique governance environment that can inform governance in all organisations. NZNO Te Poari and Te Rūnanga members have been key to its progression. The toolkit will become the ‘go-to’ resource for nurses wanting to engage in governance roles in the unique context of Aotearoa New Zealand.

2. **NZNO Executive nurse leadership** is a work-in-progress and has three parts:
   - Growing nurses into leadership – preparing for consultation.
   - Current nurse leaders – an inventory of resources preparing for consultation.
   - Expectations of chief executives – in development.

3. **Entering the profession** – NZNO is partnering with creative agency Curative, to mount a recruitment campaign aimed at changing the public perception of nursing as a career. The main focus will be Māori, Pacific, and men. This work will be the main focus of NZNO’s celebration of 2020 Year of the Nurse and the Midwife.

4. **NZNO Model of care** – in development.
Desktop Upgrade.
It’s what’s on the inside that counts...

Into the Future:
The first step towards a common operating environment - access to the right software, applications, anything, on any device.

Why we are doing this:
From April 2014 Microsoft will no longer support Windows XP and Office 2010 so we need to move to Windows 7 for improved security and technology.

The process:
This Bulletin has been designed to help you:
Applications described will be deployed to the new desktop so they can be used.
Please refer to the guidelines. Applications that are not required can be removed or turned off.

Advantages of the Upgrade:
1. Speed - improved performance
2. Security - protection from viruses and hackers
3. Support - programmatic updates
4. Usability - increased compatibility
5. More - new tool designs
6. More - new tool designs

The Future:
A single common operating environment across the three Study Centres. Users will be able to access systems and information from any of the 2004 buildings.

NZNO Delegate Elections
MEETING NOTICE
All members are invited to attend an NZNO meeting to vote in the 2014 NZNO Delegate Election work surroundings.

Delegate are key to NZNO’s success.
Ensuring your workplace area has a delegate ensures support, representation and leadership.

Please make attending this meeting a priority.

Venue:
You will receive further information on the venue in due course.

NZNO Cap Coast Delegates Newsletter
X-00Y
Tēnā koutou katoa

The International Year of the Nurse and Midwife 2020 caps off a year of historic challenges and changes for our profession and for the NZNO Board of Directors.

Nursing in Aotearoa faced unprecedented events in the year to 31 March. Whether it was in the aftermath of the Al Noor Mosque shootings in Christchurch, the measles epidemic, Whakaari White Island eruption or the first 647 local cases in the Covid-19 pandemic, we saw nurses rise to the occasion and go to work every day to make a difference. We acknowledge your contributions.

We congratulate in particular Sipaia Kupa, winner of the 2019 NZNO Award of Honour, and Felicity Gapes, for receiving the Florence Nightingale Medal from the International Committee of the Red Cross.

The strong contention for the Board of Directors positions at the 2019 election was encouraging, and reflected a renewed interest in our common goals, the future of the organisation and the aspirations of nurses and nursing.

The election of six new Directors in 2019 – Anamaria Watene, Anne Daniels, Katrina Hopkinson, Margaret Hand, Sela Ikavuka and Simon Auty – heralded the biggest change for our elected governance leadership since the positions were opened up to all-member ballots.

We would also like to acknowledge the re-election of Andrew Cunningham and the contributions of previous Board members – Eseta Finau, Maria Armstrong, Juliet Manning, Cheryl Hammond and Karen Naylor.

The year came with other challenges, including the DHB MECA 2018 negotiations. After many years of frustrations and undervaluing of the health workforce, members were divided on both sides of a number of issues. Ongoing tensions with working environments (not fit-for-purpose, inadequate staffing numbers, lack of necessary equipment, increasing levels of violence) was a common issue for all members and impacted on the ability of the workforce to provide quality care.

Also unprecedented were the two Special General Meetings called by the CE, prior to and following the 2019 NZNO AGM.

Part of our future planning and leadership must reflect on how we recover as the largest professional and industrial organisation of nurses. The independent Ross Wilson Report was the first step in a process of honest evaluation for all involved and impacted by the negotiations. The Board, along with the CE, spent considerable time ensuring we fulfill our commitment to implementing the recommendations from the Wilson Report. This meant that by the end of 2019/20, we were well placed to unite against Covid-19 and advocate for our fellow members.

The new Board is now looking ahead. We are developing NZNO’s new five-year Strategic Plan 2021-25, which will be presented for approval at the 2020 NZNO AGM. The plan will demonstrate that NZNO is a membership-driven organisation, strengthen NZNO’s response to equity and bicultural issues, prioritise our work, ensure follow-through, and champion the public image of nursing.

A full review of the NZNO Constitution will follow, to ensure that our membership structures and processes are fit to deliver our new Strategic Plan. Meanwhile, the Board will be asking members to vote on remits to protect Te Rūnanga’s right to self-determination, to increase flexibility around our employment of the CE, and on a review of NZNO’s Safe Staffing strategies.

We have a strong foundation to rebuild on. At the 2019 Congress in Singapore, NZNO was presented with the international membership award. This award recognised the inclusiveness and diversity of NZNO membership, with the gold level reserved for national nursing associations that have at least 75 percent of the country’s nurses as members.

The Board takes seriously our responsibilities and will continue to ensure the long term sustainability of NZNO, advancing the profession of nursing within Aotearoa and contributing as a global citizen.

Kerri Nuku
Kaiwhakahaere

Grant Brookes
President
Chief Executive's report

Tēnā koutou katoa

The past year has been defined by two special general meeting (SGMs); our unwavering focus on industrial and professional matters affecting members in their workplaces in the health sector; the way we continued to influence and shape the health agenda; and how we responded to the onset of Covid-19 pandemic in Aotearoa New Zealand.

This report provides a snapshot of what we have faced and what we were confronted with, on behalf of members with the support of our staff and partners across different sectors.

In many, if not all, workplaces in all sectors in health, our members continued to face an uphill battle to get recognition for their work, to be valued for their contribution to the health and wellbeing of New Zealanders, and with a health system under immense pressure.

In the last two months of the year Covid-19 emerged in Aotearoa New Zealand, and was confirmed by the World Health Organisation as a global pandemic. This saw the true nature of members and nurses as they got involved in the early and ongoing stages of the country's response. They put their own lives at risk, ahead of all of others.

I would like to take this opportunity to recognise, acknowledge and thank all our members and delegates, for their work in the past year and their contribution to NZNO activities and advocating on members' behalf, and for what they do for all New Zealanders. I also acknowledge and thank all our staff, for their role in engaging and working with members on many complex professional and industrial issues. Despite the different challenges we faced, together we rose up to ensure our profession stayed true to our core purpose and role in health.

Performance overview

Collective agreements renegotiations and bargaining continued across all sectors. The most prominent was the Primary Health Care Multi-Employer Collective Agreement (PHC MECA). Preparation for renegotiation of the NZNO/DHB MECA progresses in line with recommendations from the independent review report of 2019, and the Board established a sub Committee for the NZNO/DHB MECA.

Our membership numbers fluctuated throughout the year. As at 31 March 2020 we reached 51,643 compared to 52,093 as at 31 March 2019 – a decrease of 0.9 percent. We actively monitored the reasons for member resignations, and we continued outbound calling which resulted in many members re-joining after their memberships had lapsed.

For the period from the end of March 2019 to the end of March 2020, members who identify as Māori increased from 3,917 to 3,929 – a growth of 0.3 percent. Members who identify as Indian grew from 4,006 to 4,521 – an increase of 11.2 percent. Our largest increase in numbers was in members who identify as Fijian which increased from 214 to 248 – an increase of 15.9 percent. Similarly, members who identify as Filipino increased from 4,101 to 4,735 – a growth of 15.5 percent. This category remained the largest behind New Zealand European followed closely by Indian and Māori.

Our Member Support Centre remained central to our ability to respond to a significant number of calls from members across all sectors. Member enquiries were triaged and directed to either membership, organisers, lawyers, professional nurse advisors and other staff depending on the nature of the enquiry.

The top enquiries which members called about for the period April 2019 to September 2019 were by sector:

- Aged Care Sector: pay/agreement interpretations, disciplinary, leave and holidays
- DHB Sector: pay/agreement interpretations
- Primary Health Care Sector: pay/agreement interpretations/ professional practice/bargaining
- Private Health Care Sector: pay/agreement interpretations/calls from delegates/bargaining
- Public Sector: professional, legal, pay/agreement interpretations, industrial enquiries.
For the period October 2019 to March 2020 the top enquiries were:

- **Aged Care Sector**: Pay/Agreement interpretation, disciplinary, leave and holidays, Covid-19
- **DHB Sector**: Covid-19, Pay/Agreement interpretations, Leave/Holidays.
- **Primary Health Care Sector**: Bargaining enquiries, Pay/Agreement interpretations, Covid19, Professional Practice
- **Private Health Care Sector**: Pay/Agreement interpretations, Covid19, Hours of work
- **Public Sector**: Pay/Agreement interpretations, practice issues, legal enquiries, Kai Tiaki enquiries

During the months of February and March 2020 our member support centre was inundated with significantly high call volumes from members about Covid-19 related issues. These covered, but were not limited to, practice, health and safety and employment.

The work and contribution of the membership committee, Te Poari, regional councils, colleges and sections, and the national student unit were next to none in raising the profile of nursing and contributing to policy and improvements across all sectors of health. Of particular note was the successful Council of International Neonatal Nurse, International Conference Enriched Family-Enhanced Care, Whānau/Ko e Fakaloa ‘o e Familii which was hosted by the Neonatal Nurses College. This underscored the breath of global connections with other nursing professional groups.

We continued to successfully lobby and advocate on industrial and professional issues. We continued at the highest ministerial level to lobby and advocate for pay parity to be addressed for nurses employed by Iwi and Māori providers. Te Rūnanga pursued this through the Waitangi Tribunal Health Services and Outcome Inquiry (Wai2575). The Tribunal’s recommendations provided a stronger foundation for the Crown to address pay parity issues. We submitted to the Health and Disability System Review process on the contribution and value nursing brings to the health system, and to future improvement which might be recommended. After years of lobbying, in Budget 2019 the Government announced and allocated funding to enable 100 percent of nursing graduates to be employed within six months of their graduation, into supported entry to practice programme. Government funding was also allocated for an enrolled nurses supported entry to practice programme. This was a significant achievement for us.

Violence and aggression against nurses is another issue which received our attention. As part of our long-term Addressing Workplace Violence project, we published a position statement Violence and Aggression towards nurses. We used this resource to put pressure on WorkSafe to put violence and aggression against nurses on its priority intervention list. One of the early achievements from our Strategy for Nursing was the development of our Growing Nursing into Governance toolkit. This was published ahead of the Board elections, and was developed to inform and support nurses wanting to enter and progress governance roles. We also commenced a review of the NZNO Strategic Plan 2015/20 which will be completed in the next financial year in time for the Annual General Meeting in September 2020.

**We continued at the highest ministerial level to lobby and advocate for pay parity to be addressed for nurses employed by Iwi and Māori providers.**
We ended the 31 March 2020 year posting a net financial deficit of $842,653 against a budgeted surplus of $256,144. After adjustment, the financial deficit increased by $271,962 to $570,691. The major contributor to this negative financial result was the drop in the investment portfolio in the last quarter of the financial year due to Covid-19 impacting on the global financial market. Financial reserves remain healthy with a strong balance sheet.

**Stakeholder overview**

Our organisation is very complex, and with our members and staff we tackle challenging and diverse professional, industrial and social justice issues which impact on health, wellbeing and safety of people. We are fortunate to have had strong relationships with many stakeholder and partners who supported our work nationally and internationally. We acknowledge other unions as members of the Council of Trade Unions, Ministry of Health, Health Quality and Safety Commission, District Health Boards, Nursing Council, PHARMAC, WorkSafe and other national agencies. They engaged with us to work on difficult issues which would otherwise have not been possible without strong relationships. At the global level we continued to work with the International Council of Nurses, South Pacific Nurses Forum, Global Nurses united and many other national nursing associations.

I am proud of the work of from our staff in all sectors, and our Management Team for their work across the organisation. Together, and with members, let us acknowledge and celebrate the successes of 2019/20, and to take learnings from all our work to make improvements in the coming year, which no doubt will bring exciting new challenges.

Nāku noa, nā

**Memo Musa**

Chief Executive
Te Poari continues to support the Kaiwhakahaere in her role as Leader of Te Poari/Te Rūnanga and Co-Chair of NZNO. An extremely busy period with media exposure around pay disparity for Māori and Iwi Providers, Al Noor Mosque shootings in Christchurch, Whakaari White Island in Whakatāne and now the Covid-19 pandemic, has resulted in the Kaiwhakahaere having to front the media multiple times.

Indigenous Conference/Huia ā-Tau
The theme for the 2019 Indigenous Conference was Raising an Army of Māori Nurses. It was a full house at the Pullman Hotel Auckland with 330 members in attendance. The conference commenced with a song and dance performance by Te Poari. Covid-19 brings an uncertainty whether the 2020 conference will go ahead.

Tauira Conference/Hui ā-Tau
Tauira ran their conference and Hui ā-tau at Waipapa Marae with 120 tauira in attendance. Te Poari catered for the students at the marae from morning tea post pōwhiri to breakfast on the last morning. Covid-19 brings an uncertainty whether the 2020 day will go ahead.

Ihumātao visit
The Tauira accompanied some of Te Poari to Ihumātao where the occupation of land took place for a number of months. Their attendance to the confiscated land was history in the making for all of the tauira. The remaining Te Poari members stayed back to prepare dinner for the tauira.

Covid-19
The Covid-19 pandemic has seen Aotearoa go into lockdown. With hygiene first and foremost, Bay of Plenty District Health Board had 18 portable showers delivered to the hospital along with two units should any staff require an overnight stay after busy shifts, or were too tired to drive home with some staff living an hour or more from the hospitals. The No Visitor Policy was a challenge for nurses especially for end of life patients where only one whānau member could visit, with no one else from that whānau allowed.

Acknowledgements
Te Poari would like to congratulate Margaret Hand and Anamaria Watene who were elected on to the NZNO Board of Directors. Te Poari thanked Margaret for her commitment in leading Te Tai Tokerau Te Rūnanga region for the last six years. Her input at the table has been invaluable and her knowledge and presence will be missed. At the same time Moana Teiho (Representative) and Linda Makiha (Proxy) were welcomed to the table. They have completed a lot of work already.

Te Poari also thanked Hinemotu Douglas (Representative) and Elaine Ngatai (Proxy) from Midlands region for their contribution at the table as they leave after completing their terms of office. At the same time Te Poari welcomed Tracey Morgan (Representative) and Maria Tutahi (Proxy) from Midlands and they have made great contributions thus far.

Whakaari White Island
Staff at Whakatāne Hospital were praised by Prime Minister Rt Hon Jacinda Ardern, for the tremendous efforts in the immediate aftermath of the eruption of Whakaari White Island. It is impossible to imagine the complex situations that everyone experienced with the many critically injured patients within a short space of time. A minutes silence took place across the country Monday 10 December at 2.11pm. In the midst of all that trauma it is still work as usual for our nurses.

DHB MECA
Te Poari met with the lead advocate for the DHB/ NZNO MECA negotiating team. A lot of work is being done behind the scenes to ensure member voices are heard. NZNO is negotiating a new MECA and by standing collectively for better pay and working conditions, members will be assured they are valued and safe at work. Information is being streamlined to workplace delegates, with the focus to have a member-led campaign. Meetings will be facilitated and driven by NZNO delegates.

It is cool to kōrero
Te Poari continues to support Kai Tiaki with a column in the NZNO magazine. The column shows how to pronounce Māori words and learn their origin.
Ki te Tepu
A bi-monthly newsletter distributed by two Te Rūnanga regions informing Te Rūnanga members of activity events happening within their respective regions.

Ngā Hapū o i a Rohe Operating Model 2020
This was discussed in 2017 and again at Hui ā-Tau 2018. A request went to BOP/Tairāwhiti to complete a pilot in 2019 as a demonstration of what it would look like moving forward. It was intended to split the workload between Te Rūnanga representatives and their proxies, moving to a different way of doing the same business, minimising work load and maximising engagement with whānau, hapū and iwi.

Whitireia Community Polytechnic visit
On the first bi-monthly meeting for February, Te Poari went as one whānau to meet ngā tauira Māori me ngā kaimahi at Whitireia Community Polytechnic in Porirua. This was an opportunity for Te Poari and nursing tauira to talk and share narratives and experiences to build an army of Māori nurses. Te Poari was able to provide information about Te Rūnanga o Aotearoa and its role in providing support to Te Rūnanga members.

New graduate pinning ceremonies
The Kaiwhakahaere and members of Te Poari attended Te Whare Wānanga o Awanuiarangi pinning ceremony in December 2019 and Toi Ohomai in January 2020. The Kaiwhakahaere gave inspirational speeches at both venues to the newly graduated nurses. They listened to stories from graduates about how their whānau were there for them throughout their three year journey, whether it was a shoulder to cry on or a listening ear.

PHARMAC awards
Relationships between Te Poari and PHARMAC continue to grow from strength to strength. Te Poari has received the PHARMAC communications data which showed that our Inaugural Māori Nursing Awards online applications received the highest number of interactions of any other social media interaction PHARMAC had during 2019. With over 10,000 interactions for our nursing community on the positives of our Tapuhi Kaitiaki Awards, shows an amazing level of social media savvy and energised community.

