

**NZNO Professional Nursing Adviser report**  
**College of Stomal Therapy Nurses – BGM – 29 February 2024**

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

I would like to thank Emma and the committee for the dedication and hard work they have put in over the last two years to promote the College and their work on important projects, which Emma has highlighted in her report.

We all know the last two years have been particularly trying. Nurses have been hit with many challenges - the ongoing effects of Covid 19, staffing shortages, extreme weather events, the cost of living crisis... to name just a few. It's clear that 2024 is going to be another year where we deal with change, both at a political level and inevitably in our workplaces.

It has been good to see some positive changes, such as the government funding for CAP courses for NZ nurses returning to the workforce and for internationally qualified nurses; also the changes to the immigration settings to put nursing on the fast track to residency. There has been a huge influx of overseas trained nurses since that time, which is now posing new issues – we are now hearing anecdotal evidence that some overseas trained nurses are having difficulty securing employment in NZ. We are also aware of the impact on workplaces of having large numbers of new graduates in the workforce and the strain this puts on existing nurses.

I want to highlight in this report some of the work NZNO has been undertaking to address issues. NZNO's annual report [2022/23] is available on the website [NZNO Annual Report, 2022-2023.pdf](#). Our membership has now grown to around 60000 members. CE Paul Goulter has been actively involved meeting members in all sectors as well as meeting with health leaders, including Te Whatu Ora, the Minister of Health and the Chief Nurse. I will briefly highlight a few of the most recent activities and future projects.

**NZNO 'Maranga Mai!' campaign** remains central to our strategic planning. Maranga Mai! means 'Rise Up!' and is a call for NZNO members, whatever sector they work in, to come together and take united action to win the political and resourcing commitments needed to address the nursing shortage crisis permanently. There have been a number of rallies in different sectors throughout the motu, to highlight this campaign. In July 2023, NZNO also launched **The Nurse We Need campaign**, which aims to raise awareness of the nursing workforce shortages. Please continue to share this online and get involved in local actions to support this campaign.

[https://maranga-mai.nzno.org.nz/why\\_we\\_support\\_maranga\\_mai](https://maranga-mai.nzno.org.nz/why_we_support_maranga_mai)

**NZNO is currently finalising the 2024/2025 strategic plan.** Strategies are being developed for the four sector groups: Te Whatu Ora; Primary Healthcare; Aged care and Private/Hospice.

NZNO College and Section committee members, delegates and other member leaders, have been invited to attend online workshops to input into these. The final plans have been presented to the Board and Te Poari this week.

**Pay equity** - Finally a Pay Equity settlement was achieved in Te Whatu Ora, after a long and complicated process. Next steps are addressing the **senior nurse salaries**. NZNO has brought together a team of senior nurses, to look at development of a job scoping tool and a new pay scale. It is expected that this work will be completed before collective bargaining later in the year, with the result likely to be a key NZNO claim. Reaching agreement with TWO on a payscale which will attract and retain skilled nurses is crucial to the sustainability of our health system.

Preparations have begun for the renegotiation of the **Te Whatu Ora collective agreement** (which expires in October) with key issues being pay, just ratios and health and safety. We will be running a series of meetings in April to ensure we have a clear and widely supported set of bargaining claims.

**NZNO is now working to achieve pay equity across non-TWO sites.** There are currently a number of live claims in process – Primary practices, Urgent Care, Plunket, Hospice and Care & Support workers. Future work is planned for other areas (including aged care and rural hospitals). Regarding the widening pay gap between TWO nurses and those in primary healthcare, NZNO has been active in the media about this, been involved in GP Leadership Groups and raised issues around funding with the Minister of Health.

**Holidays act remediation.** This has been an excruciatingly slow process with hold ups at TWO end, despite promise after promise for timeframes to resolve this. NZNO recently put out a media release highlighting these delays and our members’ frustrations. Our CE Paul Goulter will be lodging a complaint about this with Minister of Health Dr Shane Reti.

**Staffing Ratios:** NZNO is exploring what a nurse:patient model could look like in various nursing sectors. It is not intended to replace CCDM where this is in place. The focus is on whether mandated ratios have potential to provide a safe minimum staffing level to underpin CCDM, and the feasibility of implementing mandated ratios in other sectors.

There will be further communications coming out about “Ratio Justice Action” day and also a ratios conference is to be held in July, providing a platform for expert speakers and discussion around what ratios could look like in New Zealand.

In **Aged care** we will be launching our “**Age Safe**” campaign, including member/resident stories and plans to lobby for the necessary funding to provide essential numbers of nurses and Caregivers.

**Future role of the nurse project** – the aim is to develop a future-facing document outlining what nursing will look like in the next 10-15 years in the ever evolving society and health system; what skills we will need to continue to meet the needs of our patients; and where we need to focus our work to improve health outcomes in our communities. We are also working with HCAs regarding their concerns and career pathways.

**NZNO National Student Unit Survey 2023:** More than 1400 students participated in this survey, with results highlighting the significant barriers students are facing – including financial stresses and the need for better cultural support for Māori and Pacific nursing taura. The cost of clinical placements during training (petrol, parking, travel and accommodation) were identified as pressure points, with hardship issues particularly intense for Māori. Many students question whether nursing is right for them, with a 30% dropout rate. 84 % of respondents said students should receive some form of

financial compensation during clinical placements. The NSU are continuing to lobby for more support for nursing students.

**News from the Professional team:**

Professional Nursing Advisors were involved in giving feedback on NCNZ proposals, such as the review of the overseas registration process; and the review of the EN & RN Scopes of practice and competencies.

We Continue to engage with members in worksites, providing support, advice, education and workshops – these can be 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 do contact NZNO to be put in touch with the PNA for your region.

**Professional Forums** were held in the three main centres late last year, with the key theme being how we maintain professional standards as we face unprecedented challenges.

**Professional Supervision** – we have now compiled a list of professional supervisors across the motu, which can be found on the NZNO website. [https://www.nzno.org.nz/support/nursing\\_supervision](https://www.nzno.org.nz/support/nursing_supervision)

**NZNO Colleges and Sections day** will be held in Wellington on 19<sup>th</sup> March, providing the opportunity for committee members from the 20 specialty groups (including this College) to come together, network and share ideas. A key focus of the day will be how to grow Colleges & Sections and increase their influence, and how NZNO can support their mahi.

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 a year of trauma, change and frustration but I hope also one where you have felt the reward of standing firm for what you believe in and the power of a collective voice.

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