

Professional Nursing Adviser Report College of Respiratory Nurses, NZNO AGM 11th May 2021 via ZOOM

Firstly thanks must go to the national committee who have shown strong strategic leadership, dedication and professional engagement in what has proven to be a most tumultuous year. NZNO relies on the selfless work of volunteers as a membership organisation and acknowledges the huge commitments (in these very extraordinary times) 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 what has been a very disrupted number of months and the future directions for this well recognised and respected College especially highlighting the now completed work undertaken by the Sub-Committee who have updated the Knowledge and Skill framework and worked hard to champion it's value and use for members.

The new National Committee members Teresa Chaleki (Christchurch), Karen Vis (Malborough) and Sue Jones (Hamilton) have accepted variety of essential roles on the Committee. Marilyn has continued to demonstrate a strong, calm leadership as Chair and Teresa has picked up and demonstrated her amazing quick learning skills the Committee accounts. Nicola also continues to be extremely valuable in her role as Secretary. All the Committee have proven to be thoroughly grounded and hardworking team members. The national Committee will farewell, with great sadness and aroha Nicola who will step down at this 2021 AGM, as Marilyn has already said. It is also with sadness that for personal reasons we will be losing Moira, Sue and Jill this term. I would like to acknowledge all of your dedication to the College and on behalf of NZNO would like to extend sincere thanks to you for the selfless (and always wise) work and words you have contributed.

SO what has happened for NZNO during the 2019 / 2020 (and early part of 2021) period ?

At the beginning of 2020 before lockdown (round 1) kicked in the annual Medico-Legal forums saw the NZNO Professional Services Team (PST) present a series of six forums about covering the broad and essential topic of Scope of Practice. The forums were extremely successful. This year we have run our annual professional forums but at reduced sites and through necessity have offered

ZOOM access also. The topic is “Every Nurse is an Advocate - Influencing through Advocacy”. These were very well patronised and highly successful days with presenters speaking from a variety perspectives and who offered up truly thought provoking and relevant experiences, advice and inspiration to the audiences.

The professional team continues to plan and undertake work according to the 2018-2022 Strategy for Nursing- a Strategy which has itself just recently been updated (Now 2021-2025). One of those works has been the development and then starting implementation of the blueprint document- Growing Nurses into Leadership. Another piece of work to review undertaken by a group of researchers including NZNO researchers with input from the broader professional team is the National Fatigue and Shift Work guidelines. This document is still in draft but its findings and recommendations are likely to have a significant influence on roster design in the future. 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. NB The updated NZNO Strategy for Nursing is providing foundation to work being done on a national nursing strategy.

NZNO staff dedicated much of 2019, 2020 and now 2021 to fully embracing the Care Capacity Demand Management (CCDM) programme as per the Health Ministers and MECAs requirements. The implementation of CCDM is definitely proving to be a huge undertaking by NZNO with all Organisers, Professional Nurse Advisers and their managers. As some of you will know, a number of the DHBs have been “slow adopters” but this work continues to be a primary focus of NZNO as it is truly believed that once established as BAU in DHBs our members will 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. Also, an expected outcome from the DHB s CCDM programme is that the predicted increase in staffing at the DHBs will have a positive flow on effect for nurses in other health provider organisations and businesses. It is sincerely hoped that the vote at AGM from members in favour of a review of the CCDM model will not slow progress or reverse the positive impacts already felt from CCDM. The framework for the review is in development and it will be completed by external sources.

Whilst the PHC MECA has recently been ratified the DHB MECA negotiations continue. The negotiating team ensures there are regular updates available on the NZNO website plus of course via your local Organisers...NZNO is working hard on behalf of it members hoping there is not a repeat of the 2018 strikes. NB Over the 2019/2020 period NZNO successfully negotiated a large number of employment agreements at a range of Workplaces.

The Accord, an agreement between DHBs, NZNO and the Ministry is also proving to be an important work stream for NZNO as we work towards ensuring full employment of all new graduate nurses in a funded entry to practice programme, including ENs who have recently seen their specific ENSSIP program approved. Also some EN programs can be undertaken free of cost. Another component of

the Accord is exploring how to recruit and retain nurses in New Zealand health systems – this is proving vital for the nursing pipeline given the ongoing difficulties for international travel/immigration. NZNO is also watching /monitoring the impact of COVID-19 on the nursing student pipeline however the unavoidable disruptions to student placements during 2020 do not seem to have had the level of disruption initially feared.

The 2019/2020 year has seen the continuation of the Pay Equity process and finally the passing of the Pay Equity Bill into Law. The Pay Equity process is an extremely complex one that is involving a number of NZNO staff and delegates 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 and your emails for regular progress updates.

So- The 2020 NZNO National AGM and Conference were held in September and for the first time in a virtual format. The AGM with its remits saw the use of the new one person one vote system working well although voting numbers were once again very disappointing. Despite early 2020 (during the height of the COVID outbreak) seeing resignations of nearly half of the Board, voting for new Board members was completed and seated three new members plus a new Chair and Vice just in time for the AGM. The Chair as you will know has since resigned, for personal reasons...as has the Chief Executive Office (CEO).

