



**CHAIR'S REPORT**  
*for the*  
**NEW ZEALAND COLLEGE OF PRIMARY HEALTH CARE NURSES**  
**ANNUAL GENERAL MEETING (AGM)**  
*Friday, 3 October @ 6pm*

*“Kaua e mate wheke mate ururoa”. Strive for your goals by being strong and resilient like a hammerhead shark...do not give up no matter how hard the struggle is.*

The whakatauki above sums up the continual struggle endured by all those working in the Primary Health Care Sector. As we reflect on the past 12 months I want to take this opportunity to thank the endless work undertaken in this past year in ensuring the work required to keep the members engaged is carried out. To our Professional Nurse Advisor Cathy Leigh and Administrator Sally Chapman, thank you both because without the behind the scenes that you the staff of NZNO provide to this committee does not go unrecognised.

Primary and Community health care in Aotearoa is in ‘crisis’ and one main driver is the chronic staff shortages. The funding model is broken and only the Government can fix this problem to ensure Aotearoa has a quality public health system. This committee will continue to advocate and be a lead voice for Primary Health to ensure our voices are heard because as Dr Margaret Chen states “if you are not on the menu then you are not at the table”.

**NATIONAL EXECUTIVE COMMITTEE**

The members of the National Executive Committee represent college members on many external working groups and at times members are called upon to represent as well. These representatives act in the best interest of NZCPHCN and communicate back to the Committee as required; provide reports as identified by NZCPHCN Chair of participation and progress; provide overview of external groups represented. As well the Executive Committee the Sub Committees; Professional Practice Committee (PPC) and Logic Committee continue to work hard to ensure members voices are being heard and

needed addressed. Like all committees change can always be disruptive and unsettling. We farewelled integral members; Melissa Brett, Charleen Aitken and Yvonne Little. Their time with this committee was of exceptional stature and their knowledge ascended the growth of Primary Health. Just like we have this past year I would like to thank you all for continuing to ensure we are not giving up.

The committee continue to hold monthly meetings online and have a face to face meeting twice a year.



**“Maranga Mai! Every nurse every where” Together we will grow**

### **PROFESSIONAL PRACTICE COMMITTEE (PPC)**

This has been a busy time in Primary Health Care with many challenges and changes. We continue to work to get the Pay Equity gap for Nurses working in all sectors of Primary Health and will continue to apply pressure to the Government to make this a reality for our members. Provides updated information on our website which currently includes ensuring all our brochures for each sector in Primary Health is updated as well as emails and members and vacancies for that sector.

The key focus for this year is to ensure the upcoming Symposium being held in Christchurch in October 2025 is a successful event.

### **LOGIC COMMITTEE**

Responsible for publications, contributions and relevant correspondence within Primary Health. Manages and leads our journal. Is the conduit to our National Executive Committee. Our long time editor and National Executive editor and stalwart Yvonne Littles’ tenure ended in March 2025. Our Committee gave thanks to her for the unabated

work she provided to this Committee. Yvonne will be greatly missed but we know she will continue to be a strong member in this sector.

Primary Health is very fortunate to continue to have an editorial piece in the NZ Doctor Magazine which ensures our Nursing Voice or Stories continue to be heard and read in this magazine. Quarterly editorials are provided for the members to keep updated.

### **PAY PARITY**

- The government must pay parity so all nurses with the same skills, qualifications and experiences are paid the same
- Pay parity with Te Whatu Ora will help stop nurses leaving Primary Care and returning to the hospital or leaving to go overseas
- Pay parity for nursing staff in Primary Health will allow better access for New Zealanders in their own community and lower the demand on crowded emergency departments.
- Our communities deserve accessible care and our nurses deserve fair pay.

### **PAY EQUITY**

The Coalition Government urgently changed the Equal Pay Act without public consultation scrapping 33 pay equity claims. 10 of those claims from NZNO were included Primary health care, Hospice, Plunket and Care and Support funded sectors. Some of these counterparts accepted lower wage increases in their collective agreements on the understanding they would receive pay equity payments.

### **PRIMARY HEALTH CARE MECA BARGAINING**

Bargaining initiated for renewal of PHC Meca on May 17 2024. This notice covered 477 employers and covers around 3,475 NZNO members. Our health system is in crisis and not everyone receives fair and equal care. We demand Pay Parity where all nurses with the same skills, qualifications and experience are paid the same.

Paying incentives to GP clinics to hire nurses will not fix the systemic funding issues causing chronic staff shortages in Primary and Community Health Care. Unless Primary Nurses are paid parly with their hospital counterparts nothing will improved.

On Friday 21 March 2025 voting closed and the offer was accepted for Primary Health from you the members.

- Full reimbursement of APC
- Long Service leave 10 years instead of 15 years.
- Lump sum payment 3% back pay to July 2024 for qualifying staff
- A 5% increase from ratification and signing
- 3% (or the full capitation funding increase if less than 3%) from July 1st, 2025

## **GENERAL PRACTITIONERS LEADERSHIP FORUM**

GPLF is a collective of individual sector organisations working together for common good and is aligned to the GPLF purpose. This committee comprises of elected leaders and senior managers of national membership organisations representing General Practice. There is no legal constitution or identity.

Each GPLF member organisation retains its own identity which NZNO is a representative on this Committee. The relationship on this committee continues to grow from strength to strength each year. By representing at this Committee ensures the nursing voice will not be unheard of. All issues are sought through collaboratively.

On behalf of the Chair this tumultuous year has proven, that we have weathered any waves put before us and shown that without the voice of nurses in Primary Health in every sector. We are the frontline workers and we must continue to fight the fight together; **“Maranga Mai! every nurse every where”**

No reira

**Tracey Morgan**

Chair of the New Zealand College of Primary Health Care Nurses