Logo competition
Te Poari held a logo competition for the 2019 Indigenous Nurses Aotearoa Conference. The competition created much interest and Te Tai Tokerau won the best design. The logo was used as the new branding for Te Rūnanga. Whakapapa for the logo design is:

Tuku te wairua, kia rere ki ngā taumata
He ārahi i ā tātou mahi whai i ngā tikanga a rātou mā
Kia mau kia ita kia kore ai e ngaro
Kia pupuri

Allows ones spirit to exercise its potential to guide us in our work as well as our pursuit of our ancestral traditions. Take hold and persevere. Ensure it’s never lost. Hold fast, secure it.

Regions
Te Rūnanga continue to support their regional councils.

Seven Ps for posting on social media
A piece of guidance before you interact on social media:
• Is it Professional
• Keep it Positive
• Does it Protect
• Your/patient Privacy
• Don’t get Personal
• Always Pause before you post
• And Pray that all will be okay

Kerri Nuku
Kaiwhakahaere o Te Rūnanga o Aotearoa
Tōpūtanga Tapuhi Kaitiaki o Aotearoa
Membership Committee report

This was another momentous year not only for our organisation but also globally, as we came to acknowledge the nature of Covid-19, and the implications for us all. We had to adjust as we came to grips with this global pandemic, not only as health professionals but also as members of our communities and wider networks.

The Membership Committee (MC) continues to evolve thanks to all those who have contributed to its work. In particular, we acknowledge the work of outgoing members:

**Committee Members:** Karnel Singh, and Victoria Santos
**Student Representatives:** Ben Peattie and Jo Davies
**Board Members:** Cheryl Hanham and Grant Brookes.

We appreciate all the work, passion and personal time given.

The following Committee Members attended their first meeting in October and settled in quickly:
- Debra Isaac, Greater Auckland
- Valerie Weir Van-Til, Top of the South
- Ram Kumar, Te Tai Tokerau.

Again, we have two new student representatives: Michelle Anderson and Mikaela Hellier, who hit the ground running with youth and enthusiasm that has been the hallmark of their predecessors.

Finally, in February and with support of NZNO staff we were able to welcome to our committee for the first time, two College and Section (C&S) representatives Brent Doncliff and Sarah Tweedle. They have set up processes to ensure good communication between the committee and the C&S that they will be representing. Along with our newer members, they have shown a commitment to get involved and will no doubt make valuable contributions to our work.

At last year’s AGM and special general meetings NZNO experienced its own internal turmoil, and despite the outcome, we, as the MC, and the members we represent, are encouraged to sharpen our focus to support the organisation to achieve its strategic aims. Along with the leadership changes, we acknowledge that our members have diverse views. MC aspire to contribute to creating positive change, and to foster a sense of ownership for members around the country.

All past events culminate into what NZNO is today – a professional, industrial, and bicultural organisation. While many know this, it is apparent from the wider discourse that capture member’s discussions, this is not the case. It is our vision and values that support the strategic aims of NZNO, and we must continually keep them at the fore. Our energy and informed discussions will better shape and reflect the mana of our professions and our union’s aspirations.

While we are aware the majority of our members aren’t well informed about the depth and breadth of the organisation they joined, it is our intention as a committee to change this. Our intent is to make NZNO more visible: the role of the MC, and the structures of NZNO. At last year’s AGM we invited attendees to participate in a survey, and the follow up actions from the data collected are in progress. The survey asked members their thoughts on strategies to encourage NZNO membership to participate in NZNO activities, how we can increase visibility of both industrial and professional arms of NZNO, and if they had any further comments. The responses came from members who work in a variety of settings around the country. From there we broke the answers down into broad themes encompassing:
- accessibility
- communications
- delegates
- education, fees
- IT
- marketing/campaigns
- social media, website
- support
- other.
Although we received many ideas, we recognised that this is a small survey size comprised of those from leadership roles within the organisation, and is not a survey representative of overall members. We proposed to expand on the survey questions in order to collect richer data, and extend the survey wider to the general membership. For this, we will be asking help from the Chairs of respective groups within NZNO.

Ongoing joint work with Te Poari includes the administration of the Florence Nightingale Memorial Trust (FNMT) and the review of the Honorary Membership criteria and process. This process has taken some time, and there are some issues still not resolved. These include: who have got the award, awards at differing levels of involvement e.g. national, regional and C&S, as some information over the years has been lost, and current guidelines are not always adhered to.

We have also had an opportunity to meet with the new Board. Our committee received and gave feedback around the committee’s work, and its role within NZNO and its structures, particularly its ability to fulfil the purpose for which it was intended. While the group’s effectiveness continues to evolve, this time together provided a rich source of ideas and thinking that will guide us going forward. Noted, was the review of the MC Charter, which has been completed, and as there is no appetite to increase membership fees, we are committed to using existing resources as best we can and building strategic relationships so we can effectively use shared resources and ideas.

Our work plan is how we operationalise our work, and after discussions about strategic planning, we agree that as an organisation we need clarity about:
- being a membership led-organisation
- strengthening equity and bicultural issues
- prioritising
- following through on our objectives.

We have also reviewed our Environmental Report template, which is based on the current Strategic Plan. We need to more effectively communicate to:
- the Board of Directors
- groups within NZNO
- members.

As a committee we need to understand how to identify and gather relevant information for the report. We need to recognise the value of NZNO’s national promotion, branding and merchandising of itself and its aspirations. We must invest in these areas if the work of NZNO is to become more visible. We are also committed to continuing the upskilling of our group, with a focus this year on understanding different communication mediums to improve our communication skills, governance, and strategic planning.

Finally, as we plan for the future, as an organisation we must reflect on our ability to be responsive, support each other and build resilience. We must be united and forward-thinking if we are to be a valued profession and resource for the health of Aotearoa.

Kia tū Kahikatea, There is strength in unity.

NZNO membership Chair, Sandra Corbett
NZNO vice-chair, Andrea Reilly


**National Student Unit report**

**Improved health outcomes**
Sharing knowledge within the National Student Unit (NSU) has strengthened members to advocate and influence the adaption of change, strengthening nursing tauira to become clinically and culturally responsive. “Mā te tōngakingaki ka tino eke” – “Through determination, we will achieve”

**Skilled nurses**
The NSU 2019 working groups Kawa Whakaruruhau, postgraduate funding, student survey, and rules and remit, were the areas that the committee focused and campaigned on with varied outcomes. The NSU wants to enhance te Tiriti o Waitangi obligations by ensuring nursing students and nurses uphold our commitment to Kawa Whakaruruhau. The 2020 committee will continue the campaign about Kawa Whakaruruhau, the wellbeing of nursing tauira and rules, remits and social media policies.

**Effective organisation**
NSU remains committed to raising nursing tauira issues, advocating and supporting its members. NSU will continue to ensure that NZNO is a bicultural organisation that is built on the foundation of te Tiriti o Waitangi articles. The NSU leadership remains guided by the voices of our membership when advocating to make a change. Working in partnership as a committee ensures that the nursing tauira voice is considered, heard and noted. “He waka eke noa” – “We are all in this together”.

Credits: Tracy Black (outgoing Te Rūnanga Tauira chair), edited by the outgoing National Student Representative Chair Ben Peattie, and approved by the incoming co-chairs of NSU, Ritapearl Alexander (Te Rūnanga Tauira chair) and Mikaeyla Hellier (National Student Representative chair).

**Strong workforce**
Tuakana Teina (mentorship) is the traditional way of teaching and learning that is drawn from a Te Ao Māori approach – within those teachings there are attributes a leader should possess. This approach has continued to be welcomed by the incoming NSU committee for 2020. The outgoing NSU co-chairs have remained on the 2020 committee to share their knowledge and experiences with the incoming members and leadership committee, both attending meetings and teleconferences to support planning and provide guidance is required. “Mā te tuakana e tōtika te teina, mā te teina e tōtika te tuakana” – “Seek guidance from both young and old, the two will balance each other out”
Regional Councils

Bay of Plenty/Tairāwhiti Regional Council
Chair: Nicki Twigge

Highlights include:
- BOP/Tairāwhiti regional council has been updating their regional council pamphlet.
- Supporting BOP delegates who have taken on roles within NZNO:
  - two members on the board and Te Poari
  - supporting all nursing disciplines who have been in negotiation or preparing for negotiation.
- Ongoing planning for education forums around the region supported by regional council
- Plan to have Regional Council meetings at different venues throughout geographic area.
- Some Bay of Plenty District Health Board Regional Council delegates attended DHB MECA Training days; some MECA claim days completed before Covid-19 Levels 3 and 4.

Events that were postponed or cancelled due to Alert Levels 3 and 4 Covid-19 pandemic
- Bay of Plenty District Health Board MECA Claim meetings cancelled.
- Regional Council meetings cancelled due to the difficulties with social distancing.
- Prepared for AGM and nominations of officers but postponed until further notice.
- Prepared for 2020 BOP/Midlands regional convention now cancelled.
- Attendance for regional council chair and co-chair at the yearly forum.

Regional Council members continued to support their delegates and colleagues during this time of change and the unknown during the early stages of Level 4 lockdown. Frontline workers continued to give their all, while dealing with their own fears and anxieties.

Central Regional Council
Chair: Trisha Hurley

Early part of the year was consumed with the Special General Meetings which proved to be a distraction to some of the initiatives that CRC wanted to implement to engage with members. CRC is planning to publish a newsletter to highlight what Regional Councils are all about.

Some of the nursing schools were able to have their graduation ceremonies before lockdown where graduates were presented with small gifts from the Council.

There is a stable group of members who attend the bimonthly CRC Meetings in Whanganui and everyone is getting familiar with Zoom technology.

Greater Auckland/Tamaki Makaurau Regional Council
Chair: Esther Linklater
Vice Chair: Sela Ikavuka

Highlights include:
- Karnel Singh resigned as Representative; Debra Isaac volunteered and is filling the position of Representative.
- Planning for International Nurses day was well underway but stalled due to Covid-19 lockdown.
- Regional Convention 2019 was well attended receiving positive feedback, with approximately 94 percent of attendees rating the convention highly.
  The 2020 Regional Convention has been cancelled.
- Professional forums held receiving good feedback by attendees, with topics around Code of Conduct which recapped the expectations of nurses. An interesting and highly interactive session by Janice Riegen on healthy workplaces and psychosocial risks – are they important to you? Lori Peters presented an informative session on the history of nursing and health care and why it is now called the International Year of the Nurses and Midwives 2020.
• A call for nominations in 2019 for Management Committee members was put out to GAR, with the newly constituted Management Committee now in place for two years as per constitution.
• Sela Ikavuka was voted on to BOD.
• GAR representatives attended AGM and conference in Wellington.

Greater Wellington Regional Council
Chair: Rerehau Bakker

Greater Wellington Regional Council (GWRC) 2019 convention was held at the James Cook Hotel for the first time, and provided a larger space for members and speakers from around the greater Wellington Region. Highlights include:
• Fully supported the two new NZNO board members from our region after their successful election into the Board of Directors. Thank you Katrina Hopkinson and Simon Auty, go well in your journey.
• Supported President Grant Brookes during the 1st and 2nd Special General Meetings in 2019.
• Worked with Te Rūnanga to continue to strive forward and work together as a union.
• Established 1st Quarterly newsletter, with encouragement from Regional Council members to contribute and share their workplace accomplishments.
• International Nurses Day competition was successful, and members sent in photos of their noticeboards celebrating the day, and winners were chosen.
• Special thank you to our administrator Sarah Kapila for her diligence, hard work and consistency over the last 12 months, which is greatly appreciated.

Hawkes Bay/Te Matau a Māui Regional Council
Co-Chairs: Sandra Corbett and Liz Banks

Te Matau a Māui implemented a Co-Chair arrangement with Sandra Corbett, Central Hawkes Bay and Liz Banks, Hastings, to strengthen partnerships between Te Poari and lighten the work load of a single Chairperson. This model has been successful since it was adopted at the beginning of 2019.

Improved health outcomes
• TMMRC planned for an annual forum in April 2020. The theme was inequities, and speakers included the new HBDHB Chairperson Shayne Walker with special guest Anne Butler, President of the Australian Midwives and Nurses Federation (AMNF). A dinner was planned for 100 guests including older retired and currently employed members.

Skilled nurses
• There was good attendance at the 2019 Convention held in Napier. Wairoa manager Sonia Smith provided insight into nursing in a rural environment, Sue Revell from ICU discussed her journey in New Zealand to become a Nurse Practitioner, and Nayda Hayes presented her work providing cultural support for whānau experiencing Organ Donation.
• TMMRC Facebook page continues to strengthen online communications with members.

Effective organisation and strong workforce
• Attendance at Regional Council meetings varied from 8-12, with membership increasing over the last year to 14. Bimonthly meetings held with monthly communication meetings with Co-Chairs. TMMRC continues to have several Regional Council Members on NZNO National Committees, Kerri Nuku (NZNO Kaiwhakahaere); Sandra Corbett (Chair, Membership Committee); Tina Konia (Te Rūnanga Chair); Tarryn Worsley (HBDHB Delegate Convenor).
• TMMRC attended the Annual General meeting and Conference in September.
Feedback using the strategic plan template to inform reporting to and from NZNO delegates and representatives, to membership committee representative continues to evolve. Challenges to involve and engage the wider health sector continue.

- Learning from Te Matau a Māui Te Poari, shows the benefits of social media and membership mapping to assist with engagement and communication.
- To honour the workforce this year for International Nurses Day, TMMRC offered $50 morning tea vouchers to work places within the DHB and the community. This was well received and accepted by community healthcare nurses in Wairoa (Kahungunu Executive) Te Taiwhenua O Heretaunga and Plunket in Hastings and Napier. Aged Care facility nurses, EIT nursing staff and DHB wards also accepted the vouchers.
- Professional Forums – Regional Council hosted the following professional forums – approximately 40 people attended each forum. The location of these forums varies each year to provide coverage for regional nurses education and for patient care. Work was done with PNA to identify key professional issues for nurses working in rural settings:
  - 17 April 2019 (Thames) – Direction and Delegation
  - 18 April 2019 (Thames) – Direction and Delegation
  - 26 June 2019 (Hamilton) – The Value of Nursing
  - 15 October 2019 (Te Kuiti) – “Nursing: About Professionalism, About Values. An interactive session about Nursing as it is and as you want it to be.”
  - 17 March 2020 (cancelled due to Covid-19)

Midlands Regional Council
Chair: Diane Dixon

Highlights include:
- Delegation of Regional Council members attended AGM/Conference in Wellington and provided very positive feedback to Regional Council.
- Midlands/BOP/Tairawhiti Regional Convention held in Hamilton on 5 May 2019. Very successful convention with approximately 70 members attending.
- Promotion of Regional Council to encourage new council members has been a priority this year to assist succession planning.
- Delegate recognition – There is a small fund for organisers to reward/highlight contributions made by delegates, for example a morning tea, vouchers, etc. A number of groups and individuals were recognised with gift vouchers for their exceptional delegate work during the year.
- E-Newsletters – Three newsletters were produced this year covering a wide range of topics which were relevant during the period and of events that are happening in the area. Contributions from others are included in the newsletters.
- Education grants – Three students received $100 each this year in education grants to assist with books, travel etc. Nurses need to meet the criteria and apply for these grants.

Te Tai Tokerau Regional Council
Chair: Sacha Young

Te Tai Tokerau Regional Council meetings continued to be well attended. This year they said goodbye to some retiring nurses, and newly graduated nurses who are now out in the workforce – all have given outstanding contributions over the past year. They welcomed new faces from NorthTec, due to the hard work of their existing and leaving student delegates who have been busy recruiting.

Both student delegates and Regional Council members attended the whānau/NZNO information days for Unit 1 students, and the Whakawātea ceremony for graduating nurses. The number of Māori and male students coming through to represent this region is really encouraging.
Margaret Hand, supported by Te Tai Tokerau members, was successful with nomination to the Board of Directors. She brings vast experience and knowledge, especially concerning the voices of tangata whenua. Elsa Kholdi was the proud recipient of the Te Tai Tokerau Excellence Award for 2019 for her outstanding contributions as a student delegate. This included regular attendance at meetings both regional and national, being involved with NorthTec activities promoting NZNO, and boosting NZNO student membership.

Te Tai Tokerau Regional Council farewelled PNA Margaret Cain, and welcomed the new PNA Catherine Lambe.

Last year’s Regional Convention received positive feedback from members, saying the International Nurses Day poster speakers remained a highlight with the sharing of information between members from around the region.

Many sectors were busy with bargaining achieving some great outcomes.

Te Rūnanga Regional Council has an increase of members due to more Māori nurses graduating.

**Top of the South Regional Council**

Chair: Joan Knight

Membership numbers within the region remain stable with expected drop in students between December and February.

Council membership numbers for DHB delegates remain small. Participation of Te Rūnanga and NSU representatives was limited due to family, work, and study commitments. Council successfully trialled Zoom in February 2020 to link with Wairau delegate, with the intention to continue to use this communication tool in the future.

Work and family commitments meant Council was unable to provide a professional forum in the latter third of the year.

