

Professional Nursing Adviser Report College Emergency Nurses of NZNO AGM 2022

I am grateful to the National Committee, triage instructors, editors, conference committee and Member networks for your continued commitment to the college. For your ongoing commitment, leadership and professional engagement. I thank Sue Stebbings for leading the college and ensuring the voice of emergency nurses is present in the NZ health system. She has led the college during the pandemic's difficult years and enabled members to remain connected and have a voice. All the various committee members ensured that CENNZ continued advancing its objectives on behalf of CENNZ members. I thank the leaving committee members across CENNZ for their participation in promoting and advancing emergency nursing practice in Aotearoa /NZ.

Sadly we were unable to meet in person this year. However, I am grateful to the Canterbury/ West Coast region for persevering and ensuring we meet in 2023 at the next conference.

The Pae Ora Act 2022 created two health authorities. Te Whatu Ora (Health New Zealand) and Te Aka Whai Ora (Māori Health Authority). Communities experienced increasing health inequalities and delays in health services. Increasing pressure on Emergency Departments is widespread, and the entrenched nursing shortages across many settings have added delays and stranded patients in ED. This burden is experienced daily by NZNO CENNZ members. Workloads are excessive, and many EDs over the past year have utilised the Health and Safety at Work Act to force change. Sadly, we see compromised patient outcomes and scrutiny of individual nurses' practice. Indemnity insurance and growing membership in NZNO remain imperative.

In 2020, I spoke of the NZ graduate nursing process and the need for the emergency nursing community to embrace graduates. It is uncertain if the overall nursing numbers have increased or matched the demand (such modelling is not public information). We must ensure we grow the emergency nursing workforce with the capabilities, skills and attributes. The mismatch between nursing capacity and patient demand is widening. Engagement with Care Capacity Demand staffing calculations resulted in 3-4 departments substantially increasing the emergency nursing FTE. We must resist nursing FTE being taken by Allied Health or the unregulated workforce.

NZNO's annual report [2021/22] is available on the website with your member login. See <https://www.nzno.org.nz/LinkClick.aspx?fileticket=yYCBZTcQ-Wg%3d&tabid=109&portalid=0&mid=4918>

NZNO membership numbers have significantly increased – as at March 31 2021 NZNO had 50,900 members. Membership as at March 31, 2022 was 55,202. This also shows significant increase in Registered Nurses from 39,593 to 43,196.

This year NZNO received requests for medico-legal advice from 330 members, down by 74 requests in the previous year. Of these requests, some could not be assigned to the medico-legal lawyers as the requester was not a member at the time of the incident in question and therefore was not covered by the indemnity policy held by NZNO, on behalf

of its members. It is imperative members keep up **their financial membership and indemnity coverage.**

Files were opened for 270 members in relation to:

- 41 coronial matters – some of which will involve a full hearing inquest and others will be determined on the papers
- 82 Health and Disability Commissioner complaints by consumers
- 39 Nursing Council Professional Conduct Committee investigations, regarding conduct or criminal convictions
- 39 Nursing Council Health Committee matters
- 2 Nursing Council full council meetings, regarding suspension of a practising certificate for competency issues
- 11 Nursing Council assessments
- 4 Health Practitioners Disciplinary Tribunal hearings (charges brought by a PCC of the Nursing Council or the Director of Proceedings)
- 2 Human Rights Commission matters
- 2 criminal investigations by police of a member
- 24 criminal investigations by police requiring the member to provide a statement/give evidence as a witness or a victim
- 1 Midwifery Council matter
- 18 serious adverse event reviews or other employer led inquiries
- 2 ACC matters
- 1 District Inspector matter
- 2 witnesses in other types of court proceeding.

Competency advisory referrals since August 2021 were related to medication errors, failure to assess patients, adequate communication, and inadequate documentation. It was challenging to support members with an entire competency review process over Zoom instead of face-to-face.

International Nurses Day 2022 launched the Maranga Mai! The campaign introduced by NZNO CEO Paul Goulter. 'Maranga Mai!' means 'Rise Up!' and this campaign calls for NZNO members, whatever sector they work in, to unite and take action. We want to win the political and resource commitments needed to address the nursing shortage crisis permanently – and across the whole health sector. Critical opportunities for CENNZ members reside in health and safety initiatives. The violence and aggression project has completed its work and is now part of the Maranga Mai framework. I thank CENNZ for initiating this work, and further engagement will occur via the Maranga Mai channels. At the NZNO AGM, members came together to workshop critical components of the campaign. <https://maranga-mai.nzno.org.nz/>

NZ has the highest rate of internationally qualified nurses in the OECD. Aotearoa/ NZ is not retaining or increasing the nursing graduate workforce. In response to the 2020 Covid-19 and the International Supply of Nurses Report for the International Council of Nurses (ICN), the ICN recently called for more robust codes for ethical recruitment and investment in nursing education. In the 2022 report 'Sustain and Retain in 2022 and Beyond,' Howard Catton, Professor James Buchan and Dr Franklin Shaffer revealed how the COVID-19 pandemic has made the fragile state of the global nursing workforce much worse and suggested up to 13,000,000 more nurses will be required over the next decade.

<https://www.icn.ch/system/files/2022-01/Sustain%20and%20Retain%20in%202022%20and%20Beyond-%20The%20global%20nursing%20workforce%20and%20the%20COVID-19%20pandemic.pdf>

ICN's position statement on international career mobility and ethical nurse recruitment "supports the rights of nurses to pursue professional achievement through career mobility and to better the circumstances in which they live and work" but "condemns the targeted recruitment of nurses from countries or areas within countries that are experiencing a chronic shortage of nurses and/or a temporary health crisis in which nurses are needed" and "acknowledges the adverse effects that international migration of nurses and other health professionals may have on healthcare quality in countries seriously depleted. <https://www.icn.ch/news/icn-calls-stronger-codes-ethical-recruitment-nurses-and-investment-nursing-education>

I wish CENNZ members success for the forthcoming year and look forward to working with CENNZ committees to reach your goals. We have more to do!

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