

## Nurse Managers AGM Professional Nursing Adviser Report (2018-2019)

NZNO has had a hectic and somewhat stressful year. I would like to thank the NMS section committee for their consistently hard work this year. Being a leader in the current health environment is immensely challenging and NZNO greatly appreciates the time and effort the committee put into leading the section. I would like to especially thank the outgoing chairperson, Sarah Tweedale, and Secretary, Jeni Palmer. It has been an absolute pleasure working with both of you and I know the committee will miss your expertise, resilience and humour.

The NMS Section held a successful conference last year. Thank you to the organisers of the 2018 conference and the current conference. It is not an easy task to organise a conference and both organising teams should be commended for their perseverance, courage and hard work. The National and conference committees are both made up of volunteers and work hard to provide members with information and opportunities for collaboration. I encourage all section members to consider putting themselves forward for the committee. Being on the committee takes time and effort but is a very rewarding experience.

This year the committee has been busy working on ways to provide members with resources to support nursing management and leadership roles. This has included the development and running of coaching and mentoring workshops with a workshop facilitator and the development of a mentoring web page to link nurses who are new to management roles with experienced mentors. The committee have also held two regional forums, in Palmerston North and Whangārei this year. These forums have had excellent speakers and been very informative.

The Committee developed a proposal to change the name of the section from 'NZNO Nurse Managers New Zealand' to 'NZNO Nursing Leaders: Tapuhi Mana Whakatipu'. The intention behind this was to encompass a greater breadth of nursing leadership roles within the membership making the section more inclusive. This was voted on by section members in August via Survey Monkey, with approximately 86% of members voting to adopt the new name.

Finally, on behalf of the committee, I want to thank Diana Geerling and the other NZNO staff who have supported the smooth running of the committee this year.

The following is a summary of NZNO activities over the 2018-2019 period:

- NZNO submitted on the need for a Public Health Model of Care. NZNO identified a range of systemic challenges and barriers. The submission said NZNO's collective aim was to make health and disability services free of institutional racism and to be culturally safe and supportive workplaces.
- The DHB MECA review document was released to staff and members. The document makes 15 recommendations all of which will be taken up by NZNO. The document can be viewed via this link: <https://www.nzno.org.nz/Portals/0/publications/2019-08-27-DHB-MECA-Review-Report-Redacted.pdf>
- The pay equity journey continues. Work on securing a pay equity settlement for nurses will take a major step forward next month when the work assessment interviews get underway.

- NZNO representatives attended the 2019 ICN meeting in Singapore. NZNO was awarded ICN's Gold Award for Membership Inclusiveness – international recognition that over 76% of NZ's nurses belong to NZNO.
- The WHO, in partnership with Nursing Now (the three-year global campaign to improve health by raising the status and profile of nursing) has declared 2020 as the Year of the Nurse and Midwife.
- NZNO held a special general meeting on the 16<sup>th</sup> of September. The purpose of this meeting was to vote on action about the President's conduct.
- NZNO continues to support and facilitate the implementation of the Care Capacity Demand Management (CCDM) program into DHBs. This system is supported by the ministry of Health and DHBs have to report progress directly to the Minister.
- NZNO Kaiwhakahaere Kerri Nuku presented a claim in the Waitangi Tribunal Health Kaupapa Case [WAI 2575]. The tribunal responded to her claim regarding the long standing ethnic pay disparities between nurses working for Māori providers vs nurses working elsewhere having a significant and ongoing impact on the lives of Māori nurses. The tribunal found it was unacceptable for nurses working for Māori and Iwi providers to be paid less or have worse working conditions.
- Results of research into fatigue in nurses, which Massey University's Sleep/Wake Research Centre, in collaboration with NZNO, initiated in 2011, were published in the International Journal of Nursing Studies.
- NZNO has established a working group to examine violence and aggression towards nurses. The group was formed in response to the increases in this violence and a call by the College of Emergency Nurses at last year's NZNO AGM for violence against nurses to be a priority for the organisation. Suzanne Rolls (PNA) is the group convenor.
- NZNO has been actively working with a variety of DHBs on staffing related issues. This includes a PIN notice under the Health and Safety Act in Nelson and a meetings with DHB management and Boards.

I look forward to another fruitful year working with the Section and Committee.

Ngā mihi, kind regards,

Wendy Blair  
Professional Nurse Adviser