Highlights include:

- **Nurses a Voice to Lead – Health for All** was the theme for following events:
  - Regional Convention: A record 80 people, including members, staff, and guest speakers, attended convention on 16 May 2019. Speaker topics included alcohol and drug use within nursing profession, the impact of suicide in the community, base resilience for nursing, models of care for the future, health and safety lessons from the past.
• Annual Dinner Forum: International Nurses Day Event combined with Annual Dinner Forum. Local nursing presenters, provided insights into their areas of specialty (Plunket and Cardiology/Radiology), were joined by the Kaiwhakahaere Kerri Nuku presenting on the Inequities in Healthcare.
• Remit Forums: Limited numbers took advantage of remit information forums in Nelson and Wairau. Forums included information on NZNO structures and member benefits.
• Professional Forum: Alcohol Use – Magnifying Out – highlighting the impact within communities, was well received.
• Support for PNA forums at Nelson and Wairau.
• Newsletters: Four newsletters keeping members informed on regional and national activities.
• Education funding: No applications were received for this year despite advertising in newsletter and at events. Application form updated. Surplus going forward has increased.
• Elected new Membership Committee representative: Valerie Weir-Van Til.
• Regular agenda slot at NZNO Workplaces Committee meetings at NMDHB.

Other Regional Councils
Canterbury/Waitaha Central Regional Council
West Coast/Te Tai o Poutini Regional Council
Colleges & Sections
Colleges

Cancer Nurses College
Chair: Kirstin Wagteveld (Unahi)

Strong workforce
In 2019 the MoH announced the development of the Cancer Control Agency to direct cancer care strategy. Nursing is an integral part of cancer care from screening to end of life care. Committee was disappointed that a nurse was not appointed to the Interim Cancer Control Agency Board when it was first formed and expressed concerns to the MoH, lobbying for the inclusion of nursing representatives at all levels of decision-making related to cancer. The CNC has since been asked to nominate a representative to join the Cancer Agency – National Clinical Assembly. CNC also have nursing representatives on a number of MoH and across health work force working groups, including Medical Oncology, Haematology, Radiation Oncology, Standardisation of Anti-Cancer Treatments, as well as a number of Australasian initiatives. The CNC continues to look for further opportunities to represent cancer nurses.

Skilled nurses
The CNC BGM/conference was held in conjunction with the New Zealand Society of Oncology conference in Wellington in October 2019. An election was held for the first time via electronic ballot for committee positions. While voting numbers reflected the general trend in NZNO voting numbers, there was positive feedback around the process itself.

During the conference there were combined sessions, with breakaway nursing sessions. One key note speaker was Professor Mei Krishnasamy, a nurse researcher from the University of Melbourne who spoke at the combined and breakaway sessions. Prof Krishnasamy spoke on the importance of building capability for nurse-led research and was well received by all participants both in the nursing and combined sessions.

Planning is underway for our BGM 2021 and the committee is considering various options including holding one day symposiums in different locations to make it easier for members to attend and reduce costs. CNC hope to hold some form of celebration as this will be the 25th anniversary of the Cancer Nurses Section/College.

College of Child and Youth Nurses NZNO
Chair: Olivia Sanders

Improved health outcomes
- A committee member was assigned to review the way the College deals with submissions and consultations with a set goal to complete two submissions a year. This new role commenced last year, and it is currently working well. CCYN has also set up a specific email address to process submissions, to ensure that all submission data is in one place.
- Continue to distribute Newsletter three to four times a year, receiving positive feedback from CCYN members. They find it thought-provoking and educational.
- Plan is in place to support ‘Strategy for Nursing’ action points. These are addressed annually through the work plan for the year

Skilled nurses
- Commenced revision of knowledge and skills framework, awaiting a meeting with key stakeholders to proceed to the next stage.
- Symposium held in October 2019 in the Hawke’s Bay.
- Planning commenced for symposium in 2020, but has been put on hold due to the Covid-19 outbreak. The next symposium will likely be held in 2021.
- Alerting members to all relevant paediatric study days from a variety of organisations and DHBs to ensure that members are being given opportunities for further education to build on their current skillset.

Strong workforce
- Scholarships were provided for nursing students to attend the symposium.
- Passed a remit to allow CCYN to have nursing students as associate members.
- Granted scholarships for two CCYN members to attend conferences around New Zealand.
- CCYN membership survey completed and data analysed.
• Continued to have discussions with key stakeholders in the revision of the Child Health Knowledge and Skills Framework

Effective organisation
• Committee roles discussed and confirmed for 2020.
• Committee is clinically and geographically diverse to ensure there is a wide representation of child health nurses.
• As a member-focused College, CYN rely greatly on the membership survey results to guide the work plan for each year, to ensure members’ needs are met. For example, the running of the annual symposium and the creation of the CCYN newsletter will continue, as a direct result of members’ feedback.

New Zealand College of Critical Care Nurses
Chair: Steve Kirby

Improved health outcomes
• Sponsored two members to go to the world congress in Melbourne – they brought back information for their hospitals and wrote articles that have been published for the membership in Critical Comment.
• Rachel Yong is the editor of the Critical Comment newsletter, which will be published quarterly, and will inform and promote critical care nursing.
• Contributed to consultation across the health and social sectors on a wide range of topics.
• Developed Memorandum’s of Understanding with Australia New Zealand Intensive Care Society and the Australian College of Critical Care Nurses.
• Engaged with ICU Directors NZ Group and Clinical Nurses Managers in pandemic planning and management.
• Updated the definition of Critical Care Nursing and a Critical Care Nursing Education Position Statement.

Skilled nurses
• Secured funding through Fisher and Paykel for a web-based education platform from the World Continuing Education Alliance. This brings a huge amount of well-respected international educators and pioneers to the membership of NZCCCN.

Strong workforce
• Current membership of the NZCCCN for January 2020 is 988. Renee Holland has been managing membership and in contact with the unit representatives from around New Zealand, engaging with them to promote the NZCCCN.
• Strengthened links to ACCCN, WFCCN, WFPICCS, ANZICS and NZNO.

Effective organisation
Tania Mitchell and Erin Williams (Treasurer) attended the NZNO AGM in 2019 as well as the SGM held at the end of the year. They represented the membership of NZCCCN and they voted on behalf of the NZCCCN membership.

Aotearoa College of Diabetes Nurses
Chair: Roberta Milne

Improved health outcomes
• The committee made submissions in December 2019 to Council on behalf of members who are registered nurse prescribers, for amendments to be made to the medication list available to them including both new and unfunded medications. Automatic inclusion of these to the medication list would mean that nurses could ensure all patients they see have equitable access to these medications so improving glycaemic control along with potential short- and long-term health outcomes.

Skilled nurses
• Professional development is an on-going commitment for the ACDN committee and includes a study day for nurses prior to the Annual Scientific meeting each year in May. The study day is coordinated by committee in conjunction with the New Zealand Society for the Study of Diabetes.
• A regional study day was held in Rotorua
• Publication and revision of the National Diabetes Nursing Knowledge and Skills Framework 2018 available as a resource for all nurses.
• Healthmentoronline which is a diabetes-based education programme providing certificated training for all nurses.

**Strong workforce**

• More than 400 nurses are part of membership.
• An accreditation programme is offered and applications are assessed bi-annually.
• Assessors training days are offered on two-yearly basis as necessary.
• Review of national and international guidelines on diabetes management.

**Effective organisation**

• Regular ACDN committee meetings are minuted.
• Delivered Quarterly On Target newsletter to all members.
• Committee attended NZNO annual conference.
• Contributed regular updates for ACDN website ensuring content is current.

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**College of Emergency Nurses New Zealand**

**Chair: Dr Sandra Richardson**

The College of Emergency Nurses New Zealand (CENNZ) has worked to operationalise its strategic vision of being the leading authority for emergency nursing in New Zealand. Key work has been the development of the emergency nursing workforce, submissions and consultations, engagement with key stakeholders and strengthening national emergency nursing networks.

**Improved health outcomes**

Active in providing representation on issues which impact on health outcomes, equity and access, and emergency care. This includes submissions to: Protection of First Responders bill, Council NZ: Disclosure of Nurse’s Names, Australian College of Emergency Medicine (ACEM) : Systematic review and draft statement on time based targets, Paracetamol labelling, WorkSafe NZ: Draft guidelines Violence in Healthcare, ACEM: Changes to emergency medicine training.

A remit was accepted at the 2019 CENNZ AGM to adopt a CENNZ position statement on Overcrowding.

**Skilled nurses**

• Provision of the National Triage Course remains the core business of CENNZ.
• Provided a Triage Course in Kaikōura to meet the needs of the local community.
• Allocated funding for post-graduate study, education, course and conferences.
• Continued to support the delivery of the international trauma course (TNCC) and emergency paediatric course (ENPC).
• Established and funded an annual Emergency Nurse Leadership grant. This has supported two emergency nurses to attend the Flinders University Course for developing emergency nurse leaders.

**Strong workforce**

• The 28th CENNZ Emergency Nurses National Conference and AGM were held in Hamilton in September 2019. The theme was Kotahitanga – Compassion and Inclusion.
• Supported the national networks of Advanced Emergency Nurses (AENN), Clinical Nurse Managers (CNMN) and Nurse Practitioners (NPN). This has enabled collaboration on clinical, professional and leadership issues.
• A remit was passed at the CENNZ AGM to support the development and funding of a CENNZ National Nurse Educators Network. The inaugural meeting will be in 2020.
• Continued to develop social media platforms, Twitter and Facebook, to increase member engagement and communication.
Emergency Nurse Journal was published in March, August and November 2019.

Collaborated with Nurse Practitioners NZ (NPNZ) to provide a submission to ACEM on the scope of NPs in emergency departments.

Effective organisation
- In 2018 CENNZ requested that NZNO prioritise work to address violence and aggression experienced by nurses in the workplace. Following this NZNO formed the Aggression Violence Action Group. CENNZ has representation on this group.
- Provided representation to the National Sepsis Action Group. This group has a mandate to formulate a national sepsis plan to meet WHO recommendations.
- Awarded five complimentary conference registrations to CENNZ members working in the Christchurch emergency department in recognition of the care provided on 15 March, 2019. A similar offer will be made available to Whakatāne emergency department in 2020.
- Entered into an agreement with ProQuest which will see the CENNZ Emergency Nurse Journal on the ProQuest Nursing and Allied Health database.
- Continued to collaborate with key partners and stakeholders. These include NZNO, ACEM, MOH, College of Emergency Nurses Australasia (CENA) NPNZ.

NZNO Gastroenterology Nurses College
Chair: Karen Clarke

Committee
- Three new faces joined the committee this year: Lydia White – Rotorua, Marian O’Connor – Taranaki (Secretary), Merrilee Williams – Dunedin. Merrilee has been learning about the website, and Julia Anderson was appointed as GNC PNA.
- Committee face-to-face meetings held in February and August, with teleconferences throughout the year. Rules were updated and policy formulated for sub groups to join NZGNC: being the IBD Nurses, Hepatitis nurses and Nurse Endoscopists. This is an exciting change moving forward as these specialist groups can now be assured of support from the college.
- The Chair is on the committee of NZ Society of Gastroenterology (NZSG) and Endoscopy Governance Group NZ (EGGNZ). With gastroenterology moving forward at a fast pace it is important that the college has a voice on these committees. With MoH endorsement EGGNZ has produced NZ Endoscopy standards for all units both public and private.

Education
Actively seeking to support nurses into specialist practice and has expert contacts for those who wish to progress their career in gastroenterology.
- There is education funding to encourage growth of gastroenterology knowledge and the grants have been increased to reflect increased costs.
- The College continues to support the Olympus Academy and GENCA fundamentals of Endoscope Reprocessing workshops throughout New Zealand. The College supports attendance by those who are in contact with flexible endoscopes, i.e. Nurses, SSD, HCA, Technicians.
- The annual Gastroenterology Charge Nurse Managers study day held in August has been rebranded – Endoscopy Leaders and Managers Study Day. This to encompass a broader range of attendees who have management responsibilities but not the title of charge nurse. This was well attended by 50 attendees from both private and public gastroenterology units.

"With gastroenterology moving forward at a fast pace it is important that the college has a voice on these committees."
• The annual combined conference in November is a full academic programme for both nurses and consultants. The meeting funds international expert nurses in gastroenterology specialties to share knowledge and practice experience with the intent to improve patient care and keep New Zealand up-to-date with best practice and new ideas from larger centres.

• This is an opportunity for nurses to present papers and posters which attract prizes and encourage quality improvement and academic writing activities.

Communication
• GENCA has a varied communication plan amongst members which includes the NZNO managed web page, membership email list, college moderated Facebook group page to widen the information sharing, and the Tube quarterly journal. The Tube is now delivered electronically. Membership continues to increase.

College of Gerontology Nurses
Chair: Bridget Richards

Improved health outcomes
• Committee members and other College of Gerontology Nursing (CoGN) members are participating in the current Health and Disability Sector Standards review process, on both national working groups and at regional level.

• CoGN committee and wider members peer reviewed and supported a Health Safety and Quality Commission project to promote Appropriate medication use in Aged Residential Care.

Skilled nurses
• Biennial conference was postponed from March until October 2020

• CoGN members receive the monthly newsletter and recently extra information has been distributed to the membership as appropriate due to Covid 19.

• A new and updated CoGN knowledge and skills framework will be launched at Conference in October.

Strong workforce
• CoGN has entered a partnership with the NZ Design Factory to develop pathways and options for encouraging nurses to work in the aged care sector. This is a very exciting and innovative project and may have global significance. It is a collaborative package with education, research and industry partners, to be completed over 20 months.

Effective organisation
• CoGN and the aged care sector group have joined forces and meet biannually to provide a whole-of-organisation approach (Industrial + Professional) to give a more rounded view of nursing in the aged care sector. CoGN committee also connect directly with lead organisers at committee meeting as appropriate.

• Active membership of the NZNO addressing violence and aggression against nurses, identifying in particular the challenges of working in the aged care sector with those who have cognitive and physical impairments.

This is a very exciting and innovative project and may have global significance.
Infection Prevention and Control Nurses College
Chair: Carolyn Clissold

Activities include:

**SurveyMonkey on communication and engagement**
- Survey ran in 2019, with 46 respondents.
- Directed the activities of the IPCNC Committee and helped establish priorities, for example: members liked the Controller newsletter; read the E news; but needed help working through the Webber processes to take part in the online education.
- Regional meetings provided networking opportunities.
- Committee was inspired to keep going with an expanded Controller newsletter.
- Members were asked what would help to increase the number of poster presentations.
- Feedback was noted by conference committee and more posters were presented this year at the annual conference and AGM in Christchurch.

**Representation on the update to the Health and Disability Sector – Standard (NZS8134:2008)**
- In May the MoH asked for IPC nurses to be represented on the working groups for the revision of NZS 8134. After calling for applications the Committee sent four representatives to meetings around the country for the Scoping Workshops.
- Applied to ACC and received funding to run workshop for those who had expressed interest in being consulted regarding the Standard.
- Sixteen members met in Wellington with a facilitator and two Infectious Diseases doctors to drill deeper into what the IPC standard of the future needed to include. Thanks to ACC for enabling this to happen.
- Provided support for three members to represent the IPCNC in Wellington on the Health and Disability Sector – Standard (NZS8134:2008) review.
- Continuing to work with MoH to ask for support of the continuation of the AS/NZS 4187:2014 Reprocessing of reusable medical devices in health services.

**Website Change Project Manager**
- IPCNC website is being upgraded.

**Representatives on national groups**
- IPC nurses continued to represent the IPC agenda on many national committees, including: HQSC, ACC, HARC (Health Antimicrobial Resistance Committee) and on Standards and Products review.
- Covid-19 dominated 2020; usual projects and education are on hold.

Neonatal Nurses College Aotearoa
Chair: Gina Beecroft

This has been a year of professional practice highlights and national service delivery developments. Energy and expenditure focused on hosting an international conference, plus ensuring NNC added to the conversations and work regarding ongoing national neonatal service pressures and over occupancy issues.

Highlights and activities include:

**Improved health outcomes**
- Participation in national and international neonatal research projects.
- Feedback provided on several submissions providing neonatal nursing perspective.
- Involvement in national practice recommendations.
- Continued consultation to representation of neonatal issues via Newborn Clinical Network to MoH.
- Representation on MoH newly commissioned Transitional Care working group.
- Release of the long-awaited national review of neonatal intensive care service commissioned by MoH in response to concerns about ongoing pressure on neonatal intensive services, identified “Transitional Care” as one strategy to help address care capacity.
Skilled nurses
- Hosted the Council of International Neonatal Nurse (COINN) International Conference Enriched Family-Enhanced Care, Whānau/Ko e Fakaloa‘o e Famili (Share the Care) and COINN AGM in Auckland May 2019. It was attended by over 400 delegates representing over 22 countries.
- Conference showcased New Zealand neonatal care, contributed internationally by delivering leading-edge and best-practice learning, and built COINN collegiality and connected nurses globally.
- Presentation of the Neonatal Nurse in recognition of service and contributions to neonatal practice.
- Held Nursing Forums and AGM, Wellington, October 2019. Concurrent Forums; Clinical and Management, Neonatal Nurse Practitioner (NNP) and Data Collectors Australia and New Zealand Neonatal Network (ANZNN). Designed to foster national networking, and an opportunity for collegial sharing and support for these distinct groups that have unique workplace challenges.

Strong workforce
- Focused on improving of national sharing, provided the conduit for collegial networking, sharing of practices, guidelines and experiences.
- Strengthening of the Neonatal Nurse Practitioner group, fostering connections, mentorship, and expert contacts for those considering this pathway.

