Thank you to the national committee who have continued to show strong leadership, dedication and professional engagement over the past year. 2018/19 have proven to be extremely challenging years for NZNO members. Despite this, collaboration and participation have been demonstrated and continue to be highly regarded and valued by NZNO.

As the Professional Nurse Adviser, new to working alongside the Gastroenterology committee, I wish to thank the committee for their support and openness as we have worked together over this past year. Your collegial camaraderie has made this work very enjoyable. I look forward to working with you next year with the work you have started.

The Committee Chair has reported on the Committees work throughout 2019. The following is a general summary of NZNO activities for the 2019 year:

At the beginning of 2019 the Medico-Legal forums saw the NZNO Professional Services Team (PST) presenting a series of six forums about Medicine Management. The forums were rapidly booked out and feedback proved they were extremely successful.

In February and March 2020 NZNO will once again host medico-legal forums in various centres around New Zealand. These forums are designed to inform and update members on the aspects of nursing practice governed by law and regulation.

The 2020 forum subject is ‘Scope of Practice’- what is that exactly and why as regulated health professional’s do we have or need a scope of practice?

Come along and hear the NZNO medico-legal team, the professional nursing advisors and other guest speakers discuss and debate this subject.

The programme will included topics such as –
- How health practitioners work within their scope of practice, and what happens when they don’t
- Understanding our own and others’ scopes, and the responsibilities of safe direction and delegation
- Nurses Recognition and Response to unsafe practice in their peers.  CPD hours = 7

The professional team continues to plan and undertake work according to the 2018 Strategy for Nursing. One of those works has been the development of the blueprint document- Growing Nurses in to Governance. [https://www.nzno.org.nz/resources/governance_toolkit](https://www.nzno.org.nz/resources/governance_toolkit)  NZNO is finding both the strategy and the toolkit are being utilised widely as resource documents at national and grass roots setting. The Nursing strategy can be found on the NZNO website.
• Other work undertaken by NZNO researchers to watch out for is the National Fatigue and Shift Work guidelines. This document findings and recommendations are likely to have a significant influence on roster design in the future.

• NZNO staff have spent much of 2019 working with other unions and DHBs up and down the country to fully embrace the Care Capacity Demand Management (CCDM) programme as per the Ministers requirement and post the 2018 DHB MECA. The implementation of CCDM is a huge undertaking by NZNO with all Organisers, Professional Nurse Advisers and managers involved. We believe that once established as BAU in DHBs our members should 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 skills and resources on all shifts …. And that as a flow on effect the concepts within CCDM will be seen as beneficial and adopted by other health provider organisations and businesses.

• The Accord, an agreement between DHBs, NZNO and the Ministry is also proving to be an important work stream NZNO is involved with. It is ongoing as we work towards ensuring full employment of all new graduate nurses in a funded entry to practice programme, including ENs and exploring how to plan and better recruit and retain nurses in New Zealand health systems.

• This year has also seen the commencement of the Pay Equity process. This is an extremely complex process that is involving a number of NZNO staff, delegates and members. The process is ongoing. Work assessment interviews for the NZNO/DHB Pay Equity claim process commenced on 1 October. These involved 214 nursing roles 55 midwifery roles. This working group is considering who nurses and midwives pay comparators will be. The criteria for comparators for the NZNO our claim are that: • the qualifications, skill level and years of training/education are comparable • the occupation is predominantly now or historically a male occupation • a reasonable sample is available • work and remuneration information is available, e.g. covered by a collective agreement and whether the occupation is a regulated workforce could be useful as is whether the workforce/occupation employer and employees are willing to participate as a comparator. More information about the Pay Equity claim is available on the Pay Equity page of the NZNO website. Please send your questions to dhbpayequity@nzno.org.nz. Read our updated Pay Equity FAQ document.

• The 2019 NZNO National AGM and Conference were held in September and were well attended. Controversy about the Board President was dealt with at a special general meeting, in accordance with the Constitution and use of the new one person one vote system to decide on AGM remits worked well although voting numbers were disappointing. Regrettably the College and Section day was reduced to a short afternoon. Members attending expressed their disappointment and concern on the day. A decision is made College and Section Day 2020 will be a full day. AGM papers and reports are available on the NZNO website.

• 2020 will need nurses to have a strong voice in the upcoming health and disability system review. The draft terms of reference for this review are available from the Ministry of Health (MoH) website. And closer to those of you employed by DHBs… 2020 will see MECA bargaining AGAIN. Please take part in those meetings that relate to you as nurses, for you as workers. It is vital members engage at every opportunity, if for no other reason than to be informed about the process.

• NZNO wants to hear from members across all of the health sector. We are a membership driven organisation, without your voice, your input it is difficult to represent your issues, views, opinions in the many meetings we as staff and as your representatives in Governance attend.

• Finally and again, it has been a pleasure to be able to provide your committee with support over the last year. On behalf of the NZNO I would like to thank the committee for their hard work and dedication and NZNO wishes the Committee and Gastro member’s success for the forthcoming year.

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