

We hope you will enjoy this new publication to keep you in the loop with the going on in the committee with work projects, education, and news from around the country—in little snippets for you to share with your teams. Share it, print it for your tea rooms, let us know if you have anything we can include it to share. *It's for everyone.*

From the Chairperson...

Haere Mai, Welcome to Our New Newsletter

Welcome to our latest newsletter that coincides with the beginning of spring. It's always a joy to look out at the spring flowers, blossom and rain. Without the rain we wouldn't have such a green and wondrous land to live and play in. I acknowledge it can be a challenging time of year for some with high pollen counts.

As I'm sure you are all aware there are some big things happening within the wider health sector and NZNO, especially the Te Whatu Ora strikes and the High Court challenge to the government's decision to cancel all pay equity claims in progress and change the rules. NZNO has a new constitution and the first AGM where this can be considered is fast approaching, the turnout to vote on this change was sadly very small. I urge everyone to exercise their right to vote whenever and wherever you get the opportunity to do so, NZNO is a one member/one vote organization.

There will be a growing focus on the care of older people over the next few years, the funding of care whether delivered at home or in aged care facilities. The challenges will affect all of us, for our whanau members as well as ourselves working and doing our best to provide high quality care. I believe it is essential that we need to work together for the benefit of older people. The committee has been connecting with NZACA and GANA (Gerontological Alliance of Nursing Australia) and developing relationships to enable us to be part of the solution. We will be actively linking with other organisations who are involved with older adults over the next few months, if you are working in one of these and a member of our College, please reach out to start these connections. The Age Safe campaign is finalizing the report from the surveys and interviews that were held earlier in the year, thank you to everyone who participated. The document is expected to be launched in mid-October, please keep an eye out for it.

We had a very successful conference this year with some amazingly positive feedback. We are at the early planning stage for the next one in 2027, more to follow. I would like to acknowledge 2 of our retiring committee members who have reached the end of their terms of office.

Gayleen Watkins who has held the role of Secretary for many years and Anna Carey who was our Treasurer. Thank you for the hours that you have put in, on a voluntary basis and we acknowledge the time it takes you away from your family and friends. We warmly welcome our new members, Alice Street, Louise Fowler and Kim Brooks. Please let us know of any issues that we may be able to help with.

Bridget Richards, Chairperson

Your committee now consists of

Bridget Richards—*Chair*

Aloha Sison—*Treasurer, Social Media*

Regan Gilchrist—*Secretary, Membership, Newsletter*

Christy Reedy—*Committee Member*

Sarah McIntosh—*Committee Member*

Kim Brooks—*Committee Member*

Lou Fowler—*Committee Member*

Alice Street—*Committee Member*

Marg Bigsby—*Professional Nursing Advisor, NZNO*

We last met in August in person and next will meet in November at Rotorua.

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Conference 2025



From Top Left" Victoria Traynor (Keynote Speaker), Jill Woodward (MC), Erin James (OPCAT), Anne Daniels (NZNO President), Simon Latimer (OPCAT), Julie Daltrey (University of Auckland), Bridget Richards (CoGN), Carolyn Cooper (HDC—Aged Care Commissioner)

Conference Highlights—Kim Brooks

Feedback from Conference Kim Brooks

First, a big thank you to the Gerontology College for the grant to attend the recent conference in Auckland. The Silver Tsunami: Surfing the waves of Aging. As you are all aware, funding is tight, and organisations are cutting down on the monies being released for nurses to attend conferences. It was with appreciation to receive a grant from the NZNO Gerontology College to attend the conference. Thank you. What an amazing conference with so much content I didn't know where to start when I considered feedback BUT!! Here are a few gems!

The College of Gerontology Nursing, Knowledge and Skills Framework, was released and presented, you will find this framework worthy of using in your everyday nursing walk/run.

To phrase it as written – this is for:

All, Many, Some, Few - Nurse's

out there working with older adults. A copy is on the Gerontology College NZNO web site.