Effective organisation
- Financially healthy, guarding sustainability by using resources wisely, but ensuring reinvestment back into membership. Allocated significant funding for scholarships for courses, conferences, post graduate education.
- Redeveloped the newsletter.

Perioperative Nurses College
Chair: Juliet Asbery
The biggest highlight for the PNC was the annual conference, held in October 2019 in Hamilton. The theme was ‘Lifeblood’ and focused on how PNC relate as health professionals in the evolving perioperative environment. PNC 2020 conference in Christchurch has been postponed due to Covid-19.

Improved health outcomes
- PNC continued to promote excellence in patient care.
- The conference included sessions relating to preventing perioperative hypothermia, recognising sepsis, decontamination and sterilisation, and pre-admission assessment.
- The National Committee continues to be involved in national and Australasian discussions and forums on the Registered Nurse Anaesthetic Assistant and Safe Sedation (PS09).

Skilled nurses
- The only tertiary provider of the Registered Nurse Assistant to the Anaesthetist (RNAA) course in New Zealand stopped offering this in 2019.
- PNC has been working with Southern Cross Hospitals who are offering an excellent and appropriate RNAA course to nurses from their and other organisations.
- Many DHBs are registering nurses for the course, and this is serving to support professional development for nurses in the perioperative environment.

Strong workforce
- PNC promotes the development of nurse leaders in the perioperative environment.
- The International Federation of Perioperative Nurses ran the Florence Nightingale Challenge, an initiative where a person new to a leadership role or with the potential for leadership is nominated for a year of support and mentorship from an international nursing leader.
- A candidate from CCDHB was selected for the programme this year.
Effective organisation

• PNC recognise the need to keep membership engaged in order to survive as a professional organisation.
• PNC national committee is working together to evaluate and establish new communication tools and forums such as social media and online networking.
• PNC is navigating the complexities of these forums to ensure that the PNC remains a safe, effective and productive college that has relevance to its membership.

Strong workforce

• College has seen a steady increase in membership.
• Members are able to belong to three colleges or sections.
• College continues to offer scholarships to encourage and assist nurses increase their knowledge and skills.
• Easy access to recent research and data on respiratory health within New Zealand encourages a stronger skill base for nurses working with respiratory conditions.
• College continues to advocate to government to prioritise more and improved policies for better respiratory health for New Zealand.

Improved health outcomes

• In 2019, the College commenced a review of the New Zealand Adult Respiratory Nursing Knowledge and Skills Framework. This will be presented at the 2020 Respiratory Symposium in April 2020.
• The framework is relevant for all nurses working with respiratory conditions from new graduates to expert nurses.
• Nurses have a resource that will assist in the management of respiratory conditions to improve health outcomes.
• The New Zealand Adult Asthma Guidelines were reviewed and updated and will be published in late 2020.
• 2020 is the year of Single Inhaler Therapy for mild to moderate Asthma suffers.

Skilled nurses

• The College continued to encourage nurses to increase their knowledge in the Respiratory field through ongoing education and accessing information and resources via the College website and the AIRWAYS newsletter.
• With the increasing incidence of long-term respiratory conditions there is a need for skilled nurses in this field.
• The theme for Respiratory Symposium being held this year is Bronchiectasis. The information gained on the day will give skills to better manage this condition which continues to increase in New Zealand.

College of Respiratory Nurses

Chair: Marilyn Dyer

College of Stomal Therapy Nursing

Chair: Leann Thom

The NZNO College of Stomal Therapy Nursing (NZNOCSTN) continues to be a lead voice for Stomal Therapists and nurses with an interest in stomal therapy.

Highlights include:
• With the Australian Association of Stomal Therapy Nurses, and in conjunction with the Colorectal Surgical Society of Australia and New Zealand, NZNOCSTN planned for the Tripartite conference, in Auckland in November, 2020. Due to Covid-19, the conference has been postponed and the organising committee will look at the feasibility of holding it in 2021.
• Contracted an external provider to develop a Knowledge and Skills Framework (KSF) for stomal therapy. The committee was reviewing the final draft ready for the Tripartite conference in November when the membership could review and approve. Due to the conference postponement the KSF is delayed, but the committee looks forward to having it as another tool for nurses working in stomal therapy.

• Continue to publish its journal The Outlet three times a year, distributed as hard copy to all of its membership. It provides an educational platform for its membership, with its many high-quality articles and case studies. The committee will continue to support education for nurses working with stomal patients.

Women’s Health College
Chair: Denise Braid

Highlights include:

• Achieved PHARMAC making the decision to fund Mirena IUS for contraception, and women now have access to the supply of menstrual products.
• Chair Denise Braid represented NZNO at Surgical Mesh Forum at the conclusion of the restorative justice process. NZNC and NZNO were invited to attend as a nursing voice had been missing from the hui happening across the country.
• Supported Sarah Donovan’s proposal for PHARMAC to fund menstrual products which was unfortunately declined.
• Made written and oral submissions to support the Abortion Law reforms which were passed on 24 March 2020. Abortion services will move from being under the Department of Justice to the MoH.
• AGM and conference planned for May in Dunedin was cancelled, but it is hoped a similar programme will be offered in Dunedin in May 2021.

Other Colleges
College of Air and Surface Transport Nurses
College of Primary Health Care Nurses

The committee will continue to support the development of this course to ensure nurses entering the field or upskilling in stomal therapy, have access to the right education.

• The lack of courses in New Zealand for nurses to train as Stomal Therapists is an ongoing issue. Currently nurses are opting to complete online study through The Australian College of Nursing, an overseas provider. This course costs over NZ$15,000 which inhibits New Zealand nurses undertaking the study. NZNOCSTN has approached ARA Polytechnic to explore the option of having a New Zealand based stomal therapy qualification and they have agreed to do this. The committee will continue to support the development of this course to ensure nurses entering the field or upskilling in stomal therapy, have access to the right education.
Enrolled Nurse Section
Chair: Robyn Hewlett

**Skilled nurses**
- The Enrolled Nurse Section welcome and congratulates the Minister of Health for providing funding for newly graduated enrolled nurses in New Zealand. The ‘Enrolled Nurse Supported into Practice Programme’, (ENSIPP), starts in July 2020.
- The Advanced Choice of Employment (ACE) is being offered alongside the new Enrolled Nurse Supported into Practice Programme.
- Eight polytechnics in New Zealand are now offering the New Zealand Diploma in Enrolled Nursing, with NorthTec starting in March 2020.

**Strong workforce**
- Continued to raise the profile of enrolled nursing in New Zealand and to advocate for enrolled nurse membership and engage with stakeholders.
- There has been an increase and a continuation of advertising of Enrolled Nurse positions across New Zealand in most DHBs, including advertisements for new enrolled nurse graduates.

**Effective organisation**
- The 42nd Enrolled Nurse Section NZNO Conference The year of The Enrolled Nurse was cancelled due to Covid-19, and re-scheduled for May 2021 in Dunedin.
- Enrolled Nurse Scope of Practice survey was conducted in November/December 2019 with an overwhelming response of 57 percent who were financial members of NZNO at the time of the survey and with an email address registered with NZNO.
- Enrolled Nurse Section NZNO National Committee met with the MoH, Chief Nurse, Margaret Broodkoorn, in November 2019, and in February 2020, met with Catherine Byrne, Chief Executive/Registrar of the Council.
- Connections continue with international nursing groups, the Registered Practical Nurses Association of Ontario.
- Currently developing a marketing plan with NZNO.

Mental Health Nurses Section
Chair: Helen Garrick

**Improved health outcomes**
- Meetings with CEO of Mental Health Foundation to explore possibilities for shared approaches to mental health and addiction issues.
- Consultations included draft revisions to the Guidelines for the Mental Health Act.
- Chair of MHNS attended the Australasian College of Emergency Medicine (ACEM) Mental Health summit held on 7 June 2019 in Wellington.
- Media responses to mental health service deficits including Stuff article on violence in mental health services.
- Chair and PNA of MHNS attended ‘Leading Sustainable Change’ National workshop hosted by Te Pou, and the Werry Centre. The workshop discussed systems change recommendations from key leaders in response to ‘He Ara Oranga: Report of the Government Inquiry into Mental Health and Addiction’, and to prepare for change by introducing a framework to support the sector to implement sustainable change.

**Skilled nurses**
- MHNS National Forum ‘Into the Future’ held at Massey University Wellington on 26 August 2019, which was well attended and received positive feedback. Speakers included the Hon David Clark, Minister of Health who noted that this was the first time a Minister of Health had spoken at a mental health nursing forum. Presentations from speakers such as Tessa Maguire, Lecturer, Forensic Mental Health Nursing, Swinburne University of Technology, Safe Wards Initiative; Robyn Shearer, Deputy Director, General Mental Health and Addiction; Dr Sarah Gordon, Senior Research Fellow/Clinical Lecturer, Service User Academic; and Valerie Williams, Kaimanaaki, Te Rau Ora.
- Chair of MHNS engaged with Executive Director of the Australian College of Mental Health Nurses regarding mental health nursing workforce development in Australia.
Strong workforce
- MHNS committee member Cecil Williams represents the committee on AVAN.
- Meeting with Toni Dal Din (MH Nurse Advisor MoH) and Sophia Haynes (Programme Manager Mental Health, MoH) to discuss the future of the mental health nursing workforce.
- Exploration of collaboration with PSA on mental health professional issues affecting members from both organisations.
- Chair of MHNS attended the MoH Mental Health and Addictions Nursing Recruitment Campaign Workshop (ongoing).

Effective organisation
- A follow up member survey is planned to identify current mental health and addiction nursing concerns.
- MHNS committee members Brent Doncliff and Jennie Rae contribute to the wider organisation through the Membership committee.
- MHNS mental health nursing newsletter continues to be well received by nurses and Facebook page has over 600 members.

NZNO Nursing Leadership Section/Tapuhi Mana Whakatipu
Chair: Debbie O’Donoghue

Highlights and achievements include:
- Name change endorsed February 2020 from NZNO Nurse Managers Section to Nursing Leadership Section, NZNO Tapuhi Mana Whakatipu.
- Established a national coaching and mentoring network for members.
- Ongoing commitment to coaching and mentoring workshops for members with a planned increase in opportunities 2020 and national/regional spread.

Improved health outcomes
- The Nurse Leadership Section is dedicated to sound nursing management and leadership with a mission to ‘Guide and support the development of resourceful nursing leaders, encouraging nurses to become innovative and sustainable in the delivery of equitable healthcare.’ This will be achieved through supporting and providing resources for nursing leaders to be equipped to be effective and skilled leaders within healthcare in New Zealand.

Skilled nurses
- Section’s vision is to be professional providers of clinical management and to be integral members of the nursing workforce and the health service leadership team.
- Through establishing a nursing leadership section, it is hoped to encourage nurses in leadership roles who may not be managers, to benefit from the support, networking and resources available to section members, to provide them with continuing education opportunities, leadership and professional development resources and collegial networking and mentoring support.

Through establishing a nursing leadership section, it is hoped to encourage nurses in leadership roles who may not be managers...
Strong workforce
- Membership currently attracts nursing managers across primary, secondary, rural, private and aged care.
- Renaming the section to include nursing leaders will broaden and grow membership, strengthening and developing skilled nursing leaders of the future.

Effective organisation
- Successfully appointed new committee members to ensure a representative committee that is able to plan, implement and deliver on our agreed goals and mentor into future office roles.
- Continue to be fiscally responsible and able to re-invest back into membership which includes supported workshops, resources, and grants and scholarships, to ensure sustainability.

Nursing Research Section
Chair: Louise Chan
Achievements include:
- Membership has increased within the year to 331 members.
- At full capacity within committee following end-of-term elections and looking forward to working alongside membership in the year ahead.

Improved health outcomes
- Social media – Promoted best practice and excellence in patient care by improving members’ access to articles of interest, international research, conferences, etc. The NRS has an increased presence through Twitter, Facebook and LinkedIn accounts thus increasing availability of information to membership.

Skilled nurses
- Annual forum – Held an informative and inspiring research forum at Te Auaha campus in central Wellington on 21 February 2020. Part of the NRS action plan is to continue to improve the profile and visibility of nursing research through this forum. Dr Jeremy Hapata from Massey University was keynote speaker, giving kōrero on his PhD journey utilising Kaupapa Māori method and thematic analysis.
- Research grants – Provides members the opportunity to apply for grants to attend or participate in events related to nursing research that will further their knowledge in the field they are working. Five grants were awarded in 2019/2020. These grants are presented to NRS members who show evidence of scholarship as defined by Boyer (2000) and is a demonstration of academic excellence in the areas of discovery, teaching and learning, application and integration.

Strong workforce & effective organisation
- Member survey – Completed biennial member survey designed by the committee, disseminated to the membership via email and completed via Survey Monkey. This connects the NRS committee directly with the membership and provides valuable insight and direction to assist with strengthening the contribution of research and evidenced based practice within nursing workforce. The results of this survey inform action and work plan.
- New logo – Launched new logo at Annual Forum in February. The Ruru (Morepork) is a powerful figure in Māori mythology and tradition. It is believed that these owl spirits can act as kaitiaki or guardians with the power to protect, warn and advise. The new logo is the eye of the Ruru/Morepork, representing the NRS’s focus on knowledge. The magnifying glass represents the search for knowledge through study and research. The Koru is symbolic of new life, growth, strength and peace. The frond symbolises the inquisitive side of research. This new logo moves the NRS into a new decade and welcomes the creativity, collegiality and comradery there is to come.
Pacific Nursing Section
Chair: Eseta Finau

Malo e ilei, Talofa lava, Kia Orana, Ni sa bula, Namaste, Taloha ni, Fakaalofa lahi atu, Kam na mauri, Halo olaketa, Kia ora and Greetings to you all!

Highlights include:
• Pacific Annual International Nurses Day celebration held in Wellington hosted by PNS Tokelauan Nurses.
• Pacific Nurses 2019 Conference and AGM well attended and resolutions discussed re: terms of office.
• Inaugural PNS service awards for Service to Pacific communities agreed and awarded to a long standing member.

Achievements include:
• Pacific nursing members’ voluntary deployment to help with the measles outbreak in Samoa. This was through NZ Samoan Nursing Association and PACMAT.
• Pacific nominee for the NZNO awards was acknowledged as the 2019 recipient of the NZNO Grand Award.
• PNS continues to maintain good working relationship and partnerships with other Pacific Professional Associations and the Pacific Medical Association.

Issues include:
• Registration of Pacific Trained nurses (challenges with process continues).
• Recruitment of Pacific Nursing student membership remains a challenge.
• Pacific nursing leadership pathways and process remains an issue.

Many thanks to all members, friends and families for their continued support.
Please keep well and stay safe!
Malo ‘aupito.
Governance
### Governance

#### Board members

Elections for seven vacancies on the Board were held in 2019 following which seven new members joined the Board. The outcome of the election took effect at the 2019 AGM.

- Kerri Nuku, Kaiwhakahaere
- Grant Brookes, President
- Titihuia Pakeho, Tumu whakarae
- Cheryl Hanham, Vice President (to March 2020)
- Eseta Finau (to September 2019)
- Juliet Manning (to September 2019)
- Maria Armstrong (to September 2019)
- Karen Naylor (to September 2019)
- Cheryl Hammond (to September 2019)
- Andrew Cunningham
- Simon Auty (from September 2019)
- Margaret Hand (from September 2019)
- Anamaria Watene (from September 2019)
- Anne Daniels (from September 2019)
- Sela Ikavuka (from September 2019)

#### Board committees and their roles

The NZNO Constitution requires the establishment of the Membership Committee and Te Poari o Te Rūnanga o Aotearoa. The Constitution gives the Board the power to establish other committees of the Board for a particular purpose. The Board has established an Audit and Risk Committee, a Governance Committee and a Chief Executive Employment Committee.

**Te Poari o Te Rūnanga o Aotearoa (Te Poari)**

The functions of Te Poari are to support the Board by working in partnership to achieve the NZNO strategic aims in giving effect to te Tiriti o Waitangi and by working with the Board to give full recognition of the Memorandum of Understanding of July 2000 between Te Rūnanga o Aotearoa and the NZNO. The aim of Te Poari’s advice must be to ensure that NZNO processes reflect and uphold Tikanga Māori, and articulate Te Rūnanga regional issues.

**Membership Committee**

The functions of the Membership Committee are to support the Board by working in partnership to achieve the NZNO strategic aims in giving effect to the te Tiriti o Waitangi. The aim of the Membership Committee’s advice is to ensure that the needs of the membership are canvassed and known, and articulated to the Board.

**Audit and Risk Committee**

The Audit and Risk Committee has been established for the purpose of providing advice and recommendations assisting the Board in discharging its responsibilities with respect to overseeing all aspects of financial and non-financial reporting, control and audit functions and organisational risk. The Board has delegated to the Audit and Risk Committee the function of providing advice and recommendation to the Board to assist in the proper auditing of its financial affairs, liaison with the external auditors, the annual accounts, financial scrutiny, insurance contracts, debt funding and risk management.

