



Tōpūtanga Tapuhi Kaitiaki o Aotearoa NEW ZEALAND NURSES ORGANISATION

Minutes of the NZNO 2025 Annual General Meeting Held at Tākina on Wednesday 17 September 2025

The Annual General Meeting (AGM) of the New Zealand Nurses Organisation Tōpūtanga Tapuhi Kaitiaki o Aotearoa (NZNO) 2025 was formally opened by NZNO Kaumātua Keelan Ransfield at 9.20am.

Instructions for participating in the electronic questions and answers sessions and electronic voting were provided by the Kaumātua.

The President, Anne Daniels, welcomed attendees to the Annual General meeting, noting the date was also International Patient Health Safety Day, and spoke of the importance of patient safety. She highlighted continued reporting of understaffing across the health system while nurses continue to strive to support patients to the best of their abilities. In introducing the Minister of Health, Simeon Brown, she highlighted his qualifications and noted he could be expected to be well across the importance of specialised care and the need for patient safety.

ADDRESS FROM THE MINISTER OF HEALTH

Hon. Simeon Brown

The speech delivered by the Minister of Health, the Hon. Simeon Brown contained simple messages thanking nurses for the care they provide, and the work nurses do for patients. He addressed the recent strike actions, recognising nurses have the right to strike but noting the impacts on patients. He provided an example of a mother unable to hold her premature baby for 24 hours because nurses were on strike. A number of attendees, in a silent protest, went to the back of the room and turned their backs on the Minister.

Kaiwhakahaere, Kerri Nuku, thanked Minister Brown, recognising his acknowledgement of nurses, but noted the importance of looking the taniwha in the eye and having the kōrero, and that is what the opportunity is to do today. She noted the palpable frustration in the room as the Infometrics report released in the morning showed the impact of understaffing on wards. She addressed the strike action, noting that Life Preserving Services (LPS) is always undertaken first to ensure that patient safety remains the foremost consideration. She also highlighted the theme of the conference, Maranga Mai Karanga Atu, as nurses stand up for the rights of patients through their actions.

The Minister's address was acknowledged with silence.

ANNUAL GENERAL MEETING

Roll Call

The President, Anne Daniels, took the roll call and the following groups were represented.

- a) Te Rūnanga o Aotearoa
- b) Membership Committee
- c) National Student Unit
- d) Regions: Bay of Plenty/Tairāwhiti, Canterbury/Waitaha, Central, Greater Auckland/Tāmaki Makaurau, Greater Wellington, Hawkes Bay/Te Matau a Māui, Midlands, Southern/Te Tai Tonga, Te Tai Tokerau.
- e) Colleges and Sections: Aotearoa College of Diabetes Nurses, College of Child and Youth Nurses, College of Emergency Nurses New Zealand, College of Gerontology Nursing, Enrolled Nurses Section, Neonatal Nurses College Aotearoa, Nursing Research Section, New Zealand College of Critical Care Nurses, College of Primary Health Care Nurses, NZNO Gastroenterology Nurses College, Pacific Nursing Section, Perioperative Nurses College, Women's Health College

President, Anne Daniels, declared that there was a quorum for the Annual General Meeting.

Apologies were noted for College of Air and Surface Transport Nurses, College of Respiratory Nurses, College of Stomal Therapy Nursing, Infection Prevention & Control Nurses College, Mental Health Nurses Section, NZNO, and the Nursing Leadership Section.

Appointment of Returning Officer and Scrutineer

It was moved that Andrew Casidy (Director of Operations and Membership Support) be appointed as the Returning Officer and Kate Wilson (EA to Chief Executive Officer) as Scrutineer.

Moved:	Central
Seconded:	Canterbury
CARRIED	

Meeting Procedures

It was moved that the meeting procedures as previously circulated be adopted.

Moved:	Gastroenterology Nurses College
Seconded:	Te Tai Tokerau
CARRIED	

Address from the Kaiwhakahaere Kerri Nuku

The Kaiwhakahaere delivered a keynote address outlining the significant challenges currently facing nurses, emphasising unsafe staffing, inadequate resourcing, and stalled progress on pay equity. She noted that nurses have been forced into unprecedented strike action due to Te Whatu Ora's refusal to recognise the staffing crisis or provide required Care Capacity Demand Management (CCDM) data, with the Ombudsman compelling an apology for withholding information ("It took the Ombudsman to force Te Whatu Ora to apologise for failing to provide data on just how unsafe our staffing levels are.")

