



Tōpūtanga Tapuhi Kaitiaki o Aotearoa
NEW ZEALAND NURSES ORGANISATION

NZNO Professional Nursing Adviser's Report for the NZNO Gastroenterology Nurses' College AGM 27 November 2025 – Julia Anderson

Tēnā koutou katoa, I would like to thank the committee members for the dedication and hard work they have put in over the last year. The committee continues to promote the College at every opportunity and ensure the profile of Gastroenterology nurses and their mahi are recognised.

I also acknowledge the College specialty groups and the support and function they offer member advocacy within the individual specialties. Our recent review and update of the College & Section Handbook, which should be released soon and be online, recognises the subspecialty structure and the key role in adding value to the work of colleges. It is hoped we can grow specialty groups within other College structures.

The NZNO Professional Nursing team introduced the new College and Section Induction Days in 2025. This 2-day meeting started following member requests to have greater support for new committee members, learning NZNO organisational structure, services and how Colleges and sections participate in the governance and operational aspects of the organisation. Alongside the induction days, to be held on 17/18 February 2026 we continue to offer College and Section days. This 2-day event offer committees the opportunity to network with each other and showcase and share their work over the previous 12 months. This meeting will be held on 10/11 March 2026. Invites have been extended to the College and section committees to nominate 2 reps for each gathering.

Details of upcoming events being run by colleges and sections:

www.nzno.org.nz/get_involved/event_calendar

I try to steer away from writing about trying times in health however sadly this year has brought about ongoing challenges in the political, nursing and health landscape. Government reduction in health spending is negatively affecting the frontline, with unsafe staffing levels and skill mix remaining a constant concern across all areas of the health sector. Nursing vacancies are not always being replaced. Student nurses are struggling to get jobs, with only 45% successfully entering the NETP programme. There is impact from change proposals and to changes to the CCDM framework,

where the calculated staff uplift is currently not being funded. We are working hard on these issues.

New cadres of healthcare roles are being developed that are eroding the work of nurses, challenging the role of the nurse, and contributing to complex workforce dynamics and role confusion. We are also hearing that the role confusion is adding additional burden on the nursing team.

NZNO has worked hard to get in front of the issues. Working alongside delegates and Colleges and Sections to better understand the issues and to support nursing and healthcare workers express a nursing perspective on issues. It is vital for NZNO that our members speak up and out, informing the public and politicians and advocating for the solutions.

On a positive note Health NZ has opened funding applications for new graduates into primary care to recruit graduate registered nurses, offering up to \$15,000 for urban and \$20,000 for rural employers delivering primary healthcare services, including aged care; GPs; NGOs; Rural providers and hospitals; Hauora Māori and Pacific partners; other community providers such as home and community support services. This may eventually offer some resiliency to this sector however we must ensure new graduates are in supported workplaces with permanent employment. The demise of NeTP will impact here. Aotearoa want to grow our own workforce. To do this our nurses need to be resourced and supported to preceptor and guide new nurses. Another area NZNO is advocating on.

Over the past few years, I have urged you all to read NZNO communications, sent out electronically. I appreciate there is a lot of communications particularly at times members have voted on industrial action. However, to be across the breadth of work going on in NZNO this is where you will read the most up to date information particularly in Paul Goulters fortnightly updates to members. These communications will help you find your place within the organisation, support you to have your say and identify where you can participate and be involved.

Below is a summary of a few of the broader NZNO activities:

Pay Equity: A lot of work ongoing here following the coalition Government's amendments to the Equal Pay act were made without proper consultation or democratic process. Cancelled NZNO claims in Primary healthcare include Plunket; Primary practice & Urgent care; Access, Total Care, Healthcare NZ, and Nurse Maude; Sexual Wellbeing Aotearoa; Māori & Iwi Provider; Care and Support (Aged care). In August, submissions were presented to the People's Select Committee for the care and support pay equity claim. Three unions who collectively represented around 6500 members outlined the negative effect on members, families, patient, and health outcomes. Additionally, NZNO along with other unions is lodging a claim in the High Court, arguing that the amendments breach three fundamental rights in the NZ Bill of Rights Act:

freedom from gender-based pay discrimination, the right to natural justice, and the right to fair legal process. Please take all opportunity to support action and participation.

Te Whatu Ora Industrial action: It was heartening to see NZNO members getting behind the recent strikes and signalling dissatisfaction with unsafe staffing and other concerns.

Staffing Ratios: NZNO continues to explore what nurse-patient ratios may look like in different nursing sectors and the feasibility of implementing mandated ratios in other sectors. Nurse-to-patient ratio legislation has markedly improved recruitment and retention in USA, Australia, and Canada.

HCA workforce: NZNO has established a national oversight committee, working with HCAs from different sectors, to explore concerns about inconsistent training and career pathway options. Their aim is to have consistent training and remuneration for all HCAs wherever they work and national stepping stones for HCAs who may want to become enrolled or registered nurses.

Senior Nurse Job Evaluation: A working group continues to work with Te Whatu ora on this mahi. Having agreed on a new job evaluation tool it is now undergoing a cultural overlay to fit the Aotearoa context. Training is in development to learn and apply the new tool.

Age Safe Campaign: this campaign aims to address the issues caused by chronic understaffing in aged care facilities, which impacts both care workers and kaumatua/residents. The campaign highlights the urgent need for reform to ensure adequate funding for equitable, culturally safe, and high-quality care for all residents. NZNO recently released a research report, Care In Crisis – Manaaki I Te Raru. It was presented to relevant government ministers that includes survey responses and interviews with staff working in aged care and collated reports of workplace incidents around staffing and quality of care.

This is some of the work going on over the past year. My thanks again to all the committee. The Committee represents you as members and aims to promote excellence of nursing practice within primary healthcare. It has been a pleasure to continue to work with such a dedicated team and I look forward to what the next year holds.

“Kāhore taku toa I te toa takitahi, he toa takitini”
We cannot succeed without the support around us