

NZNO MIDLANDS REGION NEWSLETTER

Winter 2019 Issue

(Tena koutou, Tena koutou, Tena koutou katoa - Greetings to you all)

Welcome to the NZNO Midlands Regional Council newsletter

PROFESSIONAL FORUMS

These are organised by Midlands Regional Council - usually four per year. They are free to NZNO members and are a two hour forum, complete with attendance certificate. Snacks are provided before the education session starts.

Every year we try to hold one of the forums in the Thames/Coromandel area.

Midlands Professional Forum 6 March 2019, Hamilton

Title: Professional and Workplace Relationships



Presenters: Chris Baker (Midlands Regional Council) and Deb Chappell (NZNO Organiser)

In the first part of the forum Chris focused on the professional standards, codes and guidelines that guide how we work with colleagues in the workplace. This included professional use of social media and on-line conduct. Participants were invited to share what they enjoyed about the team they work in and what works well for their team. Common themes were:

- Team work
- Supportive environment
- Sharing knowledge and reflecting
- Having fun and eating together
- Humour



- Respect individuality
- Acknowledgement of strengths
- Engagement with patients

For the second part of the forum Deb focused on when workplace relationships don't go well and where there is repeated disrespectful behaviour toward an individual or group (bullying). She highlighted how often a sequence of small events that are not dramatic but can make it hard to recognise bullying behaviour which include:

- Withholding information
- Use of sarcasm
- Excessive monitoring of work
- Systematic ignoring
- Isolation from other workers
- Setting unrealistic goals
- Persistent public criticism and/or humiliation
- Intimidation to prevent taking annual leave or sick leave
- Pattern of assigning meaningless tasks
- Spreading malicious rumours
- Shouting and verbal abuse
- Physical threats



There are five principles that are guidelines to assure a respectful workplace and absence of bullying:

1. Maintain the self-respect and motivation of others
2. Criticize actions and ideas, not people
3. Support others rather than undermining them
4. Set realistic and attainable goals (for self and others)
5. Act assertively not passively or aggressively



2019 MIDLANDS / BAY OF PLENTY / TAIRAWHITI REGIONAL CONVENTION

**Midlands/Bay of Plenty/Tairawhiti 2019 Regional convention
Held at Hamilton airport Conference Centre; May 2nd 2019
“Nurses a Voice to Lead – Health for All”**

Approximately 70 delegates, NZNO members, nursing students and NZNO staff attended Karakia and waiata, led by Te Runanga, was supported by the unpractised yet enthusiastic choir of delegates, and set the scene for an exciting day to follow.

Food provided was of excellent quality and quantity, with plenty of choices for all variations of dietary requests.



Delegates mixed and mingled with other DHB representatives



Diane Dixon – Regional Chairperson, Midlands

Diane opened the day with a welcome and information re general housekeeping, and how to respond should there be an earthquake (as occurred at Conference in 2017; Memo hadn't even noticed and was puzzled by our gales of laughter as the overhead screen behind him was swaying hysterically in time with the undulations).

Diane has now been nursing for 43 years and has had many years of delegate experience with NZNO. She outlined the 'raison d'être' of Midlands Regional Council: this information can be located in the autumn newsletter and on the NZNO website.



Tracy Morgan – Te Runanga chairperson

Tracy spoke of her nursing history – she is from Hawkes Bay, moved to BOP and is now with Midlands. She is the only Māori RN in a Putaruru privately owned GP Practice.

She is exploring how to achieve a culture change within GP Practices from a task-orientated working structure to one of holism that includes whānau in patient care.

Tracey is acutely aware of the burning issue of pay parity with nurse counterparts in DHBs. As its chairperson Tracey has a high profile within Te Runanga and always attends Annual Hui In line with today's theme "Health for All". She spoke of health inequality and of the growing energised mahi to address Māori health issues.

Another project, in partnership with Kerri, is to promote an international network of the health workforce, with an emphasis relating to the indigenous workforce in all countries.



