

## **Professional Nursing Adviser Report College of Air and Surface Transport Nurses , NZNO AGM 25th February 2022 via ZOOM**

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 tumultuous COVID disrupted 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 Chairpersons report has outlined the activities and achievements of 2021 and the future directions for this well recognised and respected College.

The National Committee members continue to embrace their essential roles on the Committee. Toni Johnson (Dunedin) has continued to demonstrate a strong, calm leadership as Chair and Helen Poole continues to demonstrate her amazing quick learning skills with the Committee accounts. Patrice Rosengrave also continues to be extremely valuable in her role as Secretary. For the latter part of 2021 Taz Irvine-Flynn has been seconded on to the Committee to fill Mutian Tait's role. Thank you Mutian for your contribution to the national Committee. All the Committee have proven to be thoroughly grounded and hardworking team members in this crazy world. This year two of the stalwarts of the national Committee will be farewelled, with great sadness. Toni, the long time Chair and Jo our vice -chair both complete their last tenure with the Committee. I would like to acknowledge both of your absolute dedication to the College and on behalf of NZNO would like to extend sincerest thanks to you for the selfless, always wise and sensible and often witty ( thank goodness !!!) work and words you both have contributed. Toni- Your grit and determination has ( and I suspect will continue) to see you in arenas you never expected, fighting for what you know to be clinically/professionally and operationally right for your flight nurses and on many occasions for the needs of the national flight nurses family. And Jo-your level headed, pragmatic knowledge, humour and common sense has kept the Committee grounded and focussed....you will both be very sorely missed...That said I am very confident Lynnette Will who takes on the Chair and Avryl

Way who will be vice Chair will do a very fine job ( and they know how to find you if they have any questions !).

### **SO what has happened for NZNO during the 2020 / 2021 period ?**

At the beginning of 2021 before the lockdowns began some of the annual Medico-Legal forums were completed by the NZNO Professional Services Team (PST) face to face other whilst others were completed by ZOOM. The topic is “Every Nurse is an Advocate - Influencing through Advocacy”. These were very well patronised and highly successful days with presenters speaking from a variety of perspectives and who offered up truly thought provoking and relevant experiences, advice and inspiration to the audiences. 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.

NZNO staff dedicated much of 2020 and 2021 to fully embracing the Care Capacity Demand Management (CCDM) programme as per the Health Ministers and MECAs requirements. The implementation of CCDM is definitely proving to be a huge undertaking by NZNO’s Organisers, Professional Nurse Advisers and their managers. This work will continue to be a primary focus of NZNO as we aim for DHB members to experience a positive change in the work environment –safe high quality care will be supplied by the correct numbers of appropriately skilled nurses with the right resources on all shifts. Also, an expected outcome from the DHB s CCDM programme is that the predicted increase in staffing at the DHBs will have a positive flow on effect for nurses in other health provider organisations and businesses. The new DHB MECA supports the CCDM program and the Ministry review being completed by external sources currently will provide a transparent picture of the progress and impacts of CCDM thus far.

The DHB MECA ratified late last year and the strikes/planned strike action also took a vast amount of NZNO (AND member) resources. And during that period also NZNO successfully negotiated a number of other employment agreements at a range of Workplaces.... Would you believe 2022 will see negotiations start again for the DHB MECA... and we are hoping the PHC MECA and many Aged Care groups and the Hospice MECAs will be finalised very soon. Busy times for all !

The Pay Equity remains another vitally important focus for NZNO. The process which commenced in 2018 is an extremely complex one that is involving a number of NZNO staff and delegates but it is hoped that when the process is completed nurses should experience real financial gain as their pays are adjusted to match similar more male dominated and better paid roles. This is exciting and important work which was due to be completed last year but continues,... do check the NZNO website and your emails for regular progress updates.