At the AGM CEO Memo Muso said NZNO has gone into deficit due to less revenue and more spending. He said it had been a “challenging” year. While membership had dropped by 0.9% over the year to 51,634, the trajectory still pointed to growth. NZNO had ended the financial year with a net deficit of just over \$570,000 after adjustment, mainly due to the drop in its investment portfolio in the final quarter largely due to COVID-19. NZNO corporate services manager, David Woltman explained \$500,000 less membership revenue came in over 2019/20, as NZNO membership growth did not meet projections. NZNO ended the financial year with an after-tax deficit of \$842,000. There was overall \$700,000 less revenue and \$480,00 more spending across a range of areas including consultancy, legal fees, staffing, travel and member insurance. Investment gains adjusted the net deficit to \$571,000. A Board overspend of \$119,000 related mostly to legal fees. The Kaiwhakahaere budget overspend of \$47,000 related to annual leave buyout and travel internationally and locally. The budget of the former President was from another source. A membership committee overspend of \$7000 related to travel. Consultancy fees of \$349,372 – nearly \$100,000 over budget – included a strategic plan review (\$16,000) was noted ; DHB MECA agreement (\$25,000, mainly on travel); board elections (\$42,000); digital membership database (\$50,000) were other overspends identified.

NZNO will again include work on violence and aggression against nurses in its strategic plan 2021-2025 at members' request during the AGM.

A full and independent review of the NZNO constitution will go ahead after all 10 constitutional and policy remits were passed at the online AGM. They are as follows:

- A non-nurse can now be employed as NZNO's chief executive.
- An independent professional director can be appointed to the NZNO board.
- An independent evaluation of NZNO's safe staffing strategies must be carried out, including care capacity demand management (CCDM),
- The NZNO constitution will be "independently reviewed in its entirety" by an external constitutional expert.
- Members also agreed to several constitutional amendments to ensure remits which compromised Te Rununga or its constitution Ngā Ture would not be subject to the one-member, one-vote process.

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NZNO 2020 Conference – The COVID-19 response and nurses' role in it and PPE supply problems were key topics at the NZNO virtual conference *Community wellbeing in Aotearoa Nursing 2020 and beyond* on Sept 16th. About 170 registered for the online conference, and the AGM the following day, with connections to the live stream peaking at about 82. CE Memo Musa said it was impossible to know how many viewed the live stream, as behind every connection could be several participants. Initial feedback was positive, despite some technical hitches early in the conference and in the AGM voting processes.

Content of the conference included Professor Michael Baker of the University of Otago's Public Health school positive views of the Covid-19 elimination strategy, 'Serious questions' over PPE supply by Controller and auditor-general John Ryan of the Office of the Auditor General as noted in their report, McGuinness Institute founder Wendy McGuinness calling for Full inquiry into pandemic response which she believes is overdue, the outgoing chief nursing officer (CNO) Margareth Broodkorn who focused on the first ICN State of the World's Nursing Report, released in May and a real highlight was International Council of Nurses (ICN) chief executive, Howard Catton, who spoke via Zoom to the Pandemic highlighting the 'true value' of nursing.

Traditionally the NZNO National College and Section day has been held alongside the national conference and AGM days. The challenging 2020 year saw the College and Section full day (face to face meeting) re-instated but disrupted by COVID-19. It was eventually completed on 18th August with ZOOM only attendance. Attendance numbers exceeded expectation and feedback was in the whole very positive. It is probable the C&S days will be offered in the two formats in the future.

SO despite all the disruptions of 2020 the 2019/2020 period has been an exceptionally busy one for NZNO staff and Board... and now in 2021 some of the COVID disruptions continue AND the changes to Senior NZNO staff and the Board also continue. 2020 proved that NZNO and its member (you) are

robust and resilient. We will continue to stay strong as changes and challenges occur. Kia kaha NZNO members !

SO back to you, the Respiratory College members...

NZNO knows that life during 2020 changed markedly for us all and only now are things very tentatively settling into a “new normal”. From a clinical perspective I am sure there are many of you starting to consider or even witness the longer term effects of COVID on our population with a specific Respiratory lens.... Watch this space!

Life remains extremely busy for everyone working within the health care environment and yet the Colleges and section members and committees continue to provide valuable input into the many submissions prepared by NZNO. This work from you is greatly appreciated by the policy analysts and PNA team in particular. NZNO will, with your input, continue to put forward a strong nursing voice via the submissions. The College of Respiratory Nurses Committee have Submission work included in their Annual work plan. The Annual plan (you should have received it with College recent mailings) is current but please do not hesitate to put forward your ideas for other pieces of work you believe relevant and important to the members and their patients ... Talk to the Committee. ..it will also be on the webpage for your review.

Finally, for New Zealand COVID-19 has not (yet) had the extreme health impacts many were predicting.... I believe in part (a very big part) that that was due to the tireless efforts of nurses in our Country.. ..very likely you. The positive impact of your efforts so far really can't be measured and should not go unmentioned. Thank you.

NZNO will be doing all it possibly can to assist it members to participate and support the Vaccination roll-out . We are also continuing to support members with concerns or who are experiencing issues as a result of “all (other) things Virus !”.

Again, NZNO congratulates the College of Respiratory Nurses for their work during 2019/2020 year and acknowledges this 2021 year is another challenging one for the Colleges members. We wish them/you all success and safety in your goals for the this year. NZNO and I personally look forward to working with the Committee and all of the College members throughout the remainder of this year to achieve your goals.

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