Grant Brookes – NZNO President

Today was the fourth Convention which Grant has attended in 2019.

He spoke of the 2018 MECA bargaining dynamics that resulted in rallies right across Aotearoa. This was unprecedented industrial action after nine years of under-funding had taken its toll on nurses' patience– they had had enough. These rallies were all well attended, vocal , at times extremely rowdy, but always under

control, and we were rewarded and heartened by the enthusiastic public support. Grant joined fellow rallyers in Wellington. July 12th, the day of our strike, the first national strike since 1989, was a milestone following the intense bargaining, with an improved offer for our members. However, not all the demands were met and there remained many who felt dissatisfied, and this created divisions of opinion within our membership.

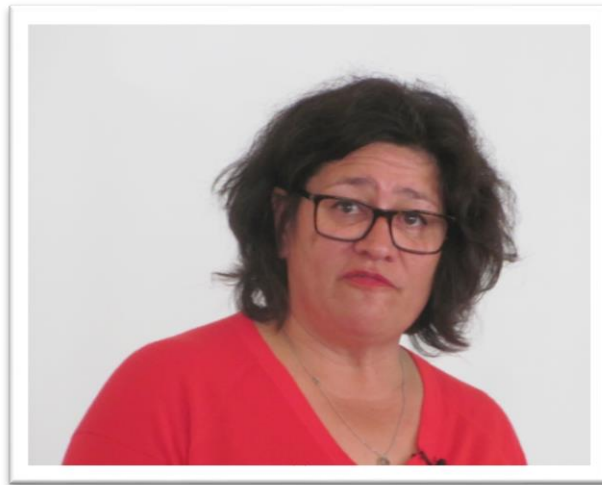
What was achieved:

- The promise of 500 new nursing positions – 50% already filled at time of report
- A record for the number of new graduates employed

2019 is the election year for NZNO executives – voting will take place in August 2019 and will be on line for the first time.

The five year strategic plan expires in 2020.

Grant answered several questions from the floor – most were concerning NZNO funding and membership fee increases.



Kerri Nuku – NZNO Kaiwhakahaere

Kerri's presentation, in part, focussed on NZNO's members' voices being used and heard, but these voices are not used until nurses feel threatened, as was plainly audible and visible during the 2018 strike action, when some strongly worded anger was evoked when the resultant agreement did not fit the demands of all members. Certainly, strong interest was stimulated and some anger generated but, despite all this at an emotive time, NZNO rarely hears from its members during times of peace rather than at times of strife; they **do** need to become more involved. The "fairies" in the background cannot function without NZNO member support.

Nurses are great advocates for patients but fall short when advocating for their nurse colleagues. This government has launched a number of reviews – e.g. changes in student curriculum; Health & Disability; GP Practices; Coronial Act; End of life Choice Bill to name but a few.

And the pay equity for the Māori nursing workforce remains unfinished business after many years of negotiations.



Annie Bradley-Ingle PNA

“The International Conference on Primary Health Care was convened in Alma-Ata, Kazakhstan, in 1978, and was attended by virtually all the member nations of the WHO and UNICEF. The Alma-Ata Declaration of 1978 emerged as a major milestone of the twentieth century in the field of public health, and it identified primary health care (PHC) as the key to the attainment of the goal of Health for All (HFA).”

Has the Alma-Ata achieved its pledge of HFA by the year 2000?

There remain many global health challenges:

- Diseases, epidemics and pandemics still occur.
- Mental health disorders are increasing.
- Family violence is ever prevalent.
- The environment continues to be polluted and we especially need to promote and safeguard clean water supplies for all.

NZNO’s Strategy for Nursing 2018-2023 salient points:

- Equity – reduce poverty.
- Improve health determinants/health for all.

Annie’s full presentation can be found on NZNO the website



CEO Memo Musa

Memo reflected on how palpable are the changes in Health from forty years ago, especially in Mental Health (MH) (Addictions Service was not included in MH at that time; it was more on the fringes). The work environment is now unrecognisably complex with the ever increasing human population, and the constant innovations in the use of technology.

