

## **Professional Nursing Adviser Report College of Air and Surface Transport Nurses (COASTN), NZNO AGM 2<sup>nd</sup> November 2022, Wellington**

Firstly, thanks must go to the national committee who have shown strong strategic leadership, dedication and professional engagement in what has proven to be another challenging year. NZNO relies on the selfless work of volunteers as a membership organisation and acknowledges the huge commitments (in these very extraordinary times) made by the committee over and above the personal and professional commitments each and every one of these members hold. The systems, networks, external collaboration, and participation continue to be highly regarded and valued by NZNO.

The Chair's report has outlined the activities and achievements of 2021/ 2022 calendars and the future directions for this well recognised and respected college.

The national committee members continue to embrace their essential roles on the committee and after losing three of the stalwarts Toni (Chair), Angela (editor extraordinaire) and Jo our Vice-Chair, we welcomed Lynette Will to the Chair role. She has demonstrated a strong, no fuss leadership style (very similar to Toni - something in the Dunedin air???) and Helen Poole continues to demonstrate her amazing quick learning skills with the committee accounts but she will sadly be leaving the committee. Patrice Rosengrave continues to be extremely valuable in her role as Secretary and Avryl Way (Hamilton) has stepped into the Vice-Chair role.

The new members are

- Tamsin Irvine-Flynn (Auckland)
- Andrea Gibbs (Wellington)
- Tania Parr (Nelson) and
- Jacky Hardie (Hawkes Bay).

The committee have proven to be thoroughly grounded and hardworking team members in this crazy world, with many thrust into the vacant portfolios of the committee which they have taken on with relish. This has been especially evidence with Andrea's total dedication in planning this year's symposium almost single handily - Thank you Andy for your incredibly hard work.

### **SO, what has happened for NZNO during the 2021/ 2022 period?**

2022 saw no annual Medico-Legal forums completed by the NZNO Professional Services Team (PST). Plans were in place but for a variety of reasons did not come to fruition. The latest plan is to hold a series of face-to-face professional forums in early 2023. The topic is yet to be finalised." The professional team continues to plan and undertake work according to the 2018-2022 Strategy for Nursing and the NZNO long term strategic plan - strategies which have recently been updated (Now 2021-2025) to reflect member requirements. NB The new CEO has indicated this will again be revised soon.

The new CEO, Paul Goulter introduced **Maranga Mai. It is NZNO's overarching campaign. Maranga Mai calls Every Nurse, Everywhere to action, to "Rise up" and get behind the campaign to achieve the ultimate goals of:**

1. Te Tiriti be made real within and across the health system.
2. More nurses across the health sector to match (individual & population) health needs.
3. Nurses' value and expectations are reflected in their pay and conditions.
4. Increase student nurses education opportunities and funding support and
5. Increase the number of Māori and Pasifika nurses to reflect NZ's population.

Maranga Mai identifies nine areas of focus for NZNO staff that incorporate many existing NZNO projects and workstreams (Colleges and Sections (C&S) vital work included). This ambitious campaign assigns responsibility to every NZNO member (NZNO staff included) to pull in one direction, with unified strength to meet these goals.

Nurses working conditions (and safe staffing levels) remain a high priority focus. NZNO staff continue to support HNZ workplaces to fully embrace the Care Capacity Demand Management (CCDM) programme as per the Health Ministers and MECAs requirements and acknowledging the 2021 review (indicated slow progress in some areas). The implementation of CCDM is definitely proving to be a huge undertaking by NZNO's Organisers, Professional Nurse Advisers, their managers and of course so many members. This work will provide a positive change in work environments –safe high-quality care will be supplied by the correct numbers of appropriately skilled nurses with the right resources on all shifts, notwithstanding being able to find and keep those skilled staff that CCDM indicates are required. The DHB MECA bargaining process is about to start and NZNO is forming to deal with HNZ. Where CCDM and of course the many other vital components of the MECA will sit within this we wait to see. Away from the HNZ NZNO is reviewing evidence on patient ratios. This work is being aimed at Aged Care Sector particularly to find a workable method to determine safe staffing levels outside of the HNZ facilities.

