

Professional Nursing Adviser Report College of Air and Surface Transport Nurses, NZNO AGM 24th November 2023 , Napier

Firstly thanks must go to the national committee who continue to show strong strategic leadership, dedication and professional engagement through 2023 year. As a membership organisation NZNO relies on the selfless work of the Committee volunteers and acknowledges the huge commitments made by them. This is over and above the personal and professional commitments each and every one of these members hold. Their networks, external collaboration, and overall participation continue to be highly regarded and valued by NZNO.

The Chairpersons report has outlined the activities and achievements of 2022/2023 calendars and the future directions(per the Annual plan also) for this well recognised and respected College.

It is positive that the National Committee has remained stable with its members continuing to embrace their essential roles. Lynette Will Chairperson, continues her strong, no fuss leadership style (very similar to Toni- something in the Dunedin air ???) and Helen Poole continues to demonstrate her numbers skills with the Committee accounts. Patrice Rosengrave also ably shows her wordsmith skills as Secretary. Avryl Way (Hamilton) remains in the vice Chair role and Tamsin Irvine-Flynn (Auckland – and also Course Coordinator), Andrea Gibbs (Wellington) Tania Parr (Nelson) and Jackie Hardie (Hawkes Bay) have proven to be thoroughly grounded and hardworking team members. Special thanks must go to Jackie’s totally relaxed no stress attitude whilst planning the CRM day and symposium almost single handedly- Your unfailing belief that we (you) could get this across the line was well founded, Jackie - thank you.

SO what has happened for NZNO during the 2022/ 2023 period ?

NZNO’s CEO Maranga Mai! Campaign has gained momentum and more meaning for staff and members alike. It is now formally adopted as the NZNO Strategic Plan. Maranga Mai calls Every Nurse, everywhere to action - to “Rise up” and get behind the Plan 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
5. Increase the number of Māori and Pasifika nurses to reflect NZ's population

Most of Maranga Mai ten areas of focus remain the professional teams focus, incorporating many existing NZNO projects and workstreams (Colleges and Sections vital work included). Staff and member are now pulling 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 Te Whatu Ora(TWO) workplaces with Care Capacity Demand Management (CCDM) programme. Correctly applied CCDM processes are providing evidence for substantial FTE increases which when completed is raising the safety and satisfaction levels of our members and their patients & their whanau. This work continues to gain momentum and is proving to provide 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. ... not withstanding being able to find and keep those skilled staff the CCDM process indicates are required. That said this year the NZNO Board is pushing for staff patient ratios based on minimum staffing levels. This methodology will likely be overlaid with CCDM where the CCDM program is already in-situ. Importantly it is apparently accessible and applicable to a wide range of health settings.

The Organisation remains intensely focussed on gaining positive negotiations outcomes for the Aged Care Sector, HealthCare NZ, Primary Health Care to name but a few. NZNO has also settled many MECAs, MUCAs over the year and does note they again focussing on Te Whatu Ora negotiations.

Pay Equity has seen in some cases really significant increases in pay rates for members but roll-out is not fully completed and remains a vitally important focus for NZNO. Achieving Pay Parity for those healthcare workers outside of Te Whatu Ora is for most an ongoing battle...that NZNO continues to fight for fiercely on behalf of it's members.

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

2022 saw no annual Medico-Legal forums completed by the NZNO Professional Services Team (PST) but the Forums are back with three scheduled through November and December 2023 in Auckland, Wellington and Christchurch. Details for the remaining Auckland and Wellington venues and for registration on the NZNO website.

PNAs were permitted to hold the College and Section day early in 2023. 18 of the 20 Colleges and Sections were in attendance who fed back that overall the program was well organised, that the variety of speakers was good but that more time needed to be given in the program to networking. The Nursing Council panel and Media presentation (Rob Zorn) got many favorable comments but by far the most favorable comments were about the C&S presentations. Almost all feedback forms asked that in future more time be allowed for each C&S to ensure their work and experiences were

more focused/showcased in more detail requesting a 2-day event going forward. There was mention of the need for more specific days being provided for the Chairpersons/Committees (education on the Committee roles and networking). Some feedback noted appreciating having a clearer understanding of Maranga Mai and political/activism functions and NZNOs expectations of the C&Ss. In the day's closing presentation the NZNO President acknowledged how much she had learned about and been inspired by the breadth and depth of the work successfully completed and/or being undertaken/planned by the Colleges and Sections. This was noted by the attendees.

The PNA team plan and undertake work according to the new Strategic plan. Externally we are represented and working with Nursing Council on the new EN scope plus inputting into the changes to the RN competencies, forming Te Pukenga education programs and hoping to influence changes to evidential requirements of the PDRP to name but a few. Internally we continue to develop NZNO resources and in particular currently working on the Future Role of the Nurse document. There is a really large amount of work to be done to support the expanding non-regulated workforce whilst being cognisant of championing importance of the RN and EN roles. And of course the PNA Team continues to champion the value the NZNO Colleges and Sections bring to their members and the Organisation. We are always looking for ways to grow the College and Section numbers and their influence.... Let us know if you have any ideas !

The 2023 NZNO National AGM and Conference were held very recently face to face in Wellington. After a formal welcome the Annual report was tabled and discussed. Membership for the Organisations has increased significantly up now to approximately 57,000....No breakdown of registered nurse to non-registered health workers was provided in the report. The President, Kaiwhakahaere, CEO and Chief financial officer reports were also tabled or read. The Organisation is operating well in the black (approximately 2.8 million) however the CEO is now aiming to build cash reserves to ensure enduring fiscal security for the Organisation. The positive bank balances of the Colleges and Sections was noted.

NZNO 2023 Conference was offered face to face. Numbers attending were slightly down on last year but it's content was considered to have been of some value for attendees. Again this year there was a strong focus on socialising the components of the Maranga Mai Strategic plan.

Finally NZNO staff have recently been informed the NZNO structure will undergo a full review in the coming months to align staffing requirements with the new constitution and best meet the needs of Strategic plan. At this stage it is unclear what this will mean for the PNA roles.

Back to you, COASTN members...

Staff changes in NZNO continue with some important staff not yet replaced, 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 relevant and important to the members and their patients ... Talk to the Committee. ..it will also be on the webpage for your review.

As you have already heard yet again the Flight Course in 2023 was successfully completed although some participants did not seem to value their position on the course, which has since been addressed. Sincerest thanks to Taz and the Committee for the huge efforts involved with this. Planning for the 2024 courses is well under way...2024 will be Tazs final year of involvement in organising and facilitating the Course so the COASTN committee is sadly, reluctantly planning for Tazs replacement.

NZNO knows that life during 2023 has again been challenging for everyone both personally and professionally. 2024 will see us all having to manage further changes to the (new) Govt health systems, Te Pukenga curriculum changes for students, Nursing Council competency changes, rapidly changing technology (health and flight), rapidly changing (and spreading) health conditions an ever changing nursing workforce and the ongoing social and environmental impacts of national and international instability. And yet you... the nurses... keep fighting for what is right and needed, keep caring, keep nursing.

NZNO congratulates COASTN for your work during 2022/2023 year and acknowledges this coming 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 and into 2024 to achieve your goals.

Annie Bradley-Ingle RGON PGDip (Leadership and Management)

Professional Nursing Adviser annetteb@nzno.org.nz