Work is underway for NZNO's Strategic Plan: we aspire to a strong and skilled workforce in order to improve health outcomes for all.

Memo too outlined some of the health related reviews that are being undertaken that included the recent Mental Health Review and the current Welfare System Review – both of which will impact on those who are in the care of the nursing workforce.

Memo emphasised that we must retain the momentum of the decisions made by the 2018 industrial action.



Leonie Metcalfe EN

Leonie's message was how to enhance the profile of Enrolled Nurses (EN) via:

- the EN Section
- Three Journals per annum
- Newsletters
- Building relationships with other groups – e.g. NCNZ
- International contacts – recently Australia and Canada
- Social media – both social and professional



Deb Chappell

Deb’s presentation focussed on the Health and Safety at Work (HSW) Act 2015. This Act was reviewed and revised following the Pike River Mine disaster when 29 miners lost their lives.

In the the workplace, the ratio of Health & Safety Representatives (HSR) for workers is a minimum requirement of 1/19 where there are 20 or more workers. For HSRs the key issues in the HSW Act are:

- Serious risk
- Immediate or imminent exposure to a hazard
- Inherently or usually carries an understood risk
- Materially increased

Under this Act the employer is known as Person Conducting a Business of Undertaking (PCBU) and “must ensure, as far as is reasonably practical, the health and safety of its workers – this is called The Primary Duty of Care.” The above is a precis of Deb’s presentation – for quick reference guide go to Health and Safety at Work - Quick Reference Guide.

Hilary Graham-Smith

Alongside the HSW Act Hilary presented a similar theme – Care Capacity Demand Management. Nursing shortages, in both the public hospital and elder care facilities, are challenges for the workforce and are a potential hazard. The current system of calculating ‘staff to budget’ needs to be changed to ‘budget to staff’ which would include staff skill mix.

Of the twenty (20) DHBs, eighteen (18) are using the patient acuity tool ‘Trend Care’ – a tool that has been tried and tested and validated internationally.

Members who received special recognition this year for exceptional work they have done as delegates, members or within their workplaces were:

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| <ul style="list-style-type: none"> • Hinemotu Douglas • Queenie Komene • Glyn Havill • Marianne Lock | <ul style="list-style-type: none"> • Bronwyn Allbright • Chris Baker • Rachelle Smith, HCA Tauranga DHB |
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INTERNATIONAL NURSES' DAY 12/05/19

As our special day was on a Sunday this year the celebrations overflowed to the weekdays and soon became International Nurses' Week – WOOHOO (see pic below - R)



OPR 3 staff dressed "properly"



A wonderful celebration and welcome



Ward 34 celebrate in style with decorations and a large lunch



Ward 36 staff and Florence herself looking on

LEONIE METCALFE – MEMBERSHIP COMMITTEE



NZNO Membership Committee

The NZNO Membership Committee is a standing committee established under clause 23 of the NZNO Constitution. The Committee is accountable to NZNO members and its general purpose is to bring a membership perspective to the Board.

The Committee is made up of one representative from each region, two College and Section representatives, two representatives from the National Student Unit, and the President and Vice President.

The Committee encourages members to contact them with views or concerns they feel should be addressed.

Leonie was nominated as Midland's representative on NZNO Membership committee in 2018.

Leonie trained as a Registered Community Nurse at Wairoa Hospital in Hawke's Bay and moved to Waikato in 1982. She has been working as an Enrolled Nurse at Waikato Hospital for 36 years and currently works in the Women's Health Service.

