

NZNO Professional Nursing Adviser (PNA) Report for College of Stomal Therapy Nursing BGM – 23 February 2022

Tēnā koutou katoa, greetings to you all.

I have recently taken on the role of Professional Nursing Adviser for the College of Stomal Therapy Nursing, but I can already appreciate the expertise of this committee and the work they put in, as highlighted by Nicky's Chairperson report. Thank you for your commitment to the College, your professional engagement and collaborative work to promote excellence in Stomal Therapy Nursing and advancement of this specialty. I would also like to acknowledge and thank PNA Julia Anderson who is here today and has worked with the College to assist in achieving its goals.

Being new to working for NZNO (since July 2021) I can see first-hand what is going on behind the scenes that I was not previously aware of. NZNO continues to be active in raising the visibility of the nursing profession and influencing nursing in a number of ways.

The NZNO Annual report was presented at the 2021 AGM and highlights the year in review and the various activities undertaken by NZNO staff, membership committees, regional councils, and the Colleges & Sections. Policy remits put forward at the 2021 AGM are also detailed – for a review of NZNO strategies for safe staffing; and full independent review of the NZNO constitution. This report can be found on the NZNO website: https://www.nzno.org.nz/resources/nzno_publications The CSTN report is on page 56. Pages 5-6 also mention CSTN activities, in relation to how the college has achieved NZNO Strategic Plan objectives – notably **Improved health outcomes**: related to the K&S framework development. **And Skilled workforce**: related to the award of a Convatec scholarship.

There is a lot to be read in the Annual report so I won't go into it all but will briefly highlight some of the key points and NZNO activities, including industrial team but with a closer focus on what the Professional Services team have been working on.

NZNO Highlights for 2020/2021 year:

NZNO Membership has now grown to 54,919. Membership includes RNs, NPs, ENs, Midwives, HCAs, Students, and other health practitioners.

Membership support: The Medico-Legal team have received requests for medicolegal advice from 404 members. The PNA team also respond to numerous individual members seeking support with professional or practice issues (e.g. performance Improvement, dealing with ethical dilemmas, proposals for workplace change etc).

Appointment of new NZNO CEO: Paul Goulter, who been working as National Secretary at NZEI will take on this role in late February.

Changes to the Professional services team: The PST team consists of PNAs, Medico-legal team; Competency Adviser; Editors; Policy Analysts & Researchers, Library & Records staff, Communications and media adviser.

Competency Adviser Margaret Cain retired in 2021. Her role has been taken up by PNA Wendy Blair. Sandie Bayliss is new to NZNO and has taken up Wendy's PNA position. Jinny Willis and Sue Russ from the NZNO Policy & Research team have both resigned. Melissa Bryant is currently covering for Sue's role.

NZNO Covid-19 response: Much has been going on within NZNO behind the scenes. The Union Leaders Engagement Group (ULEG) has worked on various Covid-related plans and policy/document development. There have been meetings with the Chief Nurse, NZ Nursing council, DHB and PHC Leads, Regional Health leaders and MOH to influence at a local and national level. At a local level the industrial/PNA teams have raised members concerns and encouraged active participation and engagement in decision making.

Campaigns and Collective agreements; key ones being the DHB and PHC MECA bargaining and Pay Equity.

Pay equity bargaining update: This has been a long and protracted process as you are aware. In the last week before Christmas NZNO and PSA reached an "Agreement in Principle" on a pay equity settlement which is in the process of being written up. It covers both members and non-union members. Employees will be given notice of the ratification process in the near future.

Research, Publications, Consultations and Submissions: NZNO continues to publish research and position statements that assist in nursing practice and inform nurses' decision making. Various submissions to government and other agencies are circulated to relevant Colleges and Sections and put up on the NZNO website. The PST team also reviews these. You may already be aware of a number of these reviews, such as the End of Live Care bill; Provisional Vaccinators; Te Pukenga operating model; and the Pae Ora (health futures bill).

Communications and Media team: Relevant issues have been highlighted to members and the general public, by way of statements, newspaper articles, radio & TV interviews. Key focus has been to raise public awareness re covid response and the healthcare staffing crisis.

There have been 5 issues of the e-newsletter The Nursing Pulse. Highlights of Kaitiaki journal are covered in the Annual report, including showcasing work of nurses from different practice areas while working under the constraints and impact of COVID-19; Coverage of the NZNO conference and indigenous nurses' conference; professional, governance and leadership topics. Kaitiaki has now moved to fully online platform.

Engagement with stakeholders and Working Group participation: The PNAs are active within NZNO Sector Groups (eg PHC, DHB, ARC, PHC, National Student unit) And also in various external working groups. Of significance is the ongoing mahi in the Addressing Violence Against Nurses (AVAN) working group.

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The National Nurses Leadership Group meets regularly to provide input to proposals and issues (eg Transition Unit; Aged Care staffing; ROVE (review of vocational education); MOH Health Workforce Directorate; Nursing Pipeline Taskforce.

The PNA team met late last year with both the Chief Nurse Lorraine Hetaraka and the NZ Nursing Council and were able to discuss a number of current proposals and topical issues.

Care Capacity Demand Management (CCDM) – the goal was full implementation by 30 June 2021, however many DHBs did not meet this deadline. The Review Report commissioned by the Minister of Health is yet to be released.

There is ongoing PNA involvement (alongside organisers and member delegates) in support of the CCDM programme and to increase engagement.

Regional Workforce planning: The PNAs continue to meet with delegates, DoNs and DHB Senior management to discuss workforce concerns, surge planning, and PHC response. The nationwide nursing crisis continues, and indeed is an international crisis with an estimated 13 million nurses needed over the next decade. There are several working groups looking at issues of recruitment, training, retention, IQNs, regulation of the health workforce.

Presentations: PNAs continue to present on a variety of topics related to professional practice. Much of the face-to-face work (such as regional conventions; C&S Day, various conferences and symposiums) had to be curtailed or moved to Online Platforms due to the Covid-19 restrictions. There was no medico-legal forum in 2021 and the next one is now planned for 2023. The PNA Team is currently developing an annual work plan, which will include reviewing NZNO education programs and the possibility of an online platform,

In closing, thank you again to the College Committee for your time and effort. As a member-lead organisation, NZNO relies on the huge commitment and mahi made by its' national colleges and sections.

To those of you leaving the committee this year (which is a majority as you have been elected for two terms) I wish you all the very best. For those of you who are new or remain on the committee I look forward to working with you in reaching your goals and wish the college every success for the coming year.

The last two years have certainly been a very trying time and I would also like to acknowledge all the members of the College, as you have all been working under immense pressure and stress to continue to provide the skilled healthcare required in your roles. A big shout out to all of you!

Ngā mihi

Cathy Leigh
Professional Nursing Adviser