#### Audit & Risk Committee

Cheryl Hanham (to March 2020), Kerri Nuku (ex officio), Grant Brookes (ex officio), Cheryl Hammond (to September 2019), Maria Armstrong (to September 2019), Juliet Manning (to September 2019), Karen Naylor (to September 2019), Anamaria Watene, Margaret Hand, Katrina Hopkinson

#### Governance Committee

Kerri Nuku, Grant Brookes, Juliet Manning (to September 2019), Sandra Corbett, Shannon Lake, Cheryl Hanham (to March 2020)

#### Chief Executive’s Employment Committee

Cheryl Hanham (to March 2020), Eseta Finau (to September 2019), Maria Armstrong (to September 2019), Titihuia Pakeho, Simon Auty (from February 2020), Grant Brookes (from February 2020) and Anamaria Watene (from February 2020).
Governance Committee

The purpose of the Governance Committee is to assist the NZNO Board to improve its effectiveness and continuing development. This includes activity such as recommending to the Board any policies and processes designed to provide for effective and efficient governance, including but not limited to recommendations for:

- Evaluation and professional development of the Board and individual Board members.
- Evaluation and professional development of the President and Kaiwhakahaere.
- Recommending to the Board plans for Board member education, including new member orientation.
- Overseeing the Board’s self-assessment and improvement process every one or two years.
- Recommending, via the Board, to the NZNO membership the competencies and attributes the Board is seeking ahead of Board nominations/elections.

Chief Executive Employment Committee

The Chief Executive Employment Committee has been established for the purpose of providing advice and recommendations assisting the Board in discharging its employment responsibilities in respect to the Chief Executive and on general remuneration issues.

Being a good employer

NZNO adheres to good employer requirements, and actively maintains and implements programmes and policies to promote equity, fairness and a safe and healthy working environment. NZNO has systems and processes to retain its status as an accredited Living Wage Employer.

Workforce profile

Investment in staff

NZNO believes in investing in employee professional development as part of our efforts to ensure that we have an effective organisation.

At NZNO we have 139 employees, and over the last financial year NZNO has invested $86,715 in employee development which can be broken down as follows:

- Staff Professional Development Fund (PDF) $39,438
- Staff personal development/training outside of PDF $36,181
- Professional memberships $11,096

The return on this investment in professional development is more effective and better trained employees, a more loyal workforce leading to less turnover and higher staff engagement.

Equal pay

Statement on Equal Pay (comparison of salary costs by gender for the same roles).

Using the Statistics NZ methodology for the pay equity measure and the hourly rates for NZNO identifying the median, the gender pay gap is zero as both males and females’ median are $48.14 per hour pay rates.
Our staff

Gender breakdown (binary)

88% FEMALE
12% MALE

Median hourly rate

$48.14
(Male and female)

Gender pay gap

ZERO

Staff makeup

NZNO enjoys a relatively stable staff complement with 37% percent of staff employed for longer than 10 years:

Service

- 0-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- 26-30 years
- 31+ years
During the year, the number of employees who received remuneration and other benefits in their capacity as employees of NZNO, the value of which was or exceeded $50,000 was as follows:

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<thead>
<tr>
<th>REMUNERATION RANGES</th>
<th>2018/19</th>
<th>2019/20</th>
</tr>
</thead>
<tbody>
<tr>
<td>$50,000 to $59,999</td>
<td>11</td>
<td>8</td>
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<tr>
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<td>$110,000 to $119,999</td>
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<td>$150,000 to $159,999</td>
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<tr>
<td><strong>Total</strong></td>
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<td><strong>128</strong></td>
</tr>
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</table>
NZNO Directory

Board Members

Kerri Nuku  
Kaiwhakahaere

Grant Brookes  
President

Titihuia Pakeho  
Tumu whakarae

Cheryl Hanham  
Vice President (to March 2020)

Andrew Cunningham

Cheryl Hammond  
(to September 2019)

Eseta Finau  
(to September 2019)

Maria Armstrong  
(to September 2019)

Karen Naylor  
(to September 2019)

Juliet Manning  
(to September 2019)

Simon Auty  
(from September 2019)

Margaret Hand  
(from September 2019)

Anamaria Watene  
(from September 2019)

Katrina Hopkinson  
(from September 2019)

Anne Daniels  
(from September 2019)

Sela Ikavuka  
(from September 2019)

Management Team

Memo Musa  
Chief Executive

Cee Payne  
Industrial Services Manager

David Woltman  
Manager Corporate Services

Mairi Lucas  
Manager Nursing and Professional Services

Glenda Alexander  
Associate Industrial Services Manager

Hilary Graham-Smith  
Associate Professional Services Manager  
(to March 2020)

Leianne Fraser  
Senior Advisor, Human Resources  
(from October 2019)

Registered Office

National Office  
Level 3, 57 Willis Street, Wellington 6011

Postal address  
PO Box 2128, Wellington 6140

Auditor  
Deloitte Limited

Bankers  
ANZ, Wellington
Independent Auditor’s Report

To the Members of New Zealand Nurses Organisation Incorporated

Opinion

We have audited the financial statements of New Zealand Nurses Organisation Incorporated (the ‘Organisation’), which comprise the statement of financial position as at 31 March 2020, and the statement of comprehensive revenue and expense, statement of changes in members funds and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements, on pages 62 to 79, present fairly, in all material respects, the financial position of the Organisation as at 31 March 2020, and its financial performance and cash flows for the year then ended in accordance with Public Benefit Entity Standards Reduced Disclosure Regime.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (‘ISAs’) and International Standards on Auditing (New Zealand) (‘ISAs (NZ)’). Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Financial Statements section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

We are independent of the Organisation in accordance with Professional and Ethical Standard 1 (Revised) Code of Ethics for Assurance Practitioners issued by the New Zealand Auditing and Assurance Standards Board and the International Ethics Standards Board for Accountants’ Code of Ethics for Professional Accountants, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Other than in our capacity as auditor and the provision of taxation advice, we have no relationship with or interests in the organisation. These services have not impaired our independence as auditor of the organisation.

Emphasis of matter – property fair valuations

We draw attention to Note 9 on page 74 of the financial statements, which describes the impact of COVID-19 on the property fair valuations prepared by the independent registered valuer as at 31 March 2020. The independent registered valuer has stated that the availability of comparable market data was affected as a result of the COVID-19 outbreak and, as at the date of valuation, there was significant market uncertainty. Our opinion is not modified in respect of this matter.

Board of Director’s responsibilities for the financial statements

The Board of Directors are responsible on behalf of the Organisation for the preparation and fair presentation of the financial statements in accordance Public Benefit Entity Standards Reduced Disclosure Regime, and for such internal control as the Board of Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors are responsible for assessing the Organisation’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intend to liquidate the Organisation or to cease operations, or has no realistic alternative but to do so.

Auditor’s responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and ISAs (NZ) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the External Reporting Board’s website at: https://www.xrb.govt.nz/standards-for-assurance-practitioners/auditors-responsibilities/audit-report-8

This description forms part of our auditor’s report.
Independent Auditor’s Report

To the Members of New Zealand Nurses Organisation Incorporated

Opinion

We have audited the financial statements of New Zealand Nurses Organisation Incorporated (the ‘Organisation’), which comprise the statement of financial position as at 31 March 2020, and the statement of comprehensive revenue and expense, statement of changes in members funds and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

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The Board of Directors are responsible on behalf of the Organisation for the preparation and fair presentation of the financial statements in accordance Public Benefit Entity Standards Reduced Disclosure Regime, and for such internal control as the Board of Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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This description forms part of our auditor’s report.

Deloitte Limited
Wellington, New Zealand
8 July 2020

Restriction on use

This report is made solely to the Members, as a body, in accordance with the constitution of New Zealand Nurses Organisation Incorporated. Our audit has been undertaken so that we might state to the Members those matters we are required to state to them in an auditor’s report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Members as a body, for our audit work, for this report, or for the opinions we have formed.
### Statement of Comprehensive Revenue and Expense

For the year ended 31 March 2020

<table>
<thead>
<tr>
<th>Previous Year</th>
<th>Notes</th>
<th>Actual</th>
<th>Budget (Unaudited)</th>
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<td><strong>REVENUE</strong></td>
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<td>Magazine Advertising &amp; Subscriptions</td>
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<td>206,862</td>
<td></td>
<td>259,821</td>
<td>170,274</td>
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<tr>
<td>Registrations</td>
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</tr>
<tr>
<td>126,439</td>
<td></td>
<td>124,818</td>
<td>137,000</td>
</tr>
<tr>
<td>Interest Received</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>97,707</td>
<td></td>
<td>104,161</td>
<td>115,000</td>
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<tr>
<td>Dividends Received</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>47,548</td>
<td></td>
<td>40,980</td>
<td>53,000</td>
</tr>
<tr>
<td>Rent Received</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>405,089</td>
<td></td>
<td>464,163</td>
<td>766,173</td>
</tr>
<tr>
<td>Colleges &amp; Sections Conference Income</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>392,691</td>
<td></td>
<td>224,932</td>
<td>215,626</td>
</tr>
<tr>
<td>Other Income</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

22,597,679 Total Revenue 23,132,168 23,837,607

<table>
<thead>
<tr>
<th><strong>EXPENDITURE</strong></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>145,799</td>
<td></td>
<td>95,630</td>
<td>130,750</td>
</tr>
<tr>
<td>Advertising &amp; Marketing</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>480,150</td>
<td></td>
<td>526,129</td>
<td>509,500</td>
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<tr>
<td>Affiliations &amp; Subscriptions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>649,129</td>
<td></td>
<td>661,137</td>
<td>826,037</td>
</tr>
<tr>
<td>Colleges &amp; Sections Conference Expenses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>901,461</td>
<td></td>
<td>880,581</td>
<td>903,340</td>
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<tr>
<td>Communications</td>
<td></td>
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</tr>
<tr>
<td>454,329</td>
<td></td>
<td>517,467</td>
<td>422,003</td>
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<tr>
<td>Computer Operations</td>
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<tr>
<td>319,270</td>
<td></td>
<td>349,372</td>
<td>264,020</td>
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<tr>
<td>Consultancy</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>165,295</td>
<td></td>
<td>161,989</td>
<td>147,480</td>
</tr>
<tr>
<td>Donations &amp; Grants</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>168,138</td>
<td></td>
<td>204,694</td>
<td>198,272</td>
</tr>
<tr>
<td>Depreciation &amp; Amortisation</td>
<td></td>
<td>10,11</td>
<td>192,727</td>
</tr>
<tr>
<td>181,102</td>
<td></td>
<td>145,262</td>
<td>246,330</td>
</tr>
<tr>
<td>Other Expenses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>556,058</td>
<td></td>
<td>609,634</td>
<td>718,738</td>
</tr>
<tr>
<td>General</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>863,285</td>
<td></td>
<td>660,351</td>
<td>500,300</td>
</tr>
<tr>
<td>Legal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>570,946</td>
<td></td>
<td>600,973</td>
<td>544,188</td>
</tr>
<tr>
<td>Members</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>466,229</td>
<td></td>
<td>539,831</td>
<td>475,565</td>
</tr>
<tr>
<td>Motor Vehicles</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1,314,118</td>
<td></td>
<td>1,366,582</td>
<td>1,414,645</td>
</tr>
<tr>
<td>Premises</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>569,402</td>
<td></td>
<td>524,491</td>
<td>545,178</td>
</tr>
<tr>
<td>Printing &amp; Stationery</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13,026,176</td>
<td></td>
<td>117,750</td>
<td>80,798</td>
</tr>
<tr>
<td>Staff</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1,455,067</td>
<td></td>
<td>1,550,748</td>
<td>1,461,315</td>
</tr>
<tr>
<td>Travel &amp; Accommodation</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

22,409,587 Total Expenditure 23,965,783 23,481,463

188,092 Surplus/(Deficit) from Operations before Taxation (833,615) 356,144

34,804 Income Tax 9,038 100,000

153,288 Surplus/(deficit) from Operations after Taxation (842,653) 256,144

Other Comprehensive Revenue and Expense

732,876 Gain on revaluation of available-for-sale financial assets 125,139 180,000

110,000 Gain on revaluation of shares in Fifty-seven Willis Street Limited 146,823 400,000

842,876 Total Other Comprehensive Revenue and Expense 271,962 580,000

996,164 Total Comprehensive Revenue and Expense (570,691) 836,144
Commentary on Deficit for the year
The deficit from operations after tax is $1,098,797 worse than budgeted, due to a number of factors:

- Membership growth being less than the planned and budgeted 1% growth.
- Computer operations expenses higher with more licencing and use of digital platforms for meeting agendas and papers.
- Legal expenses associated with member representation, governance and commercial contracts.
- Additional motor vehicle lease costs resulting from overlapping lease contract.
- Staff costs up on budget with use of temporary staff to cover vacancies, and secondments.

In addition gains on revaluation of available for sale financial assets did not eventuate as budgeted, due to the downturn in investment markets in February and March 2020.

Statement of Changes in Members’ Funds
For the year ended 31 March 2020

<table>
<thead>
<tr>
<th>Previous Year</th>
<th>Notes</th>
<th>Actual</th>
<th>Budget (Unaudited)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 12,216,002</td>
<td>Balance as at 1 April</td>
<td>$13,212,166</td>
<td>$12,457,208</td>
</tr>
<tr>
<td>153,288</td>
<td>Surplus/(Deficit) from Operations after Tax</td>
<td>(842,653)</td>
<td>256,144</td>
</tr>
<tr>
<td>732,876</td>
<td>Gain on revaluation of available-for-sale financial assets</td>
<td>125,139</td>
<td>180,000</td>
</tr>
<tr>
<td>110,000</td>
<td>Gain on revaluation of shares in Fifty-seven Willis Street Limited</td>
<td>146,823</td>
<td>400,000</td>
</tr>
<tr>
<td>$ 842,876</td>
<td>Total Other Comprehensive Revenue and Expense</td>
<td>$271,962</td>
<td>$580,000</td>
</tr>
<tr>
<td>$ 996,164</td>
<td>Total Comprehensive Revenue and Expense</td>
<td>(570,691)</td>
<td>836,144</td>
</tr>
<tr>
<td>$ 13,212,166</td>
<td>Balance as at 31 March</td>
<td>$12,641,475</td>
<td>$13,293,352</td>
</tr>
</tbody>
</table>

Statement of Changes in Accumulated Fund
For the year ended 31 March 2020

<table>
<thead>
<tr>
<th>Previous Year</th>
<th>Notes</th>
<th>Actual</th>
<th>Budget (Unaudited)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 8,925,110</td>
<td>Balance as at 1 April</td>
<td>$8,972,834</td>
<td>$9,175,816</td>
</tr>
<tr>
<td>153,288</td>
<td>Surplus/(Deficit) from Operations after Tax</td>
<td>(842,653)</td>
<td>256,144</td>
</tr>
<tr>
<td>(2,634)</td>
<td>Transfer to Colleges &amp; Sections Funds</td>
<td>(3,261)</td>
<td>–</td>
</tr>
<tr>
<td>(102,930)</td>
<td>Transfer to Hardship Fund</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>$ 8,972,834</td>
<td>Balance as at 31 March</td>
<td>$8,126,920</td>
<td>$9,431,960</td>
</tr>
</tbody>
</table>
### Statement of Changes in Colleges and Sections Fund
For the year ended 31 March 2020

<table>
<thead>
<tr>
<th>Previous Year</th>
<th>Notes</th>
<th>Actual</th>
<th>Budget (Unaudited)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,686,527</td>
<td></td>
<td>1,689,161</td>
<td>1,377,027</td>
</tr>
<tr>
<td>2,634</td>
<td></td>
<td>3,261</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1,689,161</td>
<td>1,377,027</td>
</tr>
</tbody>
</table>

### Statement of Changes in Hardship Fund
For the year ended 31 March 2020

<table>
<thead>
<tr>
<th>Previous Year</th>
<th>Notes</th>
<th>Actual</th>
<th>Budget (Unaudited)</th>
</tr>
</thead>
<tbody>
<tr>
<td>–</td>
<td></td>
<td>102,930</td>
<td>100,000</td>
</tr>
<tr>
<td>100,000</td>
<td></td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>20,746</td>
<td></td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>(17,816)</td>
<td></td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td></td>
<td>102,930</td>
<td>100,000</td>
</tr>
</tbody>
</table>

### Statement of Changes in Asset Revaluation Reserve
For the year ended 31 March 2020

<table>
<thead>
<tr>
<th>Previous Year</th>
<th>Notes</th>
<th>Actual</th>
<th>Budget (Unaudited)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,604,365</td>
<td></td>
<td>2,447,241</td>
<td>1,804,365</td>
</tr>
<tr>
<td>732,876</td>
<td></td>
<td>125,139</td>
<td>180,000</td>
</tr>
<tr>
<td>110,000</td>
<td></td>
<td>146,823</td>
<td>400,000</td>
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<tr>
<td></td>
<td></td>
<td>2,719,203</td>
<td>2,384,365</td>
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</table>
## Statement of Financial Position
### As at 31 March 2020

