

## **Professional Nursing Adviser Report College of Air and Surface Transport Nurses (COASTN), NZNO AGM 17th November 2020**

Firstly thanks must go to the COASTN national committee who have shown strong strategic leadership, dedication and professional engagement in what has proven to be a most tumultuous 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 achievements of what has been a very interrupted year in 2020 and the future directions for this well recognised and respected College especially highlighting the now completed work undertaken by the Sub-Committee led by the ever energetic and enthusiastic Di Fuller which has seen the update and/or development of a range of essential documents for members to refer to.

The new National Committee members Lynette Will (Dunedin) and Mutian Tait (Hamilton) have accepted variety of essential roles on the Committee. Toni J has demonstrated a strong, calm leadership as Chair and Helen has continued her amazing work juggling the Committee accounts. Amanda also continues to be extremely valuable in her role as Secretary and the resident joker Jo has actually proven to be a thoroughly stable, grounded and hardworking member of the team . Speaking of stability, tenures on the national Committee come to an end and it is with great sadness and aroha that we have to farewell Di and Helen both of whom will step down at this 2020 AGM, as Toni has said. I would like to acknowledge your dedication to the College and on behalf of NZNO would like to extend sincere thanks to you for the selfless (and always wise) work and words you have contributed.

SO what has happened for NZNO during the 2019 / 2020 period ?

At the beginning of 2020 before lockdown (round 1) kicked in the annual Medico-Legal forums saw the NZNO Professional Services Team (PST) present a series of six forums about covering the broad and essential topic of Scope of Practice. The forums were rapidly booked out and feedback proved they were extremely successful. The professional team continues to plan and undertake work according to the 2018 Strategy for Nursing- a Strategy which has itself just recently been updated. One of those works has been the development and then starting implementation of the blueprint document- Growing Nurses in to Leadership. Another piece of work to check out undertaken by a group of researchers including NZNO researchers with input from the broader professional team is the National Fatigue and Shift Work guidelines. This document is currently still in draft but its findings and recommendations are likely to have a significant influence on roster design in the future. NZNO is finding both documents are being utilised widely as resource documents at national and grass roots setting.... And they are freely available to members via the NZNO website – they are easy read excellent resources. NB The Strategy for Nursing has also been updated.

NZNO staff dedicated much of 2019 and now 2020 to fully embracing the Care Capacity Demand Management (CCDM) programme as per the Ministers and MECAs requirements. The implementation of CCDM is definitely proving to be a huge undertaking by NZNO with all Organisers, Professional Nurse Advisers and their managers. As some of you will know, a number of the DHBs have been “slow adopters” but this work continues to be a primary focus of NZNO as it is truly believed that once established as BAU in DHBs our members will 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. It is sincerely hoped that the vote at AGM from members in favour of a review of the CCDM model will not slow progress or reverse the positive impacts already felt from CCDM. The DHB MECA is again being negotiated this year...NZNO is work hard on behalf of it members, hoping there is not a repeat of the 2018 strikes. Or the strikes that are going as a result of failed negotiations for the PHC Nursing workforce... NB Over the 2019/2020 period NZNO has very successfully negotiated a large number of employment agreements at a range of Workplaces.

The Accord, an agreement between DHBs, NZNO and the Ministry is also proving to be an important work stream for NZNO as we work towards ensuring full employment of all new graduate nurses in a funded entry to practice programme, including ENs who have recently seen their specific ENSSIP program approved. Another component of the Accord is exploring how to recruit and retain nurses in New Zealand health systems – this is proving vital for the international nursing pipeline given the current difficulties for international travel/immigration. NZNO is also watching /monitoring the impact of COVID-19 on the nursing student pipeline given the unavoidable disruptions to student placements this year.

The 2019/2020 year has seen the continuation of the Pay Equity process and finally the passing of the Pay Equity Bill into Law. The Pay Equity process 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 so do check the NZNO website and your emails for regular progress updates.

Despite early 2020 (during the height of the COVID outbreak) seeing resignations of nearly half of the Board, voting for new Board members was completed and three new members plus a new Chair and Vice –Chair are now in Office, in time for the national AGM

**So- The 2020 NZNO National AGM and Conference** were held in September and for the first time in a virtual format. The AGM with it's remits saw the use of the new one person one vote system working well although voting numbers were once again very disappointing. Newly-elected NZNO president Heather Symes spoke at the AGM promising to be an honest and collaborative leader.