Other major MECAs (HealthCare NZ, Primary Health Care, Plunket for instance) have not made significant progress but dedicated NZNO negotiators continue to represent their members to make the necessary gains for them. The Maranga Mai strategy of rising up together as one means the united strength of us all means these gains WILL happen.

Pay Equity remains another vitally important focus for NZNO. The process which commenced in 2018 is an extremely complex one that will see many nurses make real financial gain as their pays are adjusted to match similar more male dominated and currently better paid roles. Work continues but it is slowly and surely drawing to a close. Currently a claim for arbitration sits with the ERA (September 2022).

Do follow the CEOs weekly emails to keep current with all of these issues.

**The 2022 NZNO National AGM and Conference** were held very recently face to face in Wellington. After a formal welcome to all the AGM reported the three proposed remits were voted in although once again only 6% of eligible members voting - the numbers were disappointing. The 2022 new Board members were formally introduced to the membership and membership at the AGM agreed that the Constitutional review would be re-visited. The interim CEO provided her report directly with the Corporate Services Manager providing explanations by ZOOM and a set of slides. His report was brief but importantly it showed NZNO is once again operating well in the black. What was made

evident was the positive bank balances of the C&Ss. Paul Goulter also spoke of re-iterating a definitive re-focussing of all of NZNO's staff efforts on the overarching Marangi Mai - Rise Up campaign.

NZNO's 2022 conference was offered face to face and live-streaming. Numbers in attendance were slightly down on last year but it is considered to have been a valuable success for attendees. It was opened by Minister Andrew Little. There was a strong focus on socialising the components of Maranga Mai with sessions on campaigning, embracing Te Reo and Health and Safety at work.

Traditionally the NZNO National C&S Day is held as part of the three-day event. This year it was replaced by a Marangi Mai training day but unfortunately the main speaker fell ill. The group utilised their time to march to parliament with many many others to celebrate 50 years since handing over the petition for Te Reo being made available in all schools. The PNAs are planning a stand-alone C&S Day early in March 2023 - watch this space.

During 2022, NZNO has lost important staff, including researchers and policy analysts. This has made your voluntary contributions to submissions and national representation on a variety of relevant groups even more valuable to your special interest work (and to NZNO), as you put forward a strong and specific voice that advocates for nurses, their patients and their communities.

The COASTN committee have submission work included in their annual work plan. The annual plan (you should have received it with college recent mailings) is current, but please do not hesitate to put forward your ideas for other pieces of work you believe is relevant and important to the members and their patients. Talk to the Committee, it will also be on the webpage for your review.

### **Back to you, COASTN members...**

Worth particular note is how well the 2021 course was very successfully reconfigured at quite short notice. By establishing participant and speaker engagement online the course was able to be theory component was completed with really positive feedback, and now too the practical components for the 2022 years class has been successfully completed. Sincerest thanks to Taz and the committee for the huge efforts involved with this. Planning for the 2023 courses has begun.

NZNO knows that life during 2022 has seen us all having to adapt to significant change. From a clinical perspective, I am sure there are many of you who have had to adapt your whole work environments to ensure the (COVID) safety of all. I am watching with interest as you and your colleagues so ably manage the new bi-focussed health system, new covid related threats, supporting students trying to adjust to new Te Pukenga changes, patients trying to understand the long Covid health and social impacts they are experiencing and you and your own whānau dealing with all the other winter ills and chills on top of a financial downturn.

Finally, and again, NZNO congratulates COASTN for their work during 2020/ 2021 year and acknowledges this 2022/ 2023 year will be another challenging one for college members. We wish them/ you all success and safety in your goals for this year. NZNO and I personally look forward to working with the committee and all college members throughout the remainder of this year and into 2023 to achieve your goals.

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