<table>
<thead>
<tr>
<th>Previous Year</th>
<th>Notes</th>
<th>Actual</th>
<th>Budget (Unaudited)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>MEMBERS’ FUNDS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8,972,834</td>
<td>Accumulated Fund</td>
<td>8,126,920</td>
<td>9,431,960</td>
</tr>
<tr>
<td>1,689,161</td>
<td>Colleges &amp; Sections Fund</td>
<td>1,692,422</td>
<td>1,377,027</td>
</tr>
<tr>
<td>102,930</td>
<td>Hardship Fund</td>
<td>102,930</td>
<td>100,000</td>
</tr>
<tr>
<td>2,447,241</td>
<td>Asset Revaluation Reserve</td>
<td>2,719,203</td>
<td>2,384,365</td>
</tr>
<tr>
<td><strong>13,212,166</strong></td>
<td>TOTAL MEMBERS’ FUNDS</td>
<td><strong>12,641,475</strong></td>
<td><strong>13,293,352</strong></td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3,186,554</td>
<td>Cash &amp; Cash Equivalents</td>
<td>3,593,069</td>
<td>3,381,196</td>
</tr>
<tr>
<td>700,767</td>
<td>Term Deposits</td>
<td>680,702</td>
<td>750,000</td>
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<tr>
<td>382,573</td>
<td>Accounts Receivable &amp; Prepayments</td>
<td>342,144</td>
<td>375,000</td>
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<tr>
<td>69,743</td>
<td>Taxation Receivable</td>
<td>59,844</td>
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<tr>
<td><strong>4,339,637</strong></td>
<td>Total Current Assets</td>
<td><strong>4,675,759</strong></td>
<td><strong>4,506,196</strong></td>
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<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>281,752</td>
<td>Income in advance</td>
<td>460,893</td>
<td>590,000</td>
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<tr>
<td>19,547</td>
<td>Monies held in trust</td>
<td>19,547</td>
<td>19,547</td>
</tr>
<tr>
<td>93,760</td>
<td>Bequests</td>
<td>93,760</td>
<td>93,760</td>
</tr>
<tr>
<td>1,119,792</td>
<td>Accounts Payable</td>
<td>1,447,077</td>
<td>1,050,000</td>
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<td>1,376,579</td>
<td>Employee Entitlements</td>
<td>1,260,352</td>
<td>1,257,820</td>
</tr>
<tr>
<td>–</td>
<td>Current portion of Term Loan</td>
<td>60,000</td>
<td>60,000</td>
</tr>
<tr>
<td><strong>2,891,430</strong></td>
<td>Total Current Liabilities</td>
<td><strong>3,341,629</strong></td>
<td><strong>3,071,127</strong></td>
</tr>
<tr>
<td><strong>NET CURRENT ASSETS</strong></td>
<td></td>
<td><strong>1,448,207</strong></td>
<td><strong>1,435,069</strong></td>
</tr>
<tr>
<td><strong>NON CURRENT ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8,824,534</td>
<td>Investments Portfolio</td>
<td>8,422,256</td>
<td>7,872,138</td>
</tr>
<tr>
<td>2,670,000</td>
<td>Shares in Fifty-Seven Willis Street Limited</td>
<td>2,820,000</td>
<td>2,850,000</td>
</tr>
<tr>
<td>8,000</td>
<td>Loan Receivable</td>
<td>18,000</td>
<td>–</td>
</tr>
<tr>
<td>724,256</td>
<td>Property, Plant &amp; Equipment</td>
<td>746,000</td>
<td>1,804,041</td>
</tr>
<tr>
<td>20,788</td>
<td>Intangible Assets</td>
<td>24,126</td>
<td>67,826</td>
</tr>
<tr>
<td><strong>12,247,578</strong></td>
<td>Total Non Current Assets</td>
<td><strong>12,030,382</strong></td>
<td><strong>12,594,005</strong></td>
</tr>
<tr>
<td><strong>NON CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>483,619</td>
<td>Employee Entitlements</td>
<td>515,506</td>
<td>495,722</td>
</tr>
<tr>
<td>–</td>
<td>Term Loan</td>
<td>207,531</td>
<td>240,000</td>
</tr>
<tr>
<td><strong>483,619</strong></td>
<td>Total Non Current Liabilities</td>
<td><strong>723,037</strong></td>
<td><strong>735,722</strong></td>
</tr>
<tr>
<td><strong>11,763,959</strong></td>
<td>NET NON CURRENT ASSETS</td>
<td><strong>11,307,345</strong></td>
<td><strong>11,858,283</strong></td>
</tr>
<tr>
<td><strong>13,212,166</strong></td>
<td>NET FUNDS EMPLOYED</td>
<td><strong>12,641,475</strong></td>
<td><strong>13,293,352</strong></td>
</tr>
</tbody>
</table>
### Statement of Cash Flows
For the year ended 31 March 2020

<table>
<thead>
<tr>
<th>Previous Year</th>
<th>Notes</th>
<th>Actual</th>
<th>Budget (Unaudited)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td></td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

**CASH FLOWS FROM OPERATING ACTIVITIES**
Cash was provided from:

<table>
<thead>
<tr>
<th></th>
<th>Actual</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member subscriptions</td>
<td>21,377,654</td>
<td>22,014,008</td>
</tr>
<tr>
<td>Receipts from customers</td>
<td>1,710,291</td>
<td>1,548,192</td>
</tr>
<tr>
<td>Interest received</td>
<td>125,434</td>
<td>137,000</td>
</tr>
<tr>
<td>Dividends received</td>
<td>127,826</td>
<td>115,000</td>
</tr>
<tr>
<td>Interest received</td>
<td>125,434</td>
<td>137,000</td>
</tr>
<tr>
<td>Rent received</td>
<td>40,980</td>
<td>53,414</td>
</tr>
<tr>
<td>Income tax received</td>
<td>31,173</td>
<td>-</td>
</tr>
</tbody>
</table>

Total cash inflows from operating activities 23,389,693  23,867,614

Cash was disbursed to:

<table>
<thead>
<tr>
<th></th>
<th>Actual</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payments to Employees</td>
<td>13,899,200</td>
<td>14,017,980</td>
</tr>
<tr>
<td>Payments to Suppliers</td>
<td>9,656,194</td>
<td>9,317,320</td>
</tr>
<tr>
<td>Interest Paid</td>
<td>8,052</td>
<td>-</td>
</tr>
<tr>
<td>Income Tax Paid</td>
<td>2,567</td>
<td>100,000</td>
</tr>
</tbody>
</table>

Total cash outflows from operating activities 23,566,013  23,435,300

Net Cash Flows (to)/from Operating Activities 176,320  432,314

**CASH FLOWS FROM INVESTING ACTIVITIES**
Cash was provided from:

<table>
<thead>
<tr>
<th></th>
<th>Actual</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales/ Maturities of Investments Portfolio</td>
<td>2,817,392</td>
<td>4,000,000</td>
</tr>
</tbody>
</table>

Total cash inflows from investing activities 2,817,827  4,000,000

Cash was disbursed to:

<table>
<thead>
<tr>
<th></th>
<th>Actual</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchase of Property, Plant and Equipment</td>
<td>216,677</td>
<td>901,200</td>
</tr>
<tr>
<td>Provision of Loan</td>
<td>13,177</td>
<td>-</td>
</tr>
<tr>
<td>Purchase of Investments Portfolio</td>
<td>2,279,634</td>
<td>4,000,000</td>
</tr>
<tr>
<td>Purchase of Intangibles</td>
<td>13,100</td>
<td>50,000</td>
</tr>
</tbody>
</table>

Total cash outflows from investing activities 1,559,387  4,951,200

Net Cash Flows (to)/from Investing Activities (558,300) (951,200)
### Statement of Cash Flows continued
For the year ended 31 March 2020

<table>
<thead>
<tr>
<th>Previous Year</th>
<th>Notes</th>
<th>Actual</th>
<th>Budget (Unaudited)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td></td>
<td>CASH FLOWS FROM FINANCING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cash was provided from:</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>– Bank Borrowings</td>
<td>300,000</td>
<td>300,000</td>
</tr>
<tr>
<td></td>
<td>– Total cash inflows from financing activities</td>
<td>300,000</td>
<td>300,000</td>
</tr>
<tr>
<td></td>
<td>Cash was disbursed to:</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>– Loan repayments</td>
<td>32,469</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td>– Total cash outflows from financing activities</td>
<td>32,469</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td>– Net Cash Flows from Financing Activities</td>
<td>267,531</td>
<td>300,000</td>
</tr>
<tr>
<td>(184,777)</td>
<td>Net (Decrease)/Increase in cash</td>
<td>386,450</td>
<td>(218,886)</td>
</tr>
<tr>
<td>4,072,098</td>
<td>Add Opening Cash Brought Forward</td>
<td>3,887,321</td>
<td>4,350,082</td>
</tr>
<tr>
<td><strong>3,887,321</strong></td>
<td>Ending Cash Carried Forward</td>
<td><strong>4,273,771</strong></td>
<td><strong>4,131,196</strong></td>
</tr>
<tr>
<td></td>
<td>Ending Cash is represented by:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3,186,554</td>
<td>Cash and Cash Equivalents</td>
<td>3,593,069</td>
<td>3,381,196</td>
</tr>
<tr>
<td>700,767</td>
<td>Term Deposits</td>
<td>680,702</td>
<td>750,000</td>
</tr>
<tr>
<td><strong>3,887,321</strong></td>
<td></td>
<td><strong>4,273,771</strong></td>
<td><strong>4,131,196</strong></td>
</tr>
</tbody>
</table>
Reported by the New Zealand Nurses Organisation Incorporated (NZNO) is a nursing union incorporated under the Incorporated Societies Act 1908. NZNO represents the interests of its members including nurses, midwives, students, kaimahi hauora, health care workers and allied health professionals. The principal activities of NZNO are to provide professional support and representation of its members. The national office of NZNO is at Level 3, 57 Willis Street, Wellington. Regional offices are located in Whangarei, Auckland, Hamilton, Tauranga, Palmerston North, Wellington, Nelson, Christchurch and Dunedin. The financial statements were authorised for issue by the Board of Directors on 8 July 2020.

Statement of Compliance
The financial statements have been prepared in accordance with Generally Accepted Accounting Practices in New Zealand (“NZ GAAP”). The financial statements comply with Public Benefit Entity Standards Reduced Disclosure Regime (“PBE Standards RDR”) issued by the External Reporting Board for Not-For-Profit entities. For financial reporting purposes of complying with NZ GAAP, NZNO is a public benefit not-for-profit entity and is eligible to apply PBE Standards RDR on the basis that it does not have public accountability and it is not defined as large. NZNO has elected to report in accordance with Tier 2 Not-for-profit PBE Accounting Standards and in doing so has taken advantage of all applicable Reduced Disclosure Regime (“RDR”) disclosure concessions.

Measurement System
The accounting principles recognised as appropriate for the measurement and reporting of earnings and financial position on a historical cost basis are followed by NZNO, except Fifty-seven Willis Street Limited and investments held with ANZ Private Bank Limited which are recognised at fair value.

Functional and Presentation Currency
The financial statements are presented in New Zealand dollars, which is also the functional currency. The figures are rounded to the nearest dollar unless otherwise specified.

Accounting Policies
The following accounting policies which materially affect the measurement of financial performance and financial position have been applied:

Budget Figures
The budget figures shown in the Statement of Comprehensive Revenue and Expense were approved by the Board of Directors before the financial year and opening balances represent reforecast amounts at the time of approval. The budget figures are not audited.

Revenue
All revenue is recognised when earned and is reported in the financial period to which it relates. An exchange transaction is one in which NZNO receives assets or services, or has liabilities extinguished and directly gives approximately equal value (primarily in the form of cash, goods, services, or use of assets) to another entity in exchange. All revenue is considered to be from exchange transactions.

Interest Revenue
Revenue is recognised as interest accrues using the effective interest method.

Property, Plant and Equipment
All Property, Plant and Equipment are stated at cost less accumulated depreciation. When an item of Property, Plant and Equipment is disposed of, a gain or loss is recognised in the Statement of Comprehensive Revenue and Expense and is calculated as the difference between the sale price and the carrying value of the item.

Depreciation
Depreciation is provided on a straight line basis on all property, plant and equipment, at a rate which will allocate the cost of the assets to their estimated residual value over their useful lives. The useful lives and associated depreciation rates of major classes have been estimated as follows:

<table>
<thead>
<tr>
<th>Asset</th>
<th>Depreciation rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leasehold Improvements</td>
<td>4% – 13.5%</td>
</tr>
<tr>
<td>Equipment</td>
<td>13.5% – 40%</td>
</tr>
<tr>
<td>Furniture</td>
<td>8.5% – 25%</td>
</tr>
<tr>
<td>Fixtures &amp; Fittings</td>
<td>17.5% – 25%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
</tr>
</tbody>
</table>
INTANGIBLE ASSETS
Intangible assets include computer software which are not integral to the operating systems of the computer and server equipment. They are amortised on a straight line basis over three years.
An impairment loss is recognised where indicators of impairment are evident.

ACCOUNTS RECEIVABLE
Accounts Receivable are stated at their estimated net realisable value; being amortised cost less impairment losses.
All Accounts Receivable are considered to be exchange transactions.

EMPLOYEE ENTITLEMENTS
Provision is made for employee entitlements provided in NZNO's Staff Collective Agreement as currently in force. An obligation is recognised when the employee provides the service in exchange for the entitlement even though the entitlement may only vest and be payable in the future.
Entitlements that are expected to be settled within one year of reporting date, such as annual leave are measured at nominal values on an actual entitlement basis at current salary levels.
Entitlements that are payable beyond one year, such as long service and retirement leave, have been calculated on an actuarial basis based on the present value of expected future entitlements.
Other employee entitlements are accounted for when due or when a known or anticipated liability exists.

GOODS AND SERVICES TAX (GST)
The Financial Statements are prepared on a GST exclusive basis, except that Accounts Receivable, Accounts Payable and operating lease commitments which are stated inclusive of GST.

TAXATION
The income tax expense charged to the Statement of Comprehensive Revenue and Expense includes both the current year's provision and the income tax effect of:
- Taxable temporary differences, except those arising from initial recognition of assets that are not depreciated; and
- Deductible temporary differences to the extent that it is probable that they will be utilised.

Taxation is provided on the comprehensive method and deferred tax is recognised if material.

OPERATING LEASES
Operating lease payments, where the lessor effectively retains substantially all the risks and benefits of ownership of the lease items, are charged as expenses in the periods in which they are incurred.

COMMITMENTS
Future payments are disclosed as commitments at the point a contractual obligation arises, to the extent that they are equally unperformed obligations. Commitments relating to employment contracts are not disclosed.

FINANCIAL INSTRUMENTS
NZNO is party to financial instruments as part of its normal operations. These financial instruments include bank accounts, accounts receivable, accounts payable and investments. All financial instruments are recognised in the Statement of Financial Position and all revenues and expenses in relation to financial instruments are recognised in the Statement of Comprehensive Revenue and Expense.
Non-derivative financial instruments are initially recognised at fair value. Financial assets are derecognised if NZNO's contractual rights to the cash flows expire or if the organisation transfers the financial asset to another party without retaining control. Financial liabilities are derecognised if NZNO's obligations under the contract expire or are discharged or cancelled.
Cash and cash equivalents are designated as “Loans and Receivables”. They are subsequently recognised at amortised cost using the effective interest rate method. They comprise cash on hand, cash held in bank accounts, demand deposits and other highly liquid investments in which NZNO invests as part of its day-to-day cash management.

Certain term deposits are designated as “Loans and Receivables” and are subsequently recognised at amortised cost using the effective interest rate method, which closely approximates fair value.
NZNO has designated its Investments Portfolio as being investments “Available-for-Sale” on the basis that NZNO intends to hold long-term but which may be realised before maturity and shareholdings that are held for a strategic purpose.
These investments are subsequently recognised at fair value based on quoted market values supplied by ANZ Private Bank Limited. Fair value gains and losses are recognised in other comprehensive revenue and expense, except for impairment losses, which are recognised in surplus or deficit.

On recognition, the cumulative gain or loss previously recognised in other comprehensive revenue and expense is reclassified from equity to the surplus or deficit.

Financial liabilities are classified as financial liabilities measured at amortised cost. Financial liabilities are subsequently measured at amortised cost using the effective interest rate method.

The investment in Fifty-seven Willis Street Limited is recorded at fair value as determined by an independent registered valuer. Revaluation gains and losses are included in the Statement of Changes in Members’ Funds.

**IMPAIRMENT**

The carrying amounts of NZNO's assets are reviewed at each balance date to determine whether there is any indication of impairment. If any such indication exists, the asset's recoverable amount is estimated.

If the estimated recoverable amount of an asset is less than its carrying amount, the asset is written down to its estimated recoverable amount and an impairment loss is recognised in the Statement of Comprehensive Revenue and Expense.

The estimated recoverable amount of assets is the greater of their fair value less costs to sell and value in use. Value in use is determined by estimating future cash flows from the use and ultimate disposal of the asset and discounting these to their present value using pre-tax discount rate that reflects current market rates and the risks specific to the asset. For an asset that does not generate largely independent cash inflows, the recoverable amount is determined for the cash generating unit to which the asset belongs.

**JUDGEMENTS, ESTIMATES AND ASSUMPTIONS**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets and liabilities, income and expenses. Actual results may differ from these estimates.

The estimates and underlying judgements are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Judgements made by management in applying accounting policies that have a significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year relate to the following in particular:

- Employee long service entitlements. The key assumptions in the calculation are:
  - the probabilities of withdrawal from service have been provided through actuarial valuation disclosed in note 8.
  - discount rates are the average risk free rate over 20 years.
  - the inflation rate is the average rate over the past four quarters of this year.
- Revaluation of Fifty-seven Willis Street Limited
  - Significant assumptions applied in determining the fair value of Fifty-seven Willis Street Limited are disclosed in note 9.
- Estimating useful lives and residual values of property, plant and equipment
  - At each balance date, the useful lives and residual values of property, plant and equipment are reviewed. Assessing the appropriateness of useful life and residual values estimates requires a number of factors to be considered, such as physical condition of the asset, expected period of use of the asset group and expected disposals proceeds (if any) from the future sale of the asset.

