

## Professional Nursing Advisor Report for Pacific Nurses Section (PNS) AGM 2025

Mālō e lelei, Talofa lava, Ni sa bula, Bula Vinaka, 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 – “Pacific Nurses: Our Future”

As a member lead organisation, the New Zealand Nurses Organisation Tōpūtanga Tapuhi Kaitiaki o Aotearoa (NZNO), relies on members volunteering their time to make the professional Colleges and Sections (C&S) possible. I want to thank the national committee for all their hard work. In addition, the members of the PNS committee provide a leading voice to NZNO and externally, both nationally and internationally. This leading function has been recognised by the NZNO Board, and they have approved the development of a structure that more correctly aligns with this lead role. I am honoured to have been assisting with PNS plans to develop this structure and function of the interim Pacific Advisory Group and am looking forward to working with the new group as they work towards a formal launch in 2026.

### **New NZNO Constitution:**

NZNO members have voted in a new constitution that transforms the organisation into a more egalitarian and te Tiriti-led union. The revised structure replaces regional councils and the national membership committee with local organising groups that will collaborate with Te Rūnanga (NZNO’s Māori council) to form new groups called ngā hapū. Leadership roles will also shift, with the chief executive and board of directors being replaced by a national secretary and national executive, aligning NZNO with more democratic union models. Te Poari, NZNO’s Māori governance board, will now share equal decision-making power with the national executive, reflecting a bicultural governance approach inspired by the Matike Mai constitutional model.

This change follows a five-year review process initiated in 2020, involving extensive consultation across NZNO’s membership and governance bodies. The new constitution formalises a partnership model where Te Poari continues to exercise tino rangatiratanga for Māori members, while a joint hui of both governance arms will meet regularly to make shared decisions. The registered constitution is now available on the NZNO website. NZNO is now beginning to look at how we support members within the new structures.

The following is some of the work/ mahi NZNO pursued to support nursing in the last year.

### **NZNO continues its Maranga Mai! Strategy.**

We demand:

1. Te Tiriti firmly being upheld in all health settings, so Māori have equal access to a health system that works for them.
2. 4,000 more nurses in place as quickly as possible and with fair and culturally safe nurse-to-patient ratios.
3. Pay and conditions that value nurses and keep them in the job right across the health sector. This includes sustainable funding for Pay Parity.
4. Affordable and accessible training so more people study and stay to become nurses.
5. More Māori and Pasifika nurses so people receive health care that fits with their culture.

Early in 2024, NZNO CE Paul Goulter asked each NZNO C&S how we could better support them to raise their influence as experts in their fields and your national committee responded with their views. Several C&S committee members attended the C&S Forum in March this year. Following this, new committee members had the opportunity to attend a two-day induction program. Feedback from these days helps determine what programs of support are made available in the 2025 & 2026 year. The updated Strategic Plan has also been signed off by the Board and Te Poari and will now guide our mahi through the year.

### **Te Utu Ōrite / Pay Equity**

The Pay equity processes continue for non-Te Whatu Ora employers of nurses. Live claims continue to progress, albeit very slowly, and work is planned for other areas. NZNO's submission to the People's Select Committee on Pay Equity was heard on 25 August in an online hearing. This gives us a further opportunity to describe the impact of the Amendments on our members specifically.

### **Te Whatu Ora**

As you will be aware, a widely supported set of bargaining claims have been tabled with Te Whatu Ora's responses as unacceptable at this stage, while they seek better pay and working (safe staffing) conditions, a changed pay scale for senior nurses amongst other things. Members voted for strike action, which took place 30 August for 24 hours and as I write preparations are under way for a 2-day strike across the first week of September. Other local strike actions have also taken place.

### **Primary Health Care (PHC)**

The PHC MECA has finally been ratified with a pay gain of 5% immediately and then 3% on July 1st this year. This achievement goes quite a way to bridging the pay gap for nurses working in Te Whatu Ora and those working for PHCs.

## **Staffing Ratios**

Nursing unions have won enforceable staffing ratios because of campaigning in the US, Australia, Canada and elsewhere. Nurse-to-patient ratio legislation has markedly improved recruitment and retention in these countries. NZNOs goal is to win culturally safe nurse to patient ratios across the health system in Aotearoa. It is important to note that the ratios process is not intended to replace CCDM where this is in place but rather to ensure a legally enforceable safe minimum staffing requirement.

It is planned that the ratios campaign will ultimately see ratios applied in all (nurse) practice settings - Aged Care, Plunket, GP practices, schools. See website for more details [Ratio Justice - Maranga Mai](#).

## **National health care assistants (HCA) oversight committee**

NZNO continues to work with HCAs regarding their concerns about inconsistent training and career pathways. The aim is to have consistent training for all HCAs wherever they work and national steppingstones for HCAs who may want to become enrolled nurses or registered nurses and where all HCAs are remunerated appropriately for the work they do.

## **News from the Professional team**

Professional Nursing Advisors have been part of the team reviewing the now finalised Enrolled and Registered Nurses scopes of practice and Standards of Competence. We encourage all members to educate themselves about the changes and implications for their practice. Please check the Nursing Council website for more information about renewing your APC under the new Standards of Competence framework. Members of the team are also involved in the updating of the Nursing Council of New Zealand (NCNZ) Code of Conduct, other NCNZ document reviews and the revision of the MoH aged care disability sector guidelines for administration of medicines.

The PNA Professional Forums are being planned for 2026. Please check out the NZNO website next year for more information.

## **Professional Supervision**

There is now a list of professional supervisors from across the motu, available on the NZNO website. [www.nzno.org.nz/support/nursing\\_supervision](http://www.nzno.org.nz/support/nursing_supervision)

## **CEO Updates**

As members, you will all be receiving the CEO Updates weekly which provides current information about all NZNO's activities. Please do read it. It is a vital tool for you to stay up to date and it enables you to participate in your profession's largest union.

## **Angela Clark**

Professional Nursing Advisor

Tōpūtanga Tapuhi Kaitiaki o Aotearoa NZNO

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