Surfing exacerbations of BPSD (Behavioural and Psychological Symptoms of Dementia) with non-pharmaceutical Interventions – The Challenges and Rewards - Elyce Sibley CNS

Elyce presented her work using a case study of a former patient she gave an example of the application of person-centred care for both her patient and his wife. She explained that using Interactive education helps staff to understand ways to overcome aggressive elements of BPSD. Having a planned person-centred nonpharmacological treatment plan as well as the record of a more settled client showed that the more settled client became the norm. Lessons learnt - Better quality of life for clients - Safer and more enjoyable environment for staff - Economy- less financial strain as less medications and use of support staff services

Take home!

- Treat with respect
- Know your client
- Never argue
- Engage with them

Care of the older Adults for Health Care Assistants – Aloha Sison - NP

A dedicated section for Health Care Assistants working with older people – it was good to see that this was included in the conference the sessions provided comprehensive insights into the principles, practical knowledge, and foundational skills essential for delivering high quality care. Aloha Sison, spoke to the group expressing the need for HCAs to gain valuable knowledge in addressing the unique needs of older adults, enhancing their ability to provide compassionate, effective, and person-centred care.

The key topics included:

- Introduction to aged and complex needs client: Holistic Care
- Introduction Recognising and Responding to changes (Deterioration detection)

Conference Highlights—Alesha McMurray

Attending the conference session on Early Warning Score research in aged residential care was both eye-opening and affirming. One standout speaker, Julie Daltrey, shared her findings on how tailored EWS tools can be adapted for older adults, especially in facilities where baseline observations often differ from those in acute hospital settings. The research shared really brought this home, showing how proactive monitoring led to timely interventions, avoided hospital admissions, and, most importantly, improved outcomes for residents.

“What I found especially valuable was the discussion around integrating the Early Warning Score into everyday practice without overwhelming already busy care staff. As a Clinical Nurse Specialist, I see real potential to introduce this model in care facilities in the future where all skill levels can build confidence in recognising and escalating early signs of deterioration—bridging the gap between research and bedside care.

New CoGN Committee at the 2025 Conference

From L-R: Marg Bigsby (PNA), Alice Street, Kim Brooks, Christy Reedy, Sarah McIntosh, Bridget Richards (Chair), Regan Gilchrist (Secretary), Victoria Traynor (2025 Keynote Speaker), Aloha Sison (Treasurer) and Lou Fowler.



New Committee Members: Alice, Lou & Kim



Alice has been nursing since the early 1990s and trained in the UK. She emigrated to New Zealand shortly after qualifying. The majority of her career has been in rural and remote areas working in tiny aboriginal communities in Australia to small rural hospitals in New Zealand. One of the common themes that Alice has been privileged is to care for older people in a variety of settings.



Lou has worked as a Nurse Practitioner for the past seven years. Over this time she has worked for the PhO supporting nurses in Aged Care and doing complex assessments with the aim of reducing hospital admissions. At present Lou works for Oceania Healthcare as a Nurse Practitioner.

Lou is excited to be joining the committee for the College of Gerontology Nursing and hopes that she can give back to this wonderful area of nursing.



Kim is a former College member, Treasurer and is looking forward to be back. Kim has held various nursing positions across acute care, aged care and nursing leadership roles. Kim currently works as Clinical Nurse Educator and Clinical Nurse Specialist at Rotorua Hospital.

Kim has a passion in enabling older adults to live their best and healthiest lives, always on their own terms.

Member Contribution: Encouraging Mobility

By Gilbert (Eunsik) Kim—Registered Nurse, Ter Whatu Ora Southern

My name is Gilbert (Eunsik), and I am a second-year Registered Nurse working on Ward 3C, the orthopaedic surgical ward at Dunedin Hospital. Although I am a junior nurse, I bring life experience from 13 years of service in the Korean Army before completing my nursing training at the Southern Institute of Technology. I have found nursing to be both challenging and deeply rewarding, especially when supporting older people through their recovery.



Recently, I had the privilege of caring for a woman in her 90s who was admitted after a fall at her rest home, resulting in a fractured hip. Despite her advanced age, she had been living as independently as possible, managing many of her activities of daily living on her own. She was determined, resilient, and always engaged in our conversations—thanks to her hearing aids, she had no difficulty understanding my accent, and she showed a genuine interest in my South Korean background.

One of the things that struck me most was the strength of her family support. They were consistently present, ensuring she was comfortable, well hydrated, and eating appropriately, even when the ward became busy and acute situations with other patients demanded staff attention. Their involvement not only supported their loved one but also supported me as a nurse—it was a true example of holistic, family-centred care.

