

Professional Nursing Adviser Report

College of Respiratory Nurses (CRN), NZNO

AGM 1st May 2026

Tēnā koutou katoa.

The New Zealand Nurses Organisation Tōpūtanga Tapuhi Kaitiaki o Aotearoa (NZNO), relies on members volunteering their time to make the professional Colleges and Sections possible. The (small) CRN National Committee who have shown strong strategic leadership, dedication and professional engagement in another challenging year for the depleted Committee. NZNO acknowledges the huge commitment made by these individuals over and above the personal and professional commitments each one holds.

Your CRN National Committee works tirelessly to advocate for you, it's members across all health sectors and always aiming for equity of access to and provision of respiratory health care for all and especially Māori and Pacific peoples.

Committee members Raquel Jordan, Sharon Phillips and Sascha Noble joined the Committee through 2025. Following the AGM current Chair Jacquie will vacate the Chair role but thankfully will remain on the Committee. Regrettably but understandably another Committee stalwart (and current treasurer) Katherine Waters will step down as she takes up some serious post grad study. So there will be **three places available** to the national Committee. Calls for nomination were sent out a few weeks ago and we are hoping to be able to announce new committee members at the 2026 AGM. As always support for new committee members will be provided by the committee and myself. The College & Section Handbook has been updated, providing helpful guidance on committee activities and is now available online. NZNO also holds annual College & Section induction and education days for committee members to attend, which are fully funded by NZNO. Some Committee members may be eligible for Employment Relations Education Leave (EREL) for some education days and meetings. The next induction day is likely to be in early December this year.

Chairperson Jacquie Westendra's report outlines the work the Committee has achieved over this past year despite the significantly reduced number of Committee members. Impressive to say the least. I am of course referring to their work to update the KSF, their meeting with Minister Brown, their involvement on the new national Respiratory Care Advisory Group (aiming to provide independent advice to the Minister of Health on matters relating to respiratory health matters) and their frequent

submissions on Government and other Organisations proposals that could potentially impact Respiratory Health in Aotearoa.

The Chairpersons report also refers to the CRN Annual plan (you will have seen and hopefully read it when sent out a few weeks ago). This plan outlined the activities and achievements of 2025/2026 period and the planned future activities for 2026/2027. It also contains budget data for your information. The Annual plan is a working document, open to change especially if members indicate changes such as new work or initiatives are required to be included. Please take the opportunity to talk to Committee member if you have any feedback about the annual plan.

NZNO activities during the 2025/2026 period:

NZNO new Constitution: this was voted in at the 2025 NZNO AGM and sets out new structures and processes, with an underlying dynamic of biculturalism. At an operational level the logistics for the membership groups are now being implemented.

Primary Health Care MECA: This is a huge piece of work for NZNO, with a variety of hundreds of employers (large and small) and covering more than 3500 members nationwide. Members have been surveyed to provide feedback on the potential claims and bargaining team of delegates is forming. Bargaining is commencing around May.

Pay Equity: The coalition Governments amendments to the Equal Pay act were made without proper consultation or democratic process effectively cancelling many NZNO claims affecting thousands of members. Undeterred NZNO has been advancing NZNO's Pay Equity campaign, progressing claims under the amended Act. There is more information available in the NZNO website.

Collective bargaining: Activity remains high across Aged Care, Primary Health Care 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.

Specific Te Whatu Ora MECA bargaining continues. NZNO continues with the protracted bargaining process with Te Whatu Ora (now around 55 day and counting). Claims for pay increases and safe staffing levels remains a significant barrier to settlement.

Staffing Ratios: NZNO continues to explore what nurse-patient ratios may look like in different nursing sectors and the feasibility of implementing mandated ratios. Nurse-to-patient ratio legislation has markedly improved recruitment and retention in USA, Australia and Canada.

HCA workforce: NZNO is working with HCAs from different sectors, to explore concerns about inconsistent training and career pathway options. Their aim is to have consistent training and remuneration for all HCAs wherever they work and national stepping stones for HCAs who may

want to become enrolled or registered nurses.

Age Safe Campaign: this campaign aims to address the issues caused by chronic understaffing in aged care facilities, which impacts both staff and residents. NZNO published an Aged Care Whānau Impact Report in 2025, which includes survey responses and interviews with staff and collated workplace incidents around staffing and quality of care. The report can be found on the website.