**The 2021 NZNO National AGM and Conference** were held in September via a virtual format. The AGM with its remits saw the use of the new one person one vote system working well although voting numbers were disappointing. The 2021 new Board members including the new Chair (Anne Daniels) and Vice Chair (Nano Tunncliffe) were welcomed by the AGM. NZNO has also gone many many months with an interim CEO. She was finally able to announce to NZNO staff and member the appointment of our new CEO late in November. The new CEO Paul Goulter begins his tenure late February 2022 leaving his role at NZEI .

At AGM: It was reported 2021 saw membership slightly decrease over the year to approximately 51,000 (March 2021 end). NZNO had ended the 2020/2021 financial year with another net deficit of just over \$500,000 after adjustment (and up from the 2019/2020 year -\$176 k), mainly due to the drop in its investment portfolio incomes, reduced membership fee income and loss of earnings from severely reduced College and Section Symposium/Conference activities largely due to COVID-19. Losses were however mitigated by reduced staff costs (travel, accommodation, catering, unfilled vacancies etc) and we have also seen a significant increase in membership currently sitting at plus 52,000. NZNO staff, as you will be aware have been directed to reduce spending in almost all areas...which we are doing. One of the more significant changes being made to help NZNOs bottom line is the hard copy magazine Kaitiaki being changed to being available on line only...so please do ensure your contact details with NZNO are correct to ensure you get access to the inaugural Online February 2022 copy .

The floor agreed (again) that NZNO will include work on violence and aggression against nurses in its strategic plan 2021-2025.

Constitutional and policy remits were passed at the online AGM. OF particular note:

- A non-nurse can now be employed as NZNO's chief executive.... And he has !
- An independent professional director can be appointed to the NZNO board.
- An independent evaluation of NZNO's safe staffing strategies must be carried out, including care capacity demand management (CCDM),
- The NZNO constitution will be "independently reviewed in its entirety" by an external constitutional expert.

**NZNO 2021 Conference** – A COVID-19 response panel, safe staffing and handling difficult assisted dying questions were key topics at the NZNO virtual conference *Our future-the health of Aotearoa*. About 200 registered for the online conference which despite some technical difficulties was a success.

**Traditionally the NZNO National College and Section day** has been held alongside the national conference and AGM days. The challenging 2021 year saw the College and Section full day ZOOM disrupted not by COVID-19 but by the DHB Strike planning and actions. It is possible the C&S day this coming year will be offered only virtually but that it will be back to a full day ....watch this space !

SO 2021 was an exceptionally busy year for NZNO staff and Board... and now in 2022 some of the COVID disruptions continue but the changes to Senior NZNO staff and the Board are looking to settle. AND one thing has become very clear, 2021 has shown us all that NZNO and its member (you) are robust and resilient. We will continue to stay strong as changes and challenges occur. Kia kaha NZNO members !

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

NZNO knows that life during 2021 has seen us all settling into a “new normal”. From a clinical perspective I am sure there are many of you who have had to adapt your whole work/flying environment to ensure the (COVID) safety of all. Worth particular note is how well the 2021 Course was reconfigured at quite short notice. By establishing participant and speaker engagement on line the course was able to be theory component was completed with really positive feedback. We are all now working towards completing the practical components for the 2022 years class. Sincerest thanks to Taz and the Committee for the huge efforts involved with this.

I suspect too you are all starting to witness the ever increasing effects of COVID on our health system and more broadly the NZ population as we experience more community cases and more variants and of course as we welcome home more and more NZ citizens and international visitors who have and continue to arrive from overseas.!....

Life remains extremely busy for everyone working within the health care environment and yet the Colleges and Section members and committees continue to provide valuable input into the many submissions prepared by NZNO.... This is voluntary work that is greatly appreciated by the policy analysts and PNA team in particular. Your College’s input continues to put forward a strong and specific voice that advocates for nurses , their patients and their communities via these submissions. 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 relevant and important to the members and their patients ... Talk to the Committee. ..it will also be on the webpage for your review.

Finally, and again, NZNO congratulates COASTN for their work during 2020/2021 year and acknowledges this 2022 year will be another challenging one for the Colleges 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 of the College members throughout the remainder of this year to achieve your goals.

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