A foundation member of Midlands Regional Enrolled Nurse Section since 1993 Leonie has held the role of treasurer and has been the Chairperson since 2009. Leonie was nominated as a National Enrolled Nurse Section national committee member 2011 - 2014 and held the leadership role of National Chairperson of the Enrolled Nurse Section NZNO 2014-2018. Leonie is the Enrolled Nurse representative on Waikato DHB PDRP Council, PDRP EN assessor at Waikato District Health Board and EN representative on the Wintec Employer Engagement Group. She is the Vice Chairperson of the NZNO Midlands Regional Council and Management Committee member.

Leonie is a great advocate for enrolled nursing at every opportunity and has presented at a variety of forums maintaining and building relationships with regional, national and international nursing groups.

Leonie has an extensive history of NZNO involvement, encouraging participation in NZNO activities, supporting colleagues in the workplace and within the wider Midlands region and has been an NZNO workplace delegate at Waikato DHB since 2005. Leonie is the recipient of NZNO National Service Award Nursing and Midwifery for 2018.

GRADUATION

On Wednesday 20th March four members representing the Midlands Regional Council and the Enrolled Nurses Section attended the WINTEC Nursing Graduation Ceremony. During the ceremony 130 Bachelor of Nursing Graduates and 18 Diploma of Enrolled Nursing Graduates were congratulated and presented with candles from the Midlands Regional Council.

The Enrolled Nurses were also presented with a pen from the Enrolled Nurses Section of NZNO.

This has been an ongoing initiative organised by the Midlands Regional Council for many years. The candles are decorated with purple ribbons representing NZNO, they also have a quote from Florence Nightingale and the NZNO logo attached. They are a small gift acknowledging the work required to achieve their success, and a celebration of it.



Midlands Regional Council congratulates all those who received qualifications at the WINTEC Graduation Ceremony and extends its best wishes for your future careers.

ONCE A NURSE ALWAYS A NURSE

For International Nurses Day 2019 the NZNO Midlands Regional Council would like to celebrate the nursing career of Glyn Havill, her contribution to NZNO as a delegate and her ongoing engagement with the Regional Council as a NZNO Life Member.

We would like to thank Marianne Lock, previous Midlands Regional Council Chairperson and previous NZNO delegate with Glyn at Anglesea Clinic, for interviewing Glyn and enabling Glyn to share her nursing story.

Glyn is a very humble person and does not find it easy to talk about her nursing so we would like to take this opportunity to celebrate Glyn' nursing career and the contributions she has made.

GLYN HAVILL (PROFILE)



Why nursing?

“I always wanted to be a nurse, right from when I was very young. There were really only two choices for women back then, either teaching or nursing, and I wasn't interested in teaching. I never considered anything else other than nursing”.

The early days

Glyn started her nursing training prelim at Middlemore Hospital in 1961 and from there went to Greenlane Hospital. During her training she also worked at North Shore Hospital and National Women’s Hospital.



Greenlane Hospital



National Women’s Hospital



National Women’s Hospital

“We lived in the Nurses Home and we were among the first Nurses that were allowed to go flatting once we were in our 3rd year. I flatted with 2 other registered nurses who were one year ahead of me and we have remained firm friends since then”.

“During my training at National Women’s (obstetrics and gynaecology experience) we lived in a group of Army Huts that had been built for the American Soldiers during the war. They were cold and draughty with no locks on any of the doors it was like living in a shed”.

Caring for the whole person

“I remember one of our Tutor Sisters emphasising that there were three aspects to every person, these being mental, physical and spiritual. When you nursed a person you had to pay attention to all three things and not just concentrate on the physical aspect or any one area. I can still remember her emphasising how important it was to nurse the whole person, not just part of them (this is just as relevant today as it was then)”.

After graduation

Glyn graduated as a registered nurse in 1964 but didn’t attend her graduation as she had married and moved to Dunedin. Glyn married her husband Jack, who was at the end of his 5th year as a medical student, 10 days after sitting the State Exam. In Dunedin she worked in theatre and the Intensive Care Unit, and then took time out of nursing to raise her family. When the children were older they moved to Hamilton and Jack worked at Waikato Hospital. Glyn made the decision not to work at Waikato Hospital and instead worked part time at Cassel Private Hospital doing night duty for 11 years.