Her recovery was a team effort. Our multidisciplinary team (MDT) played a central role: physiotherapists encouraged her early mobility and built her confidence; the hospital chaplain provided spiritual support; and the house officer ensured clear patient education about her surgery and medications. My role involved providing regular pain management, maintaining hygiene and wound care, monitoring post-operative dressings, and checking antibiotic therapy—seeking advice promptly when needed. I was also supported by our dedicated healthcare assistants, to whom I delegated aspects of her daily care.

Together, this collaborative approach made a difference. With steady progress, she met the discharge criteria and was able to return to her rest home. Both she and her family expressed deep gratitude to the team, which was a powerful reminder of why I chose nursing. For me personally, it reinforced how much I value working in orthopaedics—where recovery is not just about the operation itself, but about restoring dignity, independence, and quality of life for our older patients.

This experience was a highlight of my journey so far. It showed me that while I am still developing as a nurse, my role is meaningful and valued. It also demonstrated that gerontology nursing is not only about caring for frailty—it is about celebrating resilience, teamwork, and the human spirit.



Ngā mihi nui,
Gilbert (Eunsik)

Taken on Pyjama's Day in Ward 3 Surgical, this photo captures nurses, ACNMs, and HCAs encouraging patients to get out and stay active—boosting recovery while celebrating patient engagement and teamwork.

Finding Calm Through Communication

Grace Johny, RN

Recently, I attended a workshop on communication strategies for older adults, with a focus on active listening and empathy.

At the time, it felt like a refresher of what we already know, but I soon realised how powerful it could be in practice.

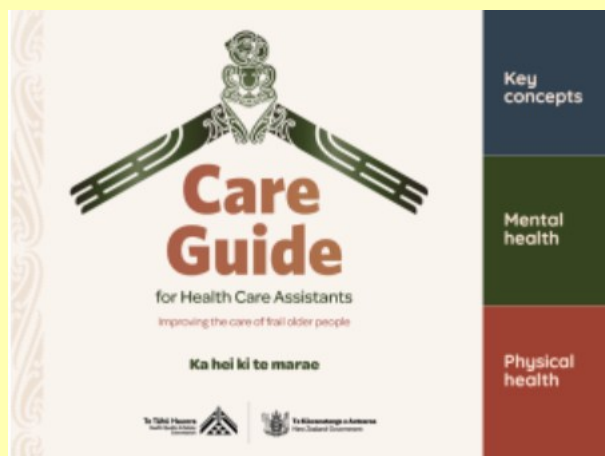
A few days later, I had a patient who was very anxious before a procedure. Instead of rushing through my checklist, I paused, sat down, and let them talk. Using the techniques from the training—eye contact, reflective listening, and giving space—the patient slowly relaxed. By the end, they told me, “I feel like you really heard me.”

That small interaction didn’t just reduce their anxiety, it made me feel more connected to why I became a nurse in the first place. Professional development doesn’t just add skills—it reminds us that care is about people as much as it is about procedures.



The Health, Quality and Safety Commission have recently released the Care Guide for Healthcare Assistants. These are valuable resource for any HCAs working with older people, and help guide practice.

They can be found: [Care Guide for Health Care Assistants](#) | [Health Quality & Safety Commission Te Tāhū Hauora](#)



NZNO National Delegate Committee—Aged Care

NZNO members working in aged residential care are invited to nominate candidates for the National Delegate Committee (NDC), Aged Care.

Role of the Committee

The NDC (Aged Care) will:

- Represent the interests of aged care members at a national level.
- Coordinate delegate activity across the sector.
- Support national campaigns and bargaining strategies.
- Develop and finalise a strategic plan and budget for the sector, aligned with NZNO objectives.

How the Committee Will Operate

Meetings: The Committee will meet bi-monthly online, with occasional face-to-face meetings (around two each year).

Convenor: At its first meeting, the Committee will elect a Convenor from among its members to chair and coordinate its work.

Planning: Each year, the Committee will confirm its membership, set sector priorities, and finalise a strategic plan and budget for approval and integration into NZNO's overall strategy.

