

## **Mental Health Nurses Section BGM, Wellington Professional Nursing Advisor's Report**

August 4<sup>th</sup>, 2017

Thank you to the Mental Health Nurses Section (MHNS) national committee who have shown leadership and professional engagement these past two years. Their participation in the complex mental health sector is valued by NZNO. Thanks go to the committee members for helping to organise today's forum and AGM.

NZNO relies on the work of volunteers as a membership organisation and acknowledges the work made to the Mental Health Nurses Section by the committee over and above their own personal and professional commitments. This voluntary work makes a difference to mental health nurses' professional standing, and is complemented by personal growth, and the friendships formed.

I extend my thanks to Gina Soanes who has worked collaboratively alongside the committee, and with external stakeholders. My thanks also go to the national committee and engaged members for your commitment to the ongoing development of the Section.

Together, the MHNS have communicated with stakeholders on the current and future issues affecting mental health nursing in NZ. It is apparent the strain on the mental health nursing workforce is being felt across the country as staff engage with patients and their families/whanau throughout care delivery within limited health resources. The goodwill of nurses is often a factor in meeting patients' needs over and above the nurses' duty of care – this should be acknowledged. It is a risk to patient care whether or not nurses' goodwill can or should be sustained. The sector would significantly benefit from gathering the relevant mental health nursing and patient data, to effectively lobby for patient safety and reasonable workloads. After all, it is essential to mental health care that health workforce leadership and strategic direction, is valued within the complex health care system.

### **NZNO summary**

The **2016/7 Annual report** is now available on the NZNO website for members with the following information describing the organisation's current position

[http://www.nzno.org.nz/Portals/0/Files/Documents/AGM/2017%20AGM%20Conference/2017-07-21%20NZNO%20Annual%20Report%202016-17\\_Full\\_FINAL.pdf](http://www.nzno.org.nz/Portals/0/Files/Documents/AGM/2017%20AGM%20Conference/2017-07-21%20NZNO%20Annual%20Report%202016-17_Full_FINAL.pdf)

Currently, **NZNO** represents 48,444 nurses, midwives, student kaimahi hauora and health workers on professional and employment-related matters. NZNO's Māori membership totals 3,602; Registered nurse membership totals 36,980.

**Wider representation** - NZNO is affiliated to the International Council of Nurses (ICN), Global Nurses United (GNU) and the New Zealand Council of Trade Unions (CTU).

**Professional Services Team** - Through 2016/7 the NZNO Professional Services Team (PST) has consolidated its work according to its annual plan. There were over 150 other local and regional **professional forums** held during 2016-7 which had been attended by over 6000 members. This work continues. In early 2017, national professional forums on the topic of “Navigating workplace relationships” were held with good feedback received.

Over the year, NZNO continued building resources for members by publishing research, and eight position statements <http://www.nzno.org.nz/resources> that can assist in nursing practice, informing nurses’ decision making. These documents have been consulted on with members and through Colleges and Sections on a wide range of clinical and professional topics. More broadly and in line with NZNO strategy, the Organisation continues to exercise a high level of social responsibility providing many submissions seeking to positively influence the lives of New Zealanders reflecting the social determinants of Health.

**Submissions** – NZNO consulted with staff and members to seek feedback to inform 65 submissions to government and related agencies on a range of nursing-related professional, regulatory, employment and health issues.

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**Kai Tiaki Nursing New Zealand Facebook** now has 2,600 followers, with the inclusion of photos increasing reader engagement.

NZNO’s research team annually publishes its flagship Journal ‘**Kai Tiaki Nursing Research**’ which showcases excellence in New Zealand nursing research. Nursing research is vitally important for an informed and dynamic profession. You are welcome to subscribe to the research journal via <http://www.nzno.org.nz/Portals/0/Files/Documents/Resources/kaitiaki/2017-03-15%20KTNR%20Journal%20subscription%20form.pdf>

**Medico-legal new cases** during the year comprised: 36 coroners cases (46 members), 47 HDC complaints and investigation cases (57 members), 64 Nursing Council investigations (64 members), 27 Professional Conduct Committees (27 members), Health Practitioners Disciplinary Tribunal hearings (three members), 12 Police inquiries (15 members), One Midwifery Council inquiry (one member), 8 other cases (involving nine members), eight ‘other’ inquiries (674 members).