She highlighted that while there is no shortage of qualified nurses, many are unwilling to work under unsafe and unrewarding conditions, leading to high attrition and large numbers of new graduates seeking work overseas.

The Kaiwhakahaere outlined the rollback of pay equity progress, noting the Government's May decision to halt all current claims and impose more restrictive processes, affecting 12 NZNO claims. She stated that the struggle is not with the health sector but with Government decisions that prioritise tax breaks over essential social services.

The address detailed wider concerns about the erosion of Māori rights, including the removal of te reo Māori from Government agencies, diminished Māori voice across public systems, and legislative attempts to weaken Te Tiriti o Waitangi protections. She referenced the removal of Te Aka Whai Ora as a significant setback to Māori health rangatiratanga.

The Kaiwhakahaere connected national issues to global trends, noting increasing wealth concentration, climate threats, geopolitical conflict, and pressures on health systems worldwide. She cited the International Council of Nurses' findings that nurses globally are experiencing burnout, unsafe conditions, and inadequate support.

She emphasised the importance of unity, activism, and alliances—locally and internationally—to resist regressive policies and reshape systems. Delegates were asked to engage with key policy papers on Te Tiriti, public vs private health, workforce, and the role of the nurse.

The address concluded with a call to collective strength and resilience, drawing on Maya Angelou's poem *Still I Rise* as inspiration for ongoing advocacy and action.

Address from the President Anne Daniels

The President opened her address with acknowledgements to delegates and members, recognising the collective courage and commitment shown across all sectors in advancing NZNO's Maranga Mai

strategy. She emphasised that members are “stepping forward and rising up with purpose,” reflecting the AGM theme *Karanga atu, maranga mai!*

The President outlined significant concerns regarding Government actions over the past year, describing an erosion of public health, workers’ rights, safe staffing, equity, and Te Tiriti o Waitangi. She noted the removal of Te Aka Whai Ora, underfunding of health services, increased privatisation, and legislative changes undermining pay equity and regulatory protections. She highlighted the cumulative impact as “a negative spiral in the health and wellbeing of our nation”.

She raised serious issues regarding misinformation from Government and Te Whatu Ora, particularly the refusal to release nurse staffing data and widespread understaffing across hospitals (“More than half of all day shifts and more than a third of evening shifts... were understaffed.”). Unsafe workloads were noted across aged care, primary health, hospice, and community settings.

The President also highlighted positive developments. Member unity has strengthened, with social media discourse shifting from division to collective purpose. Delegates have increasingly shared their experiences publicly, aligning with Maranga Mai demands. NZNO’s strategy has evolved into a “living document” guiding action and organisational change, including implementation of the new Constitution and authentic realisation of Te Tiriti obligations.

She detailed extensive industrial activity over the past year, including 31 strikes across sectors, nationwide stop-work meetings, multiple marches on Parliament, and innovative industrial actions. NZNO has achieved significant legal wins, including Employment Court decisions affirming the right to strike over unsafe staffing and an injunction preventing wage deductions for redeployment refusals.

The President emphasised that public support remains strong and that NZNO must continue to “disrupt respectfully, challenge constructively, and lead unapologetically.” She encouraged delegates to consider proposed policy directions and envision a future grounded in manaakitanga and collective wellbeing.

She closed with the whakataukī *Ehara taku toa i te toa takitahi, engari he toa takitini* — our strength comes from the many.

Minutes of Annual General Meeting held on Wednesday 18 September 2024

That the minutes of the Annual General Meeting held on Wednesday 18 September 2024 be accepted.

Moved:	Gerontology College
Seconded:	Greater Wellington
CARRIED	

Minutes of Special General Meeting held on Monday 7 April 2025

That the minutes of the Annual General Meeting held on Monday 7 April 2025 be accepted.

