

NZNO Professional Nursing Advisor report to the Pacific Nurses Symposium – October 2023

Mālō e lelei, Talofa lava, Ni sa bula, Taloha ni, Fakaalofa lahi atu, Kia orana and warm Pacific greetings to you all

Thank you for the opportunity to present the NZNO Professional Nursing Advisor report to the Pacific Nurses Symposium – “Workforce Capability & Leadership Development” Last year my report gave an introduction to Maranga Mai! Meaning ‘Rise Up!’ a call for NZNO members, whatever sector they work in, to come together and take united action. We are going hard on 5 key areas of focus.

Tino Rangatirantanga – support to iwi, hapu and whānau Māori to shape their own destiny including the health services they receive. This includes NZNO being involved in the Nursing Pipeline Programme and addressing a priority for more Māori and Pacific students to completion of a nursing qualification and a review of RN/EN competencies and standards of education with Nursing Council.

Building Member Power – The Board has endorsed a growth target of 5% membership growth and engagement in our Maranga Mai activities to address and win the political and resourcing commitments needed to address the nursing shortage crisis permanently – across the whole sector. It’s pleasing to see your Pacific Nurses Section has been planning what membership growth and engagement looks like for the Section.

Workforce - Whilst we are aiming for a sector wider workforce strategy, NZNO is providing advice and feedback into a multitude of forums that have significant effect on nursing workforce. At the symposium you’ll hear from providers the effects of good funding relationships and workforce initiatives such as Earn as You Learn, Aniva Scholarships and the Whitireia Graduate Diploma in Nursing Pacific enabling registered nurses from the Pacific Islands whom are currently unable to register here a significant scholarship and support to complete the Diploma in 18 months and enabling them to meet the requirements to sit the State exams.

Education - Alongside the work with Nursing Council on the review of the competencies we have been involved in the advisory to the new IQN pathway to registration process. The changes will occur from 4th December 2023 requiring

- a) an online theoretical exam that tests your nursing knowledge and can be taken at approved centres overseas, and
- b) a 2-day orientation and preparation course followed by a clinical Objective Structured Clinical Exam (OSCE), taking place in NZ.

There has already been the addition of 2 online modules assessing culturally safe nursing practice in NZ. These modules are publicly available, info is on the Nursing Council website and from learnonline.

Many thanks to Colleges and Sections for the significant contribution you make towards education for nurses in Aotearoa. Your symposium theme of “Workforce Capability and Leadership Development” echoes our member strategy “Maranga Mai!” I am particularly

looking forward to the learnings from your topics “A path to creating change for Pasifika Nursing” and “A path to creating change for Pasifika communities.”

Registration - We expect the unified Te Pukenga - Bachelor of Nursing Pacific, Bachelor of Nursing Māori and Bachelor of Nursing Programmes to be accredited in November and the consultation for Nursing Education Standards to be made available from Nursing Council also in November.

We continue to advocate for funding to these programmes and directly to students, particularly during clinical placement.

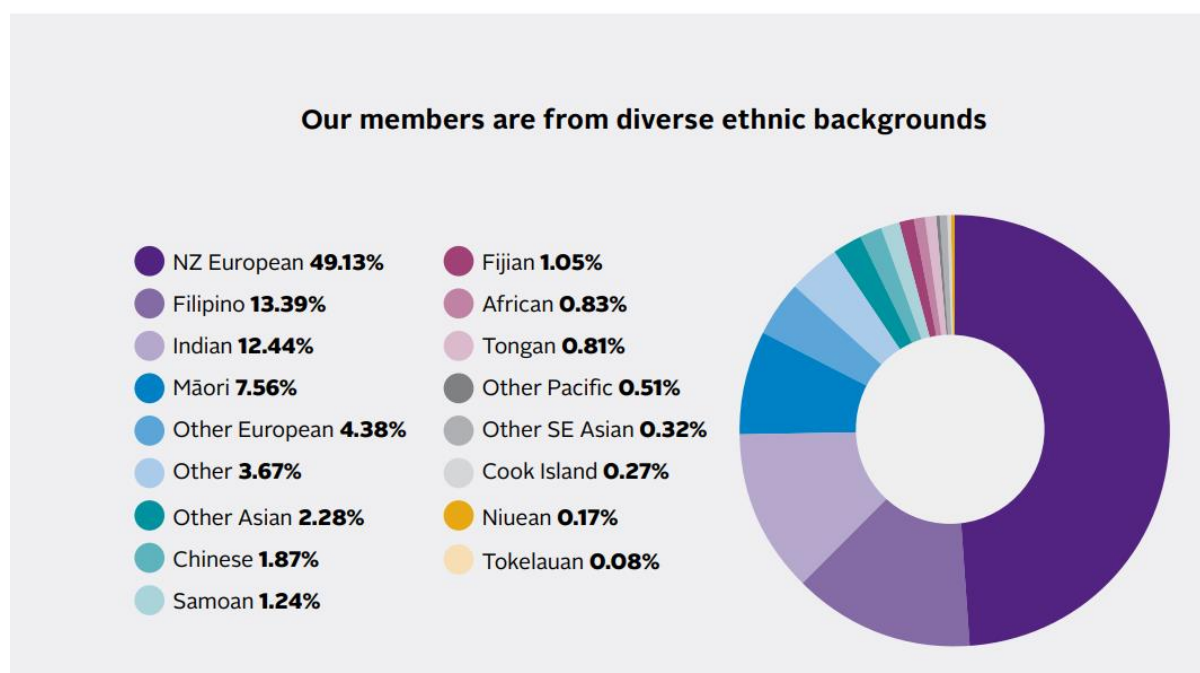
The professional nursing advisors and NZNO members and students as part of stakeholder advisory groups have a key role in expecting to see a focus that exists for Māori and Pacific student qualification success both through academic support and āwhi. I value the contribution that the PNS and the individual Pacific Nursing Associations have in this.

