

Professional Nursing Adviser report College of Respiratory Nurses, NZNO AGM 17th April 2020

Firstly thanks must go to the College of Respiratory Nurses, NZNO national committee who have shown strong strategic leadership, dedication and professional engagement. NZNO relies on the selfless work of volunteers as a membership organisation and acknowledges the huge commitments made by the Committee over and above the personal and professional commitments each and every one of these members hold. The systems, networks, external collaboration, and participation continue to be highly regarded and valued by NZNO.

The Chairpersons report has outlined the achievements of 2019 and the future directions for this well recognised and respected College especially the highlighting the current work being undertaken to update the Knowledge and Skills framework.

The new National Committee members Moira Hancock (Takapuna) , Jill West (Wellington) and Vinetta Prasad (Mangere) have accepted variety of essential roles on the Committee. Marilyn Dyer has demonstrated a strong, calm leadership as Chair and Dawn Acker has continued her amazing work juggling the Committee accounts. Nicola Corna's extremely valuable past experience has become evident in her role as Secretary and Mary Cox as you will all likely know has been responsible for organising much of this year fantastic but cancelled symposium. This year the Committee was to lose three very valuable members. Mary Cox, Carol George and Dawn Acker have completed their tenure (in accordance with the College rules) and will step down at the 2020 AGM, as Marilyn has said. Losing Mary Cox as Vice Chair and Symposium Organiser extraordinaire is truly sad. Of course all the National Committee members work tirelessly to carry out their responsibilities. NZNO would like to extend sincere thanks to you all for all the selfless (and wise) work you have contributed.

SO what has happened for NZNO more broadly throughout 2019 ?

At the beginning of 2019 the Medico-Legal forums saw the NZNO Professional Services Team (PST) presenting a series of six forums about Medicine Management. The forums were rapidly booked out and feedback proved they were extremely successful. The professional team continues to plan and undertake work according to the 2018 Strategy for Nursing. One of those works has been the

development of the blueprint document- Growing Nurses in to Leadership. NZNO is finding both documents are being utilised widely as resource documents at national and grass roots setting.... And they are freely available to members via the NZNO website – they are easy read excellent resources. Another piece of work undertaken by a group of researchers including NZNO researchers to watch out for in the coming months is the National Fatigue and Shift Work guidelines. This document is currently still in draft but its findings and recommendations are likely to have a significant influence on roster design in the future.

After a tumultuous 2018 NZNO staff have spent much of 2019 working with other unions and DHBs up and down the country to fully embrace the Care Capacity Demand Management (CCDM) programme as per the Ministers requirement and post the 2018 MECA. The implementation of CCDM is a huge undertaking by NZNO with all Organisers, Professional Nurse Advisers and their managers involved but it is truly believed that once established as BAU in DHBs our members should experience a positive change in the work environment –safe high quality care will be supplied by the correct numbers of appropriately skilled nurses with the right resources on all shifts And that as a flow on effect the concepts within CCDM will be seen as beneficial and adopted by other health provider organisations and businesses. The Accord, an agreement between DHBs, NZNO and the Ministry is also proving to be an important work stream NZNO is involved with. It is ongoing as we work towards ensuring full employment of all new graduate nurses in a funded entry to practice programme, including ENs and exploring how to recruit and retain nurses in New Zealand health systems.

This year has seen the commencement of the Pay Equity process. This is an extremely complex process that is involving a number of NZNO staff and delegates. It is early days as yet but it is hoped that when the process is completed nurses should experience real financial gain as their pays are adjusted to match similar more male dominated and better paid roles. This is exciting and important work so do check the NZNO website for regular progress updates.

The 2019 NZNO National AGM and Conference were held in September and were well patronised. Controversy about the Board President was dealt with at a special general meeting, in accordance with the Constitution and use of the new one person one vote system to decide on AGM remits worked well although voting numbers were disappointing. Regrettably the College and Section day was reduced to a short afternoon without consultation with members or NZNOs professional team. Members attending expressed their disappointment and concern on the day. The professional team delighted to inform you the College and Section day has been re-instated as a full day this year BUT as you will all now be aware due to COVID-19 plans are yet to be finalised about it's format and date.

At the 2019 AGM Chief Executive Memo Muso said financially the organisation had net surplus of \$153,288. He provided a range “good news” statistics from the Annual report but most pleasing was the growth in NZNO membership reaching 52,093 this year. He noted that during 2019 NZNO had successfully negotiated 41 collective agreements and responded to (participating where appropriate) the Governments array of work programmes. 84 submissions many with very valuable Colleges and

Section input were lodged with key agencies this year. The 2018/19 Annual report provides more details from the past years activities and is available on the NZNO website.

At the end of the AGM a new Board took their seats at the Board table with hope of bring freshness and energy to the work of the Board. Sadly the views of Board members were wide and varied to the extent that some felt they could not function in unity to serve the members. The resignation of nearly half of the Board has created waves for the Organisation and you as member. There continue to be challenges to the Constitution but slowly and surely the work is still being done and the staff of NZNO continue to provide the services it's members want and need to the best of our abilities and resources.

Colleges and section members and committees have provided valuable input into the many submissions prepared by NZNO this year and this is greatly appreciated by the policy analysts and PNA team.

All of this upheaval came during the height of the COBID-19 outbreak which was unfortunate to say the least. Still COVID-19 did not have a extreme health impacts many were predicting. I believe in part (a very big part) that that was due to the tireless efforts of nurses.. very likely you. The positive impact of your efforts really can't be measured and should not go unmentioned. Looking forward the College is open and interested to hear from members if they have ideas for inclusion into the Colleges annual workplan...Talk to the Committee.

SO back to you the College members.... NZNO knows that lifeat the start of 2020 changed marked for us all and only now are things settling into a "new normal". Life remains extremely busy for everyone working within the health care environment and greatly appreciate being able to add your voice to ours on important issues such as the submissions noted above Specifically your Committee submitted feedback on the national **UPDATE THIS Child and Youth Wellbeing Strategy which was well complimented by feedback from the Asthma Foundation.**

NZNO knows that life is busy for everyone working within the health care environment and greatly appreciates being able to add your voice to important social/health issues such as the euthanasia debate (End-of-Life Bill) and many others also. This year Nursing must have a strong voice in the upcoming health and disability system review. The draft terms of reference for this review are available from the Ministry of Health (MoH) website.

2020 will also need Nursing to have a strong voice in the upcoming Health and Disability Services review. The draft terms of reference for this review are available from the Ministry of Health (MoH) website. And closer to your own situations well for those of you working in DHBs at least... this coming year will see MECA bargaining AGAIN !!! NZNO has taken on board recommendations from the post 2017 MECA review. There is a new look to the bargaining teams (including professional representation) and planning is already well under way. Now if this is as important though as the input

from our DHB based members. Please keep an eye out for NZNO surveys and calls to worksite meetings, take every opportunity to talk with your worksite delegates about what is happening and put forward your views about what is currently in the MECA and things you would like to see altered, removed or added. Whilst there is a definite prioritisation process around negotiation points it is very probable that your views will be matched by many others and will go into the mix so the team can lobby for them. It is your employment document....please have your say. And for those of you not employed by DHBS take note....we absolutely know that results of DHB MECA changes strongly influence/impact on other employment contracts throughout the country....

Finally and again NZNO congratulate the College of Respiratory Nurses and wishes them success in their goals for the forthcoming year. NZNO and personally I look forward to working with the Committee and all of the College of Respiratory Nurses members throughout this year to achieve their goals.

Annie Bradley-Ingle RGON PGDip (Leadership and Management)

Professional Nursing Adviser annetteb@nzno.org.nz