**STATEMENT OF CASH FLOWS**

Operating Activities include cash received from all income sources of NZNO and records the cash payments made for the supply of goods and services.

Investing Activities are those activities relating to the acquisition and disposal of Non Current Assets.

**COMPARATIVES**

Comparative information is consistent with current year classifications.

**CHANGES IN ACCOUNTING POLICIES**

There have been no changes in accounting policies during the period.
Notes to the Financial Statements
For the year ended 31 March 2020

1 OTHER INCOME
Other income includes management fees in regards to administrative services provided to Nurses Education and Research Fund. Furthermore it consists of royalties from customers who have access to the Kai Tiaki Magazine on their website, recoveries of legal costs, donations and realised gains and losses on the Investments Portfolio.

2 KEY MANAGEMENT PERSONNEL REMUNERATION
NZNO's key management personnel are:
- The Board of Directors, including the President and Kaiwhakahaere
- Chief Executive
- Senior Management Team

The Board of Directors are not remunerated with the exception of the President and Kaiwhakahaere who are remunerated as per their contractual agreement with NZNO.

The Chief Executive and Senior Management Team are employed as employees of NZNO on normal employment terms.

Remuneration paid to and number of persons or full time equivalents of key management personnel is presented below:

<table>
<thead>
<tr>
<th></th>
<th>Actual Remuneration</th>
<th>Full-time equivalents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board of Directors including President and Kaiwhakahaere</td>
<td>233,406</td>
<td>11*</td>
</tr>
<tr>
<td>Chief Executive</td>
<td>220,700</td>
<td>1</td>
</tr>
<tr>
<td>Senior Management Team</td>
<td>797,096</td>
<td>5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Previous Year Remuneration</th>
<th>Full-time equivalents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board of Directors including President and Kaiwhakahaere</td>
<td>236,368</td>
<td>11*</td>
</tr>
<tr>
<td>Chief Executive</td>
<td>215,942</td>
<td>1</td>
</tr>
<tr>
<td>Senior Management Team</td>
<td>750,356</td>
<td>5</td>
</tr>
</tbody>
</table>

*Full-time equivalents have not been able to be determined for the Board of Directors as they do not have set hours instead the number of individuals has been disclosed.

Board Members are reimbursed for wages lost due to attendance at Board meetings as per the Member Leave Without Pay Policy.

3 INCOME TAX
NZNO is assessed on all income and expenditure not directly related to its activities with members. The Income Tax expense has been calculated as follows:

3.1 Income tax recognised in surplus/(deficit) from operations

<table>
<thead>
<tr>
<th></th>
<th>Actual $</th>
<th>Previous Year $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current tax – in respect of current year</td>
<td>9,082</td>
<td>14,194</td>
</tr>
<tr>
<td>Current tax – in respect of prior years</td>
<td>(44)</td>
<td>20,610</td>
</tr>
<tr>
<td></td>
<td>9,038</td>
<td>34,804</td>
</tr>
</tbody>
</table>
3 INCOME TAX CONTINUED

The income tax expense for the year can be reconciled to the surplus/(deficit) from operations before taxation:

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual</th>
<th>Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surplus/(Deficit) from Operations before Taxation</td>
<td>(833,615)</td>
<td>188,092</td>
</tr>
<tr>
<td>Tax calculated at 28%</td>
<td>(233,412)</td>
<td>52,666</td>
</tr>
</tbody>
</table>

Plus/(Less) tax effect of:

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual</th>
<th>Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non assessable income</td>
<td>(5,950,101)</td>
<td>(5,819,242)</td>
</tr>
<tr>
<td>Non deductible expenses</td>
<td>6,177,256</td>
<td>5,752,586</td>
</tr>
<tr>
<td>Imputation credits</td>
<td>(19,125)</td>
<td>(20,062)</td>
</tr>
<tr>
<td>PIE tax charge</td>
<td>34,464</td>
<td>48,246</td>
</tr>
<tr>
<td>Prior period adjustment</td>
<td>(44)</td>
<td>20,610</td>
</tr>
<tr>
<td><strong>Tax expense</strong></td>
<td><strong>9,038</strong></td>
<td><strong>34,804</strong></td>
</tr>
</tbody>
</table>

3.2 Income tax recognised in other comprehensive revenue and expense

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual</th>
<th>Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current tax – available-for-sale financial assets</td>
<td>3,389</td>
<td>7,762</td>
</tr>
<tr>
<td>Current tax – in respect of prior years</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>3,389</td>
<td>7,762</td>
</tr>
</tbody>
</table>

3.3 Current income tax Payable/(Receivable)

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual</th>
<th>Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening Balance</td>
<td>(69,743)</td>
<td>(147,935)</td>
</tr>
<tr>
<td>Over/(Under) Provision from Prior Years</td>
<td>(44)</td>
<td>20,610</td>
</tr>
<tr>
<td>Current Taxation</td>
<td>12,472</td>
<td>21,956</td>
</tr>
<tr>
<td>Payments Made</td>
<td>(48,989)</td>
<td>(45,790)</td>
</tr>
<tr>
<td>Refund Received</td>
<td>46,460</td>
<td>81,416</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>(59,844)</td>
<td>(69,743)</td>
</tr>
</tbody>
</table>

No Deferred Tax liability or asset arises as NZNO is assessed only on non-member activity and there are no material temporary differences between the carrying amount and the tax base for the relevant assets and liabilities.

4 OTHER EXPENSES

Other expenses include the following:

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual</th>
<th>Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auditor’s remuneration – audit services</td>
<td>35,000</td>
<td>32,000</td>
</tr>
<tr>
<td>Auditor’s remuneration – taxation services</td>
<td>17,420</td>
<td>43,825</td>
</tr>
<tr>
<td>Bad and doubtful debts</td>
<td>–</td>
<td>7,816</td>
</tr>
<tr>
<td>Loss on disposal of property, plant and equipment</td>
<td>–</td>
<td>2,635</td>
</tr>
<tr>
<td>Other</td>
<td>109,278</td>
<td>94,826</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>161,698</strong></td>
<td><strong>181,102</strong></td>
</tr>
</tbody>
</table>
## CASH AND CASH EQUIVALENTS

<table>
<thead>
<tr>
<th></th>
<th>Actual</th>
<th>Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Petty Cash</td>
<td>$5,070</td>
<td>$4,400</td>
</tr>
<tr>
<td>General</td>
<td>$1,000</td>
<td>$1,000</td>
</tr>
<tr>
<td>Subscriptions Trust</td>
<td>$10,000</td>
<td>$10,000</td>
</tr>
<tr>
<td>Call</td>
<td>$1,377,760</td>
<td>$1,629,198</td>
</tr>
<tr>
<td>Sounds Cottage</td>
<td>–</td>
<td>$1,047</td>
</tr>
<tr>
<td>Colleges &amp; Sections Accounts</td>
<td>$1,059,287</td>
<td>$1,031,391</td>
</tr>
<tr>
<td>Portfolio Cash Account</td>
<td>$113,952</td>
<td>$509,518</td>
</tr>
</tbody>
</table>

**Total: $3,593,069**

**Previous Year: $3,186,554**

## ACCOUNTS RECEIVABLE & PREPAYMENTS

<table>
<thead>
<tr>
<th></th>
<th>Actual</th>
<th>Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Receivable</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sundry Receivables</td>
<td>$132,901</td>
<td>$113,544</td>
</tr>
<tr>
<td>Provision for doubtful debts</td>
<td>$(7,816)</td>
<td>$(7,816)</td>
</tr>
<tr>
<td>Interest Accrued</td>
<td>$5,799</td>
<td>$6,535</td>
</tr>
<tr>
<td>Prepayments</td>
<td>$211,260</td>
<td>$270,310</td>
</tr>
</tbody>
</table>

**Total: $342,144**

**Previous Year: $382,573**

### Movement in the provision for doubtful debts

<table>
<thead>
<tr>
<th></th>
<th>Actual</th>
<th>Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance as at 1 April 2019</td>
<td>$(7,816)</td>
<td>–</td>
</tr>
<tr>
<td>Increase in allowance</td>
<td>–</td>
<td>$(7,816)</td>
</tr>
<tr>
<td>Balance as at 31 March 2020</td>
<td>$(7,816)</td>
<td>$(7,816)</td>
</tr>
</tbody>
</table>

## ACCOUNTS PAYABLE

<table>
<thead>
<tr>
<th></th>
<th>Actual</th>
<th>Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade Payables</td>
<td>$507,063</td>
<td>$439,846</td>
</tr>
<tr>
<td>Accrued Expenses</td>
<td>$743,598</td>
<td>$496,451</td>
</tr>
<tr>
<td>Goods and Services Tax</td>
<td>$196,416</td>
<td>$183,495</td>
</tr>
</tbody>
</table>

**Total: $1,447,077**

**Previous Year: $1,119,792**

## EMPLOYEE ENTITLEMENTS

<table>
<thead>
<tr>
<th></th>
<th>Actual</th>
<th>Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance as at 1 April 2019</td>
<td>$1,860,198</td>
<td>$1,698,640</td>
</tr>
<tr>
<td>Additional provision</td>
<td>$1,503,634</td>
<td>$1,460,861</td>
</tr>
<tr>
<td>Amounts used</td>
<td>$(1,587,974)</td>
<td>$(1,289,701)</td>
</tr>
<tr>
<td>Unused amounts reversed</td>
<td>–</td>
<td>$(9,602)</td>
</tr>
<tr>
<td>Balance as at 31 March 2020</td>
<td>$1,775,858</td>
<td>$1,860,198</td>
</tr>
</tbody>
</table>
## Notes to the Financial Statements continued

For the year ended 31 March 2020

### 8 EMPLOYEE ENTITLEMENTS CONTINUED

This is represented by:

<table>
<thead>
<tr>
<th></th>
<th>Actual $</th>
<th>Previous Year $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Liabilities:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual Leave</td>
<td>997,831</td>
<td>1,065,500</td>
</tr>
<tr>
<td>Long Service Leave</td>
<td>154,686</td>
<td>177,250</td>
</tr>
<tr>
<td>Retirement Leave</td>
<td>107,835</td>
<td>133,829</td>
</tr>
<tr>
<td><strong>Total current portion</strong></td>
<td>1,260,352</td>
<td>1,376,579</td>
</tr>
<tr>
<td><strong>Non-Current Liabilities:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Long Service Leave</td>
<td>335,636</td>
<td>318,533</td>
</tr>
<tr>
<td>Retirement Leave</td>
<td>179,870</td>
<td>165,086</td>
</tr>
<tr>
<td><strong>Total non-current portion</strong></td>
<td>515,506</td>
<td>483,619</td>
</tr>
<tr>
<td><strong>Total Employee Entitlements</strong></td>
<td>1,775,858</td>
<td>1,860,198</td>
</tr>
</tbody>
</table>

Melville Jessup Weaver (consulting actuaries) reviewed actuarial model used as at 31 March 2012. The same model is used today updated for the average Consumer Price Index (estimated at 1.9%) with a net present value rate of 1.770.

### 9 INVESTMENTS PORTFOLIO AND SHARES IN FIFTY-SEVEN WILLIS STREET LIMITED

#### Investment Portfolio

NZNO’s investments portfolio is managed by ANZ Private Bank Limited. Its market value is $8,422,256 (2019: $8,824,534).

Whilst some of the investments will mature within 12 months, they will be reinvested and are not used within the normal operating cycle. They are therefore classified as non-current assets.

#### Shares in Fifty-Seven Willis Street Limited

NZNO owns shares in Fifty-seven Willis Street Limited, a body corporate. The ownership of these shares provide an effective perpetual ownership/occupation right to Levels 3, 5 and some basement car parking at 57 Willis Street. Membership in Fifty-seven Willis Street Limited is based on the floor space that NZNO owns.

At a Shareholders meeting of Fifty-seven Willis Street Limited held on 28 February 2019 a motion was passed to capitalise the shareholder loans into equity. As a result the shareholder advances and historic accrued interest were capitalised into 5,753,700 new shares. This was completed by special resolution on 12 June 2019. NZNO’s number of shares increased from 791,900 to 1,484,500.

Levels 3 and 5 were valued at 31 March 2020 by Nathan Stokes & Associates (Independent Registered Valuers). This valuation indicates the value of the floors in Fifty-seven Willis Street, is $2,820,000 (2019: $2,670,000). The valuation is based on the net annual estimated income being capitalised at a risk rate of 11% (2019: 11%) established from an analysis of sales of similar properties.

(2019: The valuation includes a loan of $675,872 to Fifty-seven Willis Street Limited which represents the amount paid by NZNO as its proportionate share of the net amount required to purchase the freehold land on which the building stands.)

As at 31 March 2020, New Zealand was at Covid-19 alert level 4, which lasted until 28 April 2020. Alert level 4 placed restrictions on normal business activity to those deemed to be non-essential services. This impacted real-estate transactions around year end given the practical difficulties of settling transactions during alert level 4.

The valuer noted that market activity is being impacted as a result of the Covid-19 outbreak and there was significant market uncertainty at the date of the valuation. In performing this valuation for NZNO, the valuer also highlighted that the availability of comparable market data was affected as a result of Covid-19.

Despite the reduced level of market data, the independent property valuer has been able to complete valuations as at 31 March 2020 using their normal valuation approaches, with appropriate assumptions made as at 31 March 2020 for the impact of Covid-19.

The reported valuations were based on available market evidence including comparable capitalisation rates, property sales data and market rentals.
## 10 PROPERTY, PLANT AND EQUIPMENT

<table>
<thead>
<tr>
<th>Assets Actual</th>
<th>Opening Cost $</th>
<th>Additions $</th>
<th>Disposals $</th>
<th>Closing Cost $</th>
<th>Accumulated Depreciation $</th>
<th>Net Book Value $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leasehold Improvements</td>
<td>707,954</td>
<td>2,380</td>
<td>–</td>
<td>710,334</td>
<td>(233,688)</td>
<td>476,646</td>
</tr>
<tr>
<td>Equipment</td>
<td>1,421,396</td>
<td>202,729</td>
<td>–</td>
<td>1,624,125</td>
<td>(1,412,232)</td>
<td>211,893</td>
</tr>
<tr>
<td>Furniture</td>
<td>339,527</td>
<td>8,590</td>
<td>(2,472)</td>
<td>345,645</td>
<td>(320,502)</td>
<td>25,143</td>
</tr>
<tr>
<td>Fixtures &amp; Fittings</td>
<td>198,117</td>
<td>2,145</td>
<td>–</td>
<td>200,262</td>
<td>(175,936)</td>
<td>24,326</td>
</tr>
<tr>
<td>Other</td>
<td>7,111</td>
<td>–</td>
<td>–</td>
<td>7,111</td>
<td>(1,952)</td>
<td>5,159</td>
</tr>
<tr>
<td>Colleges &amp; Sections</td>
<td>105,251</td>
<td>832</td>
<td>(53,488)</td>
<td>52,595</td>
<td>(49,762)</td>
<td>2,833</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,779,356</strong></td>
<td><strong>216,676</strong></td>
<td><strong>(55,960)</strong></td>
<td><strong>2,940,072</strong></td>
<td><strong>(2,194,072)</strong></td>
<td><strong>746,000</strong></td>
</tr>
</tbody>
</table>

### Accumulated Depreciation

<table>
<thead>
<tr>
<th>Assets Actual</th>
<th>Opening Balance $</th>
<th>Depreciation Charged $</th>
<th>Disposals $</th>
<th>Closing Balance $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leasehold Improvements</td>
<td>204,135</td>
<td>29,553</td>
<td>–</td>
<td>233,688</td>
</tr>
<tr>
<td>Equipment</td>
<td>1,273,697</td>
<td>138,535</td>
<td>–</td>
<td>1,412,232</td>
</tr>
<tr>
<td>Furniture</td>
<td>309,611</td>
<td>13,363</td>
<td>(2,472)</td>
<td>320,502</td>
</tr>
<tr>
<td>Fixtures &amp; Fittings</td>
<td>165,891</td>
<td>10,045</td>
<td>–</td>
<td>175,936</td>
</tr>
<tr>
<td>Other</td>
<td>1,881</td>
<td>71</td>
<td>–</td>
<td>1,952</td>
</tr>
<tr>
<td>Colleges &amp; Sections</td>
<td>99,885</td>
<td>3,365</td>
<td>(53,488)</td>
<td>49,762</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,055,100</strong></td>
<td><strong>194,932</strong></td>
<td><strong>(55,960)</strong></td>
<td><strong>2,194,072</strong></td>
</tr>
</tbody>
</table>