2020 NZNO AGM Chief Executive Memo Musa said NZNO has gone into deficit due to less revenue and more spending. He said it had been a “challenging” year. While membership had dropped by 0.9% over the year to 51,634, the trajectory still pointed to growth. NZNO had ended the financial year with a net deficit of just over \$570,000 after adjustment, mainly due to the drop in its investment portfolio in the final quarter largely due to COVID-19. NZNO corporate services manager, David Woltman explained \$500,000 less membership revenue came in over 2019/20, as NZNO membership growth did not meet projections. NZNO ended the financial year with an after-tax deficit of \$842,000. There was overall \$700,000 less revenue and \$48,000 more spending across a range of areas including consultancy, legal fees, staffing, travel and member insurance. Investment gains adjusted the net deficit to \$571,000. A board overspend of \$119,000 related mostly to legal fees of \$130,000. The Kaiwhakahaere budget overspend of \$47,000 related to annual leave buyout and travel internationally and locally. The budget of the former President was from another source. A membership committee overspend of \$7000 related to travel. Consultancy fees of \$349,372 – nearly \$100,000 over budget – included a strategic plan review (\$16,000) was

noted ; DHB MECA agreement (\$25,000, mainly on travel); board elections (\$42,000); digital membership database (\$50,000) were other overspends identified.

NZNO will again include work on violence and aggression against nurses in its strategic plan 2021-2025 at members' request during the AGM.

A full and independent review of the NZNO constitution will go ahead after all 10 constitutional and policy remits were passed at the online AGM. They are as follows:

- A non-nurse can now be employed as NZNO's chief executive.
- 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.
- Members also agreed to several constitutional amendments to ensure remits which compromised Te Rūnanga or its constitution Ngā Ture would not be subject to the one-member, one-vote process.

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**NZNO 2020 Conference** – The COVID-19 response and nurses' role in it and PPE supply problems were key topics at the NZNO virtual conference *Community wellbeing in Aotearoa Nursing 2020 and beyond* on Sept 16<sup>th</sup>. About 170 registered for the online conference, and the AGM the following day, with connections to the live stream peaking at about 82. CE Memo Musa said it was impossible to know how many viewed the live stream, as behind every connection could be several participants. Initial feedback was positive, despite some technical hitches early on in the conference, and also in the AGM voting processes.

Content of the conference included Professor Michael Baker of the University of Otago's Public Health school positive views of the Covid-19 elimination strategy, 'Serious questions' over PPE supply by Controller and auditor-general John Ryan of the Office of the Auditor General as noted in their report, McGuinness Institute founder Wendy McGuinness calling for Full inquiry into pandemic response which she believes is overdue, the outgoing chief nursing officer (CNO) Margareth Broodkoorn who focused on the first ICN State of the World's Nursing Report, released in May and a real highlight was International Council of Nurses (ICN) chief executive, Howard Catton, who spoke via Zoom to the Pandemic highlighting the 'true value' of nursing.

Traditionally the NZNO National College and Section day has been held alongside the national conference and AGM days. This year the College and Section full day (face to face meeting) was reinstated but was disrupted by COVID-19 eventually being completed on 18<sup>th</sup> August with ZOOM only attendance. Attendance numbers exceeded expectation and feedback was in the whole very positive. It is probable the C&S days will be offered in the two formats in the future.

SO despite all the disruptions of 2020 the 2019/2020 period has been an exceptionally busy one for NZNO staff and Board

### **SO back to you, COASTN members...**

NZNO knows that life during 2020 changed markedly for us all and only now are things settling into a “new normal”. 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 work from you is greatly appreciated by the policy analysts and PNA team in particular. NZNO will, with your input, continue to put forward a strong nursing voice via the submissions. The COASTN Committee have Submission work included in the COASTN Annual work plan. The Annual plan is currently still in draft so please do put forward your ideas for other pieces of work you believe relevant and important to the COASTN members and their patients ... Talk to the Committee. ...it will be in the webpage for your review.

Finally for New Zealand COVID-19 has not had the extreme health impacts many were predicting. I believe in part (a very big part) that that was due to the tireless efforts of nurses in our Country.. ..very likely you. The positive impact of your efforts really can't be measured and should not go unmentioned. Thank you.

NZNO congratulates COASTN for their work during 2019/2020 year and wishes them success in their goals for the forthcoming year. NZNO and I personally look forward to working with the Committee and all of the COASTN members throughout the remainder of this year to achieve their goals.

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