Moved:	Greater Wellington
Seconded:	Tairāwhiti / BOP
CARRIED	

Financial Statements

Grant Brookes, Audit and Risk Committee member

Member of the Audit and Risk Committee, Grant Brookes, spoke on behalf of the Committee and the Committee Chair, acknowledging the work of the Chair. He noted that deliberate investments have been made to meet the needs and challenges of the organisation’s growing membership. He was pleased to see the consistent move towards surpluses while keeping member fee increases at a minimum addressed to the AGM.

Appointment of Auditor

It was moved that BDO be appointed External Auditors for current financial year ended 31 March 2026.

Moved:	Canterbury / Waitaha
Seconded:	Central
CARRIED	

Membership Committee Report

Anne-Maree Wagg

Chair of the Membership Committee, Anne-Maree Wagg, addressed the AGM, presenting the final Membership Committee report. A video was played, acknowledging the work the committee has undertaken during its time. The Chair noted that while the Membership Committee was now disestablished through the constitutional change, the voice of members remained important.

Te Poari Report

Kerri Nuku

The Kaiwhakahaere, Kerri Nuku, acknowledged and thanked Te Poari for their support over the past year. A video was played to showcase the involvement of Te Rūnanga members participating in activities throughout the year.

Board Policy and Strategy Decisions

It was moved that the Board policy and strategy decisions, as previously circulated and available on the NZNO website, be accepted.

Moved:	Central
Seconded:	Te Rūnanga
CARRIED	

Ratification of Annual Report 2024-25 and Audited Financial Statements

It was moved that the New Zealand Nurses Organisation Tōpūtanga Tapuhi Kaitiaki o Aotearoa Annual Report 2024-25 and the audited financial statements be accepted.

Moved:	Canterbury / Waitaha
Seconded:	Te Tai Tonga
CARRIED	

Transition of National Executive members

It was noted that the Board of Directors became the National Executive upon the adoption of the new constitution on 17 June 2025.

Outgoing National Executive members (Simon Auty, Margaret Hand, Lucy McLaren, and Anamaria Watene) were acknowledged and thanked by the Kaiwhakahaere.

Incoming National Executive members, Grant Cloughley, Michelle Fairburn, Rosetta Katene, and Rachel Thorn were introduced and joined re-elected members Grant Brookes, Tracey Morgan, and Saju Cherian.

Adjournment of AGM

The AGM was adjourned at midday to enable policies being presented during the NZNO Conference to be discussed before the AGM was reconvened the following day to vote on the policies.

Policies for Adoption

The AGM was reconvened on 18 September at 3.19pm.

Andrew Casidy (Director of Operations and Membership Support) Officer and Kate Wilson (EA to Chief Executive Officer) were reconfirmed as the Returning Officer and Scrutineer respectively.

The Chair allowed a question from the floor from observer, Melinda Jones, who observed the documents were more correctly formed as position statements rather than policy documents. The Chief Executive responded, advising that once the direction is adopted by the AGM, the National Executive will work with the Chief Executive to develop coherent policy.

It was moved that the Health System We Need Policy Documents are adopted.

Moved:	Gastroenterology College
Seconded:	Perioperative College
CARRIED	

It was moved that the NZNO Vision for a Health System in Aotearoa from a Te Tiriti o Waitangi perspective document is adopted.

Moved:	National Student Unit
Seconded:	Tairāwhiti / BOP
CARRIED	

It was moved that the Public and Private Health documents are adopted.

Moved:	Hawkes Bay
Seconded:	Midland
CARRIED	

It was moved that the Workforce (ie How Many More Nurses does NZ Need?) documents are adopted.

Moved:	Primary Health College
Seconded:	Women's Health College
CARRIED	

It was moved that the Role of the Nurse documents are adopted in principle. The AGM noted that the Role of the Midwife policy will be returned to the 2026 AGM.

Moved:	Greater Wellington
Seconded:	Enrolled Nurses Section
CARRIED	

The AGM noted that the policy on Role of Health Care Assistants required further work and will be returned to the AGM in 2026.

Close of the AGM

Kaumātua Keelan Ransfield, drew the official business of the 2025 AGM to a close at 3.50pm.