### Previous year

<table>
<thead>
<tr>
<th>Assets Previous year</th>
<th>Opening Cost $</th>
<th>Additions $</th>
<th>Disposals $</th>
<th>Closing Cost $</th>
<th>Accumulated Depreciation $</th>
<th>Net Book Value $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leasehold Improvements</td>
<td>683,669</td>
<td>28,528</td>
<td>(4,243)</td>
<td>707,954</td>
<td>(204,135)</td>
<td>503,819</td>
</tr>
<tr>
<td>Equipment</td>
<td>1,450,753</td>
<td>40,318</td>
<td>(69,675)</td>
<td>1,421,396</td>
<td>(1,273,697)</td>
<td>147,699</td>
</tr>
<tr>
<td>Furniture</td>
<td>323,532</td>
<td>13,363</td>
<td>(2,472)</td>
<td>339,527</td>
<td>(309,611)</td>
<td>29,916</td>
</tr>
<tr>
<td>Fixtures &amp; Fittings</td>
<td>191,418</td>
<td>10,045</td>
<td>(7,638)</td>
<td>198,117</td>
<td>(165,891)</td>
<td>32,226</td>
</tr>
<tr>
<td>Other</td>
<td>7,111</td>
<td>71</td>
<td>–</td>
<td>7,111</td>
<td>(1,881)</td>
<td>5,230</td>
</tr>
<tr>
<td>Colleges &amp; Sections</td>
<td>102,424</td>
<td>2,827</td>
<td>–</td>
<td>105,251</td>
<td>(99,885)</td>
<td>5,366</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,758,907</strong></td>
<td><strong>104,402</strong></td>
<td><strong>(83,953)</strong></td>
<td><strong>2,779,356</strong></td>
<td><strong>(2,055,100)</strong></td>
<td><strong>724,256</strong></td>
</tr>
</tbody>
</table>

### Accumulated Depreciation

<table>
<thead>
<tr>
<th>Assets Previous year</th>
<th>Opening Balance $</th>
<th>Depreciation Charged $</th>
<th>Disposals $</th>
<th>Closing Balance $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leasehold Improvements</td>
<td>178,387</td>
<td>27,836</td>
<td>(2,088)</td>
<td>204,135</td>
</tr>
<tr>
<td>Equipment</td>
<td>1,249,806</td>
<td>93,566</td>
<td>(69,675)</td>
<td>1,273,697</td>
</tr>
<tr>
<td>Furniture</td>
<td>293,745</td>
<td>17,563</td>
<td>(1,697)</td>
<td>309,611</td>
</tr>
<tr>
<td>Fixtures &amp; Fittings</td>
<td>161,814</td>
<td>14,337</td>
<td>(7,638)</td>
<td>165,891</td>
</tr>
<tr>
<td>Other</td>
<td>1,810</td>
<td>71</td>
<td>–</td>
<td>1,881</td>
</tr>
<tr>
<td>Colleges &amp; Sections</td>
<td>95,964</td>
<td>3,921</td>
<td>–</td>
<td>99,885</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,981,526</strong></td>
<td><strong>154,192</strong></td>
<td><strong>(80,618)</strong></td>
<td><strong>2,055,100</strong></td>
</tr>
</tbody>
</table>
Notes to the Financial Statements continued
For the year ended 31 March 2020

11 INTANGIBLE ASSETS

<table>
<thead>
<tr>
<th>Assets Actual</th>
<th>Opening Cost $</th>
<th>Additions $</th>
<th>Disposals</th>
<th>Closing Cost $</th>
<th>Accumulated Amortisation $</th>
<th>Net Book Value $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer Software</td>
<td>352,443</td>
<td>8,100</td>
<td>–</td>
<td>360,543</td>
<td>(341,000)</td>
<td>19,543</td>
</tr>
<tr>
<td>Trademark</td>
<td>–</td>
<td>5,000</td>
<td>–</td>
<td>5,000</td>
<td>(417)</td>
<td>4,583</td>
</tr>
<tr>
<td>Total</td>
<td>352,443</td>
<td>13,100</td>
<td>–</td>
<td>365,543</td>
<td>(341,417)</td>
<td>24,126</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Assets Actual</th>
<th>Opening Balance $</th>
<th>Amortisation Charged $</th>
<th>Disposals</th>
<th>Closing Balance $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer Software</td>
<td>331,655</td>
<td>9,345</td>
<td>–</td>
<td>341,000</td>
</tr>
<tr>
<td>Trademark</td>
<td>–</td>
<td>417</td>
<td>–</td>
<td>417</td>
</tr>
<tr>
<td>Total</td>
<td>331,655</td>
<td>9,762</td>
<td>–</td>
<td>341,417</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Assets Previous year</th>
<th>Opening Cost $</th>
<th>Additions $</th>
<th>Disposals</th>
<th>Closing Cost $</th>
<th>Accumulated Amortisation $</th>
<th>Net Book Value $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer Software</td>
<td>424,462</td>
<td>22,261</td>
<td>(94,280)</td>
<td>352,443</td>
<td>(331,655)</td>
<td>20,788</td>
</tr>
<tr>
<td>Total</td>
<td>424,462</td>
<td>22,261</td>
<td>(94,280)</td>
<td>352,443</td>
<td>(331,655)</td>
<td>20,788</td>
</tr>
</tbody>
</table>

12 BORROWINGS

<table>
<thead>
<tr>
<th></th>
<th>Actual $</th>
<th>Previous Year $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance as at 1 April 2019</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>New Loans raised</td>
<td>300,000</td>
<td>–</td>
</tr>
<tr>
<td>Amounts repaid</td>
<td>(32,469)</td>
<td>–</td>
</tr>
<tr>
<td>Balance as at 31 March 2020</td>
<td>267,531</td>
<td>–</td>
</tr>
</tbody>
</table>

This is represented by:

| | Actual $ | Previous Year $ |
| Current Portion of Term Loans | 60,000 | – |
| Non-Current portion of Term Loans | 207,531 | – |
| Total Loans | 267,531 | – |

Loan Aging:

| | Actual $ | Previous Year $ |
| 0–1 years | 60,000 | – |
| 1–2 years | 60,000 | – |
| 2–3 years | 60,000 | – |
| 3–5 years | 87,531 | – |
| Total Loans | 267,531 | – |

The term of this Facility is for 60 months and ends on 30 August 2024. This Business Plus Loan has a fixed interest rate is 5.17% for the term of the loan. (2019: Nil).
13 HARDSHIP FUND
An initial Hardship Fund contribution of $100,000 was approved by the Board on 13 March 2018. The purpose of the fund is to provide support for members affected by hardship brought about by industrial action.

14 ASSET REVALUATION RESERVE
The Asset Revaluation Reserve records movements in the fair value of the investments portfolio and shares held in Fifty-seven Willis Street Limited.

15 TRANSACTIONS WITH RELATED PARTIES
NZNO undertakes transactions with other Unions, District Health Boards, Nursing Council of New Zealand and the Ministry of Health. These transactions are carried out on a commercial arm’s length basis and it is considered that these do not fall within the scope of related party disclosures.

NZNO is one of the four unions which set up Industry Retirement and Insurance Services Limited. This company is a retirement and insurance scheme for union members. It has not been consolidated or equity accounted in NZNO’S financial statements because it was set up solely to benefit the union’s members and there are no benefits to NZNO. Upon winding up, the residual assets of Industry Retirement and Insurance Services Limited are allocated to the members.

The extent of the transactions between NZNO and Industry Retirement and Insurance Services Limited are the contribution to their staff’s employers’ contribution and one employee is a director of Industry Retirement and Insurance Services Limited. All transactions are carried out at arm’s length.

NZNO is one of the five unions which set up Workers Educational Trust (WET). This trust is to provide training to union members for worker health and safety representatives as required by the Health and Safety at Work Act 2015. It has not been consolidated or equity accounted in NZNO’s financial statements because it was set up solely to benefit the union’s members and there are no benefits to NZNO. Upon winding up, the residual assets of WET are allocated to the members.

During the year an additional loan of $10,000 (2019: $8,000) was extended to WET. The loan is unguaranteed and interest is payable at the rate (if any) specified by NZNO on 28 February in any year. No interest rate was specified by NZNO for the year ended 31 March 2020 (2019: No interest specified). The loan is fully repayable by 18 December 2023. The balance of the loan at year end $18,000 (2019 $8,000).

16 CONTINGENT LIABILITIES
NZNO carries professional indemnity insurance on behalf of its members, to give comprehensive cover defending accusations or claims related to professional duties of members resident in New Zealand. In addition, NZNO itself indemnifies members for legal and professional fees in respect of such accusations or claims.

Potential legal claims in respect of two staff previously in employ of NZNO have been decided in the Employment Relations Authority and cleared NZNO of any wrong doing. Subsequent to this NZNO has been notified of contingent liabilities for potential legal claims plus associated legal fees in respect of the above being lodged with the Employment Court. NZNO will defend any action brought against it and no provision has been made in the financial statements as the outcomes of potential legal action are not certain. (2019: NZNO has been notified of contingent liabilities for potential legal claims plus associated legal fees in respect of three staff either previously or currently in the employ of NZNO. NZNO will defend any action brought against it and no provision has been made in the financial statements as the outcomes of potential legal action are not certain).
17  FINANCIAL INSTRUMENTS

NZNO is party to financial instrument arrangements as part of its everyday operations. These financial instruments include Cash & Cash Equivalents, Term Deposits, Accounts Receivable, Loans Receivable, Investments Portfolio, shares in Fifty-seven Willis Street Limited and Accounts Payable and Loan.

The carrying amount of financial assets and financial liabilities are as follows:

<table>
<thead>
<tr>
<th>Financial Instrument</th>
<th>Actual</th>
<th>Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loans and Receivables</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash &amp; Cash Equivalents</td>
<td>3,593,069</td>
<td>3,186,554</td>
</tr>
<tr>
<td>Term Deposits</td>
<td>680,702</td>
<td>700,767</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>130,884</td>
<td>112,263</td>
</tr>
<tr>
<td>Loan Receivable</td>
<td>18,000</td>
<td>8,000</td>
</tr>
<tr>
<td>Investments Portfolio</td>
<td>8,422,256</td>
<td>8,824,535</td>
</tr>
<tr>
<td>Shares in Fifty-seven Willis Street Limited</td>
<td>2,820,000</td>
<td>2,670,000</td>
</tr>
<tr>
<td>Financial Liabilities measured at amortised cost:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts Payable</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loan</td>
<td>(267,531)</td>
<td>(1,119,792)</td>
</tr>
</tbody>
</table>

18  COLLEGES AND SECTIONS

NZNO Colleges and Sections represent the special interests of members.

<table>
<thead>
<tr>
<th>Colleges and Sections</th>
<th>Opening Funds</th>
<th>Income from other sources</th>
<th>National Office Funding</th>
<th>Expenditure</th>
<th>Surplus/ (Deficit)</th>
<th>Closing Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td>COASTN</td>
<td>16,405</td>
<td>31,870</td>
<td>18,951</td>
<td>48,879</td>
<td>1,942</td>
<td>18,347</td>
</tr>
<tr>
<td>Cancer</td>
<td>59,255</td>
<td>24,330</td>
<td>19,298</td>
<td>36,653</td>
<td>6,975</td>
<td>66,230</td>
</tr>
<tr>
<td>Child &amp; Youth</td>
<td>53,383</td>
<td>2,197</td>
<td>10,783</td>
<td>13,911</td>
<td>(931)</td>
<td>52,452</td>
</tr>
<tr>
<td>Critical Care</td>
<td>62,230</td>
<td>1,822</td>
<td>15,326</td>
<td>21,948</td>
<td>(4,800)</td>
<td>57,430</td>
</tr>
<tr>
<td>Diabetes</td>
<td>50,856</td>
<td>15,932</td>
<td>17,564</td>
<td>28,468</td>
<td>5,028</td>
<td>55,884</td>
</tr>
<tr>
<td>Emergency</td>
<td>181,756</td>
<td>196,525</td>
<td>5,534</td>
<td>189,751</td>
<td>12,308</td>
<td>194,064</td>
</tr>
<tr>
<td>Enrolled</td>
<td>102,553</td>
<td>57,679</td>
<td>11,988</td>
<td>79,156</td>
<td>(9,489)</td>
<td>93,064</td>
</tr>
<tr>
<td>Gastroenterology</td>
<td>104,162</td>
<td>43,593</td>
<td>9,784</td>
<td>47,167</td>
<td>6,210</td>
<td>110,372</td>
</tr>
<tr>
<td>Gerontology</td>
<td>90,783</td>
<td>456</td>
<td>15,229</td>
<td>18,084</td>
<td>(2,399)</td>
<td>88,384</td>
</tr>
<tr>
<td>Infection</td>
<td>172,650</td>
<td>239,124</td>
<td>13,685</td>
<td>206,300</td>
<td>46,509</td>
<td>219,159</td>
</tr>
<tr>
<td>Mental</td>
<td>20,149</td>
<td>5,758</td>
<td>11,741</td>
<td>26,471</td>
<td>(8,972)</td>
<td>11,177</td>
</tr>
<tr>
<td>Neonatal</td>
<td>155,001</td>
<td>43,558</td>
<td>7,859</td>
<td>82,291</td>
<td>(30,874)</td>
<td>124,127</td>
</tr>
<tr>
<td>Nursing Leadership</td>
<td>58,016</td>
<td>43,678</td>
<td>15,505</td>
<td>62,407</td>
<td>(3,224)</td>
<td>54,792</td>
</tr>
<tr>
<td>Pacific</td>
<td>5,695</td>
<td>25,802</td>
<td>7,172</td>
<td>36,779</td>
<td>(3,805)</td>
<td>1,890</td>
</tr>
<tr>
<td>Perioperative</td>
<td>266,694</td>
<td>219,562</td>
<td>12,533</td>
<td>235,359</td>
<td>(3,264)</td>
<td>263,430</td>
</tr>
<tr>
<td>Primary Healthcare</td>
<td>62,476</td>
<td>1,064</td>
<td>21,458</td>
<td>30,408</td>
<td>(7,886)</td>
<td>54,590</td>
</tr>
<tr>
<td>Research</td>
<td>35,800</td>
<td>449</td>
<td>14,728</td>
<td>12,665</td>
<td>2,512</td>
<td>38,312</td>
</tr>
<tr>
<td>Respiratory</td>
<td>64,028</td>
<td>1,789</td>
<td>8,238</td>
<td>11,168</td>
<td>(1,141)</td>
<td>62,887</td>
</tr>
<tr>
<td>Stomal</td>
<td>80,795</td>
<td>17,347</td>
<td>5,120</td>
<td>21,964</td>
<td>503</td>
<td>81,298</td>
</tr>
<tr>
<td>Women's Health</td>
<td>46,474</td>
<td>37,656</td>
<td>11,609</td>
<td>51,206</td>
<td>(1,941)</td>
<td>44,533</td>
</tr>
</tbody>
</table>

| Total                  | 1,689,161    | 1,010,191                | 254,105                 | 1,261,035   | 3,261              | 1,692,422      |
19 OPERATING LEASES
NZNO has operating lease commitments, which are lease agreements for office accommodation, motor vehicles and photocopiers.

The value of lease commitments are:

<table>
<thead>
<tr>
<th></th>
<th>Actual</th>
<th>Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 year</td>
<td>$1,243,957</td>
<td>$1,223,782</td>
</tr>
<tr>
<td>Later than 1 year and less than 5 years</td>
<td>$2,983,373</td>
<td>$2,998,236</td>
</tr>
<tr>
<td>Later than 5 years</td>
<td>$15,974</td>
<td>$339,511</td>
</tr>
<tr>
<td></td>
<td><strong>4,243,304</strong></td>
<td><strong>4,561,529</strong></td>
</tr>
</tbody>
</table>

20 SUBSEQUENT EVENTS

Covid-19
On 30 January 2020, the spread of Novel Coronavirus (Covid-19) was declared a public health emergency by the World Health Organisation and the subsequent quarantine measures imposed by New Zealand and other governments, as well as the travel and trade restrictions imposed by New Zealand and other countries, have caused disruption to business and economic activity.

As a result of the global economic effects arising from the outbreak of Covid-19 there has been volatility in local and global investment markets. The ultimate impact of Covid-19 on the organisation (including the impact on the valuation of the investment) cannot be quantified at this time as the situation is still evolving.

Based on the latest investment report dated May 2020; the market value of the investment portfolio has increased by 5.1%. The financial effects of the change in market value subsequent to 31 March 2020 have not been recognised in the financial statements for the year ended 31 March 2020.

NZNO was able to effectively transition to a work from home environment during alert level 4 and subsequently returned when the lockdown period was lifted. The financial performance of the organisation has not been materially impacted during these transitions. Management do not expect a significant impact on forecast revenue given that members work in the healthcare sector which has continued to operate through Covid-19 as an essential service.

NZNO believes there is no significant impact on the application of the going concern assumption in preparing these financial statements as a result of Covid-19.

Management are not aware of any other matters or circumstances since the end of the reporting period, not otherwise dealt with in these financial statements, that have significantly or may significantly affect the operations of the organisation (2019: nil).
Statement of Responsibility
For the year ended 31 March 2020

The Board and Management of The New Zealand Nurses Organisation Incorporated acknowledge responsibility for the preparation of the Financial Statements and the judgements made therein.

In the opinion of the Board and Management of The New Zealand Nurses Organisation Incorporated:

- The internal control procedures are considered to be sufficient to provide a reasonable assurance as to the integrity and reliability of the Financial Statements; and
- The financial statements have been prepared in accordance with New Zealand Equivalents to International Financial Reporting Public Benefit Standards reduced disclosure regime and fairly reflect the financial position, results of operations and cash flows of The New Zealand Nurses Organisation for the year ended 31 March 2020.

The financial statements were authorised for issue on 8 July 2020.

Kerri Nuku

[Signatures]

Kaiwhakahaere  Chief Executive
Memo Musa