

## **NZNO Nurse Managers (NZ)**

### **Chairpersons report**

Sarah Tweedale (Chair)

Tena Koutou

2018 has been a year of reassessing our direction and listening to our membership in order to accurately reflect their needs and that of the NZNO strategic plan.

Our major piece of work which has evolved from the 2018 membership survey, this is to establish a national mentorship and coaching programme for our membership. Our survey had informed us that of our membership that in respect to mentorship and coaching 70% want it, 30% have had it and 60% are willing to give it. The lonely place of nursing management and the desire to share experience and learn from one another or often just have a sounding board outside our own DHB or workplace has spurred us on to develop this programme.

It will be an ever-evolving project that we believe once started will self-direct its own form and shape I am sure we will go down a few dead ends or on occasions need to back up and reassess but we truly believe its worth both the effort and investment for our membership.

Alongside this we propose to also invest the conference profits made over the years and the section funds back into study days specifically to develop our coaching skills the wisdom we have is to share and develop our new leadership nursing teams around us.

Some of the Nurse Managers highlights, activities and achievements for 2018:

- We have established and allocated an education grant with a framework in place for the ongoing distribution of these funds to our membership. This has been well received by our membership and to date has granted four educational grants and one conference application in 2018.
- We have continued in our commitment to CCNM by DHBs by encouraging and including feature articles in our section newsletter which unpacked the nature of and promoted the CCDM process.
- Another successful conference was held in Dunedin with over 95 delegates.
- Sarah and Shamin represented the section at the National NZNO college and section day, the AGM and the NZNO conference.
- We are delighted to be attending The Annual conference held in Hawkes Bay in November 2018.
- Planned Annual regional forums are an ongoing focus that we plan to link in with the mentoring and coaching work we are undertaking. The goal to host two of these per year around the country. We hope the guest speakers will continue to address other pertinent topics identified by our membership from previous surveys. The most recent being in Wellington in May which addressed the Issue of that of Moral Distress faced by nurse Managers our guest speaker being Dr Martin Woods an expert in this field.
- Our membership survey was undertaken on May 2018 details of which are reported on in the Newsletters and also act as a compass for conference and regional forum topics.

- Membership has grown to 523. There has also continued to be a strategic succession planning within the committee to grow incoming members prior to experienced outgoing committee members completing their terms, thus safeguarding the knowledge base and maintaining the momentum of the committee's work.
- I would also like to thank and pay tribute to the former and outgoing committee membership. This November we say goodbye to Itayi a former treasurer and Monique our secretary both completing their maximum four years with the committee, I thank you both for your commitment, professionalism and hard work you have both put into the section.

The committee now consists Sarah Tweedale Chair in her final year, Jenni Palmer also in her final year, Teresa Fisher starting her 2<sup>nd</sup> year in her for her first term, Shamim also commencing her 2<sup>nd</sup> year in her for her first term, Debbie O'Donoghue seconded and nominated to commence her first term if elected, Natasha Ashworth also seconded and nominated to commence her first term if elected. We are looking for a further two nominations for our Committee to bring us to our core of eight, I would strongly recommend being a part of a national committee for the wider view experienced, the awesome people you get to meet and the service we give to our membership.

Nga mihi

Sarah Tweedale