



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

New Zealand College of Stomal Therapy Nurses 2026 BGM – 5 March 2026

NZNO Professional Nursing Adviser's Report

Tēnā koutou katoa, greetings to you all. Thank you for the opportunity to present the NZNO Professional Nursing Advisor report at this BGM.

I would like to thank Maree and the committee for the dedication and hard work they have put in over the last year, to ensure the success of the College. Maree has tirelessly promoted the College and is leaving with some very exciting projects for the new committee to run with. A number of other committee members are also stepping down. We are hoping at this BGM to be able to announce new committee members! Support for new committee members will be provided by the outgoing 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. Committee members are also eligible for Employment Related Education Leave (EREL) to attend.

NZNO updates

CE Paul Goulter continues to provide updates in the membership newsletters, here is a brief summary of some recent NZNO activities:

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 still being worked out.

Pay Equity: The coalition Government's amendments to the Equal Pay act were made without proper consultation or democratic process. There were many cancelled NZNO claims in Primary healthcare, affecting 6500 members. In August 2025, NZNO along with two other unions, made submissions to the People's Select Committee for the care and support pay equity claim, outlining the negative effect on members, families, patient and health outcomes. Additionally, a claim has been lodged with the High Court, arguing that the amendments breach three fundamental rights in the NZ Bill of Rights Act: freedom from gender-based pay discrimination, the right to natural justice, and the right to fair legal process. For more information: [Pay Equity](#)

Patient Voice Aotearoa petition: Malcolm Muholland, Chair of advocacy group Patient Voice Aotearoa, travelled around New Zealand, hearing people's experiences of their local health services and collecting signatures for a petition, which calls upon the Government to:

- Fix the health crisis
- Address disparities for Māori, rural and low-income communities
- Allocate enough resources to train, recruit and retain more nurses, doctors, specialists, midwives, health-care assistants and other health workers.
- Meet its obligations under Te Tiriti o Waitangi and protect Māori health, in consultation with iwi and hapu. This petition will be presented to Parliament on 18 November.

Please do sign and share this with your contacts. [NZNO Patient Voice Aotearoa Petition](#)

Te Whatu Ora Industrial action: NZNO members have been involved in recent strikes, signalling dissatisfaction with unsafe staffing and other concerns. NZNO continues with the protracted bargaining process with Te Whatu Ora. Pay remains a significant barrier to settlement, with Te Whatu Ora's current position not meeting members' claim for a wage increase that meets increases to the cost of living.

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. There is an urgent need to ensure adequate funding for equitable, high-quality care. 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 here: [Age Safe - Maranga Mai](#)

News from NZNO 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 to be put in touch with the PNA for your region.

We also have updated the list of professional supervisors across the motu: [NZNO Supervision](#)

Nursing Council review of Scopes of Practice & Code of Conduct: Professional Nursing Advisors have participated in these reviews. We encourage all members to educate themselves about the changes and implications for their practice, including what this might mean for you as you update your PDRP and APC. NCNZ Link: [Practising as a nurse](#)

Government proposals: NZNO Policy Team has recently submitted collated member feedback to Nursing Council on the draft Code of Conduct. Last year NZNO provided feedback on a number of consultations including the Ministry of Health "Putting patients first: modernising health workforce regulation". This bill has the potential to disrupt how the health workforce is educated and how health care services are provided.

2026 Medico-Legal forum: Planning has commenced for this forum, which will be held in Auckland, Wellington and Christchurch in July. More details will be shared as planning progresses. There will also be an option to join remotely if unable to attend in person.

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. It has been another year of challenges and frustration for the health workforce.

I would like to thank the committee again for their hard work and dedication to the CSTN throughout the year and for organising this conference, to bring you all together to share knowledge and your passion for stomal nursing. It has been a pleasure to work with such a dedicated small team and I hope the work can continue with new committee members stepping up to the challenge.

Ngā mihi

Cathy Leigh, Professional Nursing Advisor

**“Kāhore taku toa I te toa takitahi, he toa takitini”
We cannot succeed without the support around us**