



**Tōpūtanga Tapuhi Kaitiaki o Aotearoa
NEW ZEALAND NURSES ORGANISATION**

**New Zealand College of Primary Health Care Nurses AGM – 10 October 2026
NZNO Professional Nursing Adviser's Report**

I would like to thank the committee members for their hard work over the last year. Tracey continues to raise the profile of primary healthcare nurses, speaking frequently in the media and being involved with GP leadership and other groups. Thanks also to the Chairs of the two subcommittees: Bridget (Professional Practice Committee) who has been active in organising the symposium and LOGIC editor Jess (and her team) continue to produce the high-quality LOGIC journal.

Committee changes and support for new committee members:

A number of committee members are stepping down. We are hoping at this AGM to be able to announce new committee members! Support for new committee members will be provided by the outgoing committee and myself. NZNO also holds annual College & Section induction and education days for committee members which are fully funded by NZNO, and Employment Related Education Leave (EREL) is organised to attend these days.

The following is a snapshot of NZNO activities for 2025/2026:

Collective bargaining activity continues across Aged Care, Primary Health and community services, with NZNO supporting members through active negotiations, pay equity work, change proposals, and ongoing issues such as staffing, overtime consistency and employer engagement. NZNO is strengthening visibility and advocacy, with Age Safe training being rolled out, and new tools such as Age care understaffing and whanaū impact online reporting. Because bargaining environments are shifting quickly, members are encouraged to follow the CEO's fortnightly updates for the most current information.

PHC MECA update:

This has been a complex process, involving 582 practices, with many delays on the part of employers. The bargaining team used large-format (A3) photos of primary healthcare members to visually remind employer representatives who they were bargaining on behalf of. Round one of bargaining commenced 3 June and involved a substantially rewritten, modernised MECA, aimed at aligning it with current employment standards and making it easier to use. Employers requested (and took) roughly 8 weeks to respond to the initial claims, with a response that rejected most proposed changes and introduced further employer claims. Round two of bargaining occurred in September. By the time of AGM the written offer should have been presented to members to ratify.

Pay Equity

The next phase of NZNO's Pay Equity campaign under Maranga Mai! has been advancing. NZNO is the largest union in health with the largest female dominant workforce and the only union with PE claims being progressed under the amended act (Plunket and Hospice). NZNO's approach is to build national visibility, support organising in worksites, and progress claims in ways that pursue outcomes for members and the operation of the amended law.

NZNO Medico-Legal Forum

The 2026 Medico Legal Forums were held in July in Christchurch and Auckland (which was also hosted online). The forum offered essential legal and professional updates for nurses, featuring

NZNO medicolegal experts, the Nursing Council, and the Health and Disability Commissioner. The programme covered unsafe staffing and professional obligations, whistleblowing and advocacy, AI in nursing, Code of Conduct updates, informed consent, and practical workshops led by Professional Nursing Advisors. With recent cases and regulatory insights presented directly by sector leaders, this forum provided a timely and highly relevant, practice-ready guidance.

National Delegate Meetings

National PHC MECA delegate meetings have begun in September. This is a great format to raise workplace issues with NZNO PHC Industrial team. Members wanting to be more involved are encouraged to contact NZNO to be added to future meetings.

Student Survey 2025

This occurs every two years, undertaken by the NZNO National Student Unit (NSU).

Key implications and recommendations include:

- Financial hardship and placement poverty -requires system level responses such as paid or financially supported placements, bursaries and flexible pathways
- Bullying, incivility and unsafe learning environments remain prevalent
- Preceptor training, clear policy and robust reporting processes are needed
- Graduates continue to report feeling under prepared, reinforcing the need for strong transition to practice programmes
- Cultural safety and rainbow/takatāpui competence require consistent, co-designed inclusion across curricula
- Student mental wellbeing requires urgent attention, including assessment load reform and genuinely accessible support services
- Engagement with students as co designers of education and workforce solutions is essential.

The NSU is currently highlighting these issues via a social media campaign.

Recent changes affecting nurses in Primary Healthcare:

The Primary Care Tactical Action Plan [PHC Tactical Action Plan](#)

This a joint initiative between Health New Zealand and the Ministry of Health, outlining the Government's priorities and funding initiatives to improve access and expand services in the community. Funding for workforce planning includes opportunities for postgraduate study including prescribing and NP pathways. [Nurse Scholarships and Grants in PHC](#)

PDRP Changes

PDRP is now a single national programme, with all nurses able to access the programme. For more information including access to the programme: [National PDRP programme](#)

In summary – it has been a busy year, and I would like to extend my appreciation to all of you working under pressure in our health system. My thanks again to all the committee, it has been a pleasure to continue to work with such a dedicated team and I look forward to what the next year holds.

Ngā mihi

Cathy Leigh
Professional Nursing Advisor