“When you are a nurse you know that every-day you will touch a life or a life will touch yours”. (Author unknown)

“On night duty there were two RNs and two Nurse Aides on duty each night, with Security checking in twice each night and available if called at other times. When the hospital was sold to Southern Cross the availability of security was discontinued. So to keep ourselves safe we instigated some counter measures. One was to inform the Police that there were four women working alone in the hospital at night with no security. They were very good to us and checked on us regularly, and came immediately if we rang for any reason”.

In the early 1990s Glyn went to work at Anglesea Clinic and continued to work there until her retirement in 2017.

Being a NZNO Delegate

Glyn joined NZNO in 1982 when she returned to nursing after bringing up her family, and has been an engaged and active member until her retirement.

“I became an NZNO delegate at Southern Cross because no one else wanted to. We needed someone who wasn’t afraid to speak up and tell the truth. I didn’t set out to be the Delegate but inadvertently found myself in that position because I believe in fairness and equity and wasn’t afraid of the consequences of voicing what I saw as inequities.

One of the things I did while at Southern Cross was to invite Nursing staff to have NZNO meetings at my home after Southern Cross Management banned NZNO from the premises”.

“After moving to Anglesea Clinic I again discovered that the nurses were all on individual contracts with different pay rates etc. I believed it was important to have the protection that NZNO offers. So I set about encouraging all nurses to belong to NZNO and worked with Sue Moroney who was an NZNO organiser (and later a Politician). We worked for a year before managing to achieve a workplace collective agreement for the Nurses at Anglesea Clinic. Later we managed to be part of developing the Primary Health Care MECA. I am proud to say that while I worked at Anglesea Clinic we had over 90% of nurses as members of NZNO, and once the PHC MECA came in most of the receptionists joined as well”.

As a NZNO delegate Glyn has lobbied Members of Parliament on issues for nursing and health in general. She has a very strong sense of fairness and equity which she brought to her role as a senior nurse at Anglesea Clinic and as a workplace delegate.

Glyn received the National Service Award to NZNO in 2005 for her contribution to NZNO.

Key learnings from being a NZNO delegate include:

“I learned to choose my battles and to think strategically. I also learned that members often want someone to go in to battle for them so that they don’t have to. I have learned how to support others to fight their own battles without doing it for them.

Being a delegate puts you in contact with a network of others in all sorts of areas so that you are often better informed about what is happening not just in your work place but also country wide. Attending NZNO Conference and study days is both informative and interesting.

How has nursing changed?

“The way I trained was a very practical experience, and we had a very good grounding. There were always older more experienced nurses on duty to help and assist us, so that we never worked above our level of experience. Patients are not nursed in bed for lengthy periods like they used to be. There is a great deal of emphasis on rehabilitation and getting moving as soon as possible. So while technology has changed a lot of things it is still important to remember that there is more to a person than just physical needs and that the whole patient needs to be nursed. This aspect of nursing has not changed”.

“I liked the way I was trained and it fitted with the society of the day. It wasn’t a perfect system but then nothing ever is”.

Retirement and keeping involved

When Glyn made the decision to retire she expressed the desire to continue to be a member of NZNO and keep current with developments in nursing and health. The Midlands Regional Council nominated Glyn for NZNO Life Membership and this was awarded in 2013.

“I have spent all my working life as a Nurse, and while I am no longer doing the practical stuff, it doesn’t mean I don’t want to keep informed”.

From Midlands Regional Council

Glyn continues to be actively engaged in Midlands Regional Council by attending and contributing at meetings to keep up to date with what is happening in NZNO, changes to legislation and nursing, as well as attending the Midlands Professional Forum.

The Midlands Regional Council would like to wish Glyn all the best in her retirement and that we value her ongoing contribution and support for the work of the Council.

**“The most important practical lesson that can be given to nurses
is to teach them what to observe”**

Florence Nightingale