This is about all of us working together to achieve those aims across all sectors of healthcare, wherever you work, we are in this together.

Summary of from NZNO's Annual Report

NZNO's annual report [2022/23] is available on the website with your member login. See [NZNO Annual Report, 2022-2023.pdf](#)

NZNO membership numbers have significantly increased – as at March 31 2022 NZNO had 55,202. members. Membership as at March 31 2023 was 57,378.



This year NZNO received requests for medico-legal advice from members, down by 46 requests in the previous year. Of these requests, some could not be assigned to the medico-

legal lawyers as the requester was not a member at the time of the incident in question and therefore was not covered by the indemnity policy held by NZNO, on behalf of its members. It is imperative members keep up **their financial membership and indemnity coverage**.

Files were opened for 284 members, up by 14 from last year. in relation to:

- 83 coronial matters – (up from 41 last year)
- 76 Health and Disability Commissioner complaints
- 18 Nursing Council Professional Conduct Committee investigations, regarding conduct or criminal convictions
- 35 Nursing Council Health Committee matters
- 21 Nursing Council assessments
- 8 Health Practitioners Disciplinary Tribunal hearings (charges brought by a PCC of the Nursing Council or the Director of Proceedings)
- 28 criminal investigations by police requiring the member to provide statement/give evidence as a witness or a victim(23), 5 criminal investigations by police of a member
- 1 Midwifery Council matter
- 14 serious adverse event reviews or other employer led inquiries
- 5 witnesses in other types of court proceeding.

13 Competency advisory referrals were opened in 2022, nine are now closed and 4 ongoing. With 4 still open from 2021. The themes are inline with membership support referrals to professional nursing advisors related to medication errors, failure to assess patients, adequate communication, and inadequate documentation.

Resources to benefit you and nursing in Aotearoa.

As you engage in leading the development of Pacific Nursing Workforce and implementing models of care that are most appropriate for Pacific communities please do reach out, utilize and share knowledge of opportunities and scholarships available to you.

NZNO has a vast range of scholarships and funds for studies, conference and travel that benefits nursing in Aotearoa. The most up to date details with criteria and closing dates for applications are on our website. [Scholarships and Grants \(nzno.org.nz\)](https://nzno.org.nz)

Internationally Qualified Nurses CAP Fund

The Internationally Qualified Nurses CAP Fund was established a year ago by Te Whatu Ora to reduce costs for Internationally Qualified Nurses (IQNs) required to complete a Competency Assessment Programme (CAP) to become registered to work as a nurse in New Zealand. This fund helps make New Zealand more attractive in a highly competitive international market where nurses are in high demand.

The Internationally Qualified Nurses CAP Fund provides financial assistance to reduce the costs of a CAP offered by providers accredited by NCNZ. The maximum amount this fund provides is up to NZ\$10,000 per applicant. Funding will be prioritised for nurses who have secured full-time employment. Nurses intending to work part-time will receive pro-rated financial assistance based on how many hours they are working.

International nurses seeking employment in other areas of nursing, such as policy, education/training, corporate or administration, are not eligible to apply for this fund – it is only for nurses seeking patient-facing roles. New Zealand nurses based overseas who want to

return to work in New Zealand are not required to undertake the CAP so are not eligible for this fund.

NZNO Professional Forum

The NZNO Professional Nurses Advisors lead professional forums yearly and these are occurring throughout November 2023 in-person at Auckland, Wellington and Christchurch. The Wellington date will also have an online option. The presenters have been asked to focus on how we maintain professional standards as we face unprecedented challenges. Topics include creating success in speaking up for quality and safety, building nursing power, the health workforce-in pursuit of equity, system safety – learning and improving from harm, assisted dying and other evolving models of care.

The professional nursing advisors are keen to engage with you at your worksite and provide education for staff which may be general in nature team communication such as our workshops on “harmful communication or alienating attitudes” or reflective practice or more specific according to what are the issues or changes that are occurring at your worksite. If you would like a professional nursing advisor to meet with you and/or your team please fill out the forms I have available with some contact details and we will be happy to assist

As we move into planning for 2024 the NZNO Board are finalizing priority campaigns and projects - a renewal of the Te Whatu Ora CA in Oct 24, non Te Whatu Ora sector pay equity, health and safety and the role of the nurse. Paul Goulter and your NZNO leadership invited to the symposium will discuss these further.


I wish the Pacific Nurses Section, led by your committee of nurse’s leaders and the voice of members of all the organisations’ you represent a successful symposium and year ahead.

My closing karakia reminds of our guiding spirit and ancestral homeland and traditions that we knits together to inspire our nursing practice both here in Aotearoa New Zealand and in the Pacific.

**Tukua te wairua kia rere ki
ngā taumata
Hai ārahi i ā tātou mahi
Me tā tātou whai i ngā
tikanga a rātou mā
Kia mau kia ita
Kia kore ai e ngaro
Kia pupuri
Kia whakamaui
Kia tina! TINA! Hui e! TĀIKI E!**

<http://maori.otago.ac.nz/reo-tikanga-treaty/te-reo/karakia>

*Allow one's spirit to exercise
its potential
To guide us in our work as
well as in our pursuit of our
ancestral traditions
Take hold and preserve it
Ensure it is never lost
Hold fast.
Secure it.
Draw together! Affirm!*



Nga mihi nui

Angela Clark, NZNO Professional Nursing Advisor