**Competency advice** - during the 2016/7 year, more than 40 members were supported by the competency advisor.

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2016-7 has also seen a continued focus on the **Care Capacity Demand Management (CCDM)** strategy aiming to ensure safe staffing in the DHBs. Trendcare is the essential tool to gathering reliable and consistent data for applying CCDM. However, it is apparent that many DHBs are under constraint with their varying financial commitments with this impacting on both the roll-out and maintenance of the CCDM program. Safe staffing is a NZNO priority and will be a significant aspect of the 2017 DHB MECA bargaining rounds.

The **Industrial Services Team (IST)** has worked through another challenging year as they have successfully negotiated around 60 collective agreements. It is evident the Organisers (supported by their delegates) continue to manage and complete their significant contribution to the industrial aspects of nurses’ work at the varying interfaces. During the year April 2016 – March 2017, almost 4,000 individual members’ issues were assigned to organisers for resolution; the highest category was disciplinary related issues at 90%, or approximately 650 member issues. Within this category 35% were Aged Care Sector related and 40% DHB related. Pay issues and Collective Agreement interpretations were the next highest category.

The 11 **Regional Councils** continue with their work and held successful regional conventions across the country.

**Member Support Centre (MSC)** (phone number - 088 28 38 48) averages call volumes of 710 per week; Call advisers answer and triage on average 575 calls per week; email volumes average 128 emails per week.

**NZNO Facebook page** – has a large following and video content reaches over 30,000 people, nearly 10 times more than non-video posts.

**NZNO’s financial position** at the end of year (31 March 2017) was with a net deficit of \$370,178 (after tax and adjustment) compared to a budgeted surplus of \$430,174 (after tax). The main drivers for the deficit are the write down of assets of \$409,586, higher than budgeted income tax, and re-evaluation of our shares in 57 Willis Street, the location of the National Office and Wellington Regional Office.

The total income was \$20.9m sourced from subscriptions (92%), interest & dividends (2%), and from Colleges and Sections (2%). Whereas the \$21m expenditure was spent on staff (57%), travel & vehicles (9%), and premises (2%). The following is a breakdown of your \$395.16 fee: staff \$226.86 (57%), travel & vehicles \$34.95 (9%), premises \$26.75 (7%), communication \$15.78 (4%), legal \$10.47 (3%), governance \$9.25 (2%), Colleges & Sections conference \$6.26 (2%), and ‘other’ \$64.84 (16%). [‘Other’ includes printing and stationery, consultancy, affiliations, depreciation, computer operations, advertising, write down of assets and financial, publications and general expenses].

**Caregivers pay rise** – the 20-year campaign for equal pay for the 55,000 care and support workers in aged care, disability and home support sectors culminated in a Government/Union settlement lifting pay rates by approximately 40%, significantly contributing to a qualified skills-based workforce taking shape. The care and support workers’ pay rise took effect from July 1<sup>st</sup> 2017.

## Conclusion

So, here we are in August, 2017. NZNO is entering into general election mode towards the government's declared date of September 23<sup>rd</sup>, 2017. NZNO is, of course, campaigning for better funding of the health care system as resourcing is a major issue affecting health outcomes. Nurses and midwives around the country have joined our "Shout out for Health" campaign to tell their stories of care rationing <http://www.nzno.org.nz/shoutoutforhealth>. Please join us in advocating for an improved health system.

NZNO values its continued collaborative relationship with its members and acknowledges their dedicated and immeasurable input on NZNO submissions, policy, positions and processes this past year. We wish to thank those of you who give time to review and comment on these. Your feedback is highly valued and often influences outcomes for nurses, patients and their communities. Please continue to watch your emails for the calls for input/feedback to submissions and position statements and do respond as it is your democratic right, and reflects your professional and clinical knowledge being utilised to help inform New Zealand health, and social policy.

I look forward to the continued collaborative relationship the NZNO staff has with your membership and thank you for your valued input on NZNO policy, positions and processes this year. I wish the Section every success for the upcoming year and look forward to working with the committee in reaching your goals. We have more work to do!

Best wishes

*Anne Brinkman*

Professional Nursing Advisor