Reporting: The Committee will report regularly to the National Executive and Joint Hui, ensuring members' voices are carried into NZNO's national governance structures.

Nominations open on 2 October 2025 at 9am and close on 29 October 2025 at 5pm.

Committee Composition

Under clauses 55–58 of the NZNO Constitution

Two (2) representatives are elected from each Te Whatu Ora region:

- Te Tai Tokerau / Northern
- Te Manawa Taki / Midland
- Te Ikaroa / Central
- Te Waipounamu / South Island

At least one Te Rūnanga representative will also be appointed to the Committee. This ensures regional balance and Te Rūnanga representation.

Note: While not required by the Constitution, it is strongly encouraged that the two representatives from each region include both a nursing role and a Kaiāwhina/Healthcare Assistant role so that the full workforce is represented.

How to Nominate

Complete the nomination form and email it to tessa.lampitt@nzno.org.nz **no later than 5pm 29 October 2025.**

To download the nomination form - [Click here](#)

The Fundamentals of Acute Upper & Lower Limb Fracture Management

Course Facilitators

- **Duncan Collins** Orthopaedic Technician
- **Anna Doherty** MHealSc, RN, NP, Orthopaedic Practitioner
- **Mr Fraser Harrold** MBChB PhD FRCSed

- 4 Day Course @ Dunedin Hospital
- 3rd November to 6th November
2025

- Cost: \$2000 per person
- Contact: Anna Doherty
- Applications to
anna.doherty@xtra.co.nz

NB: A minimum number of course participants is required for this course to proceed. See terms and conditions on course acceptance

Release from HQSC—Cultural considerations

Many of our members will be aware of the Frailty Care Guides that had a dedicated resource on caring for kaumatua.

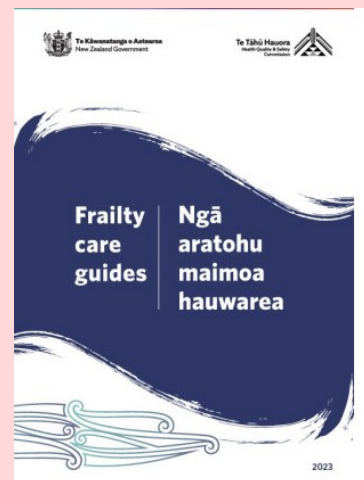
In addition to this, HQSC has created an interactive and online video series that is designed for Health Professionals, recognising and respecting the unique cultural needs of diverse individuals we care for.

The new series covers key concepts of Maori identity, whanaunatanga (relationships), mana and manaakitanga (dignity and respect), tapu, noa and whakama (sacredness, balance and shame), and holistic care. Each video encourages reflection and offer practical ways to weave tikanga Maori into everyday care.

1. An introduction to caring for kaumatua: <https://youtu.be/m7lctQ2RHkK>
2. Māori identify and strength based approaches: <https://youtu.be/KW1af0D7dvs>
3. Whanaungatanga and whānau: <https://youtu.be/GBPFq2W31Ds>
4. Mana and manaakitanga: <https://youtu.be/nuOu48iCTU>
5. Tapu and noa, whakamā: <https://youtu.be/jrn142QCcEk>
6. Holistic care: <https://youtu.be/CVbUYpWdeWA>

These resources can act as useful prompts for nurses reflecting on meeting Te Tiriti obligations as part of nursing standards of competence.

Te Tāhū Hauora
Health Quality & Safety
Commission



Membership

The College currently has 577 member across Aotearoa.

Remind your colleagues that as an NZNO Member they can join up to three Sections, and we would love for more membership in our College!



Social Media

The College now has an active presence on social media which includes Facebook and LinkedIn. the activity of the College.

Facebook:

<https://www.facebook.com/profile.php?id=100063928788474&mibextid=ZbWKwL>

LinkedIn:

https://www.linkedin.com/in/gerontologynursing-nzno?_profile&utm_medium=android_app



Click the below link to Join:



We hope you have enjoyed reading this edition of our Newsletter. We look forward to connecting with you all, and hearing from you throughout the year. Till next time, take care and thank you all for the hard mahi you all to do to support our older people.

Bridget on behalf the COGN Committee

Send feedback, ideas for stories etc to:
Regan Gilchrist, Committee Member at nznogerontology@gmail.com