Medico-Legal and Competency Advisor Services: Medico-legal files were opened for 332 members, up by 16 from last year supporting members with issues such as coronial/police matters, Health and Disability Commissioner complaints and Nursing Council complaints. The themes are in-line with membership support referrals to professional nursing advisors related to medication errors, failure to assess patients, adequate communication, and inadequate documentation.

Kaitiaki and Kaitiaki Nursing Research are now online and seems to be seeing continuing readership growth.

As members you will all be receiving the CEO Updates monthly which provide current information about all of these NZNOs activities. Please do read it. It is a vital tool for you to stay up to date and enable you to participate in your profession's largest union.

News from NZNO PNA and Professional Services team:

Support and Education: As well as engaging in the above projects, the PNA team continue to provide professional advice, support and representation to members. Education and workshops can also be provided at workplaces, tailored according to the issues or changes occurring at your worksite. If you would like a PNA to meet with you or your team please contact NZNO Member Support Centre(MSC) to be put in touch with the PNA for your region.

We continually update the list of professional supervisors across the motu. The NZNO Supervisors List is available on the NZNO website https://www.nzno.org.nz/support/nursing_supervision or via MSC.

Nursing Council review of Scopes of Practice & Code of Conduct: PNAs have participated in these reviews and with the NZNO Policy Team have recently submitted collated member feedback to Nursing Council specifically on the draft Code of Conduct. We encourage all members to educate themselves about the changes to RN and EN scopes of Practice and Standards of Competence and implications for their practice, including what these changes mean when updating your PDRP and APC.

Last year NZNO with involvement from the PNA team provided feedback on a number of consultations including the Ministry of Health "Putting patients first: modernising health workforce regulation". This Bill is very concerning for us and has the potential to disrupt how the health workforce is educated, how

health care services are provided and importantly could afford a significant amount of legally sanctioned political involvement in nursing matters by non-nurses ie politicians. As yet the Bill has not progressed far BUT watch this space.

2026 Colleges and Sections Induction and Leadership training days: Both the February Induction days and March Forum were highly successful. New committee members reported increased confidence in governance roles, while the Forum strengthened strategic leadership capability across topics such as finance, Te Tiriti o Waitangi, and advocacy. Face-to-face networking continues to be repeatedly identified as one of the most valuable outcomes, building confidence, collaboration, and shared purpose across the C&S network. A major improvement this year was the increased use of Employment Related Education Leave (EREL) by attendees, which many members accessed for the first time, significantly improving participation and reducing stress. Overall, the programme strengthened the collective professional voice of Colleges and Sections. Further Inductions days are planned for early December 2026 and &S Forum days in March 2027. DO keep a watch later in the year for NZNO emails about these events.

2026 NZNO Medico-Legal Forums: These Forums will be held in Christchurch Tuesday July 21st and Auckland Wednesday July 29th. The programme offers essential legal and professional updates for nurses, featuring NZNO medicolegal experts, the Nursing Council, and the Health and Disability Commissioner. It covers unsafe staffing and professional obligations, whistleblowing and advocacy, AI use 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 provides timely, practice-ready guidance highly relevant to all nurses.

Annual Student Survey: The bi-annual survey has just been released. Key implications and recommendations include: Financial 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. hardship and placement poverty are structural issues requiring system-level responses such as paid or financially supported placements, bursaries and flexible

And so back to CRN-

Thank you for the opportunity to present the PNA report. It has been a pleasure to continue to work with such a focussed and dedicated committee. The Committee represents you as members and ultimately aims to positively influence the lives of your patients and clients.

Special thanks too to Teresa Chaleki for her work organising the 2026 Wellington symposium where our AGM is to be held.. To you Teresa Ngā mihinui-thank you.

Finally...remember: The depleted College of Respiratory Nurses national Committee is in need of your support. Please come and join the Committee so that you can influence current and future respiratory nursing in Aotearoa New Zealand.

.“Kāhore taku toa I te toa takitahi, he toa takitini”

We cannot succeed without the support around us

Annie Bradley-Ingle, PNA, NZNO

April 2026