

NZNO Professional Nursing Adviser Report

Women's Health College (WHC)

AGM, May 2025

Tēnā koutou katoa.

Thank you to the National Committee who have shown strong leadership, dedication and professional engagement in another challenging year. NZNO acknowledges the huge commitment made by the Committee over and above the personal and professional commitments each one of these members hold.

Your National Committee has worked to advocate for you, it's members across the health sector and always aiming for equity of access to and provision of health services that focus on and support Women's Health.

Following the College's very successful Queenstown conference in 2024 your committee has worked to their planned activities for 2025.

NZNO activities during the 2024/2025 period:

Development on the review of the NZNO Constitution has continued and NZNO members will shortly have the opportunity to vote on what this will look like for NZNO staff, members and most particularly your Colleges and Sections. As you are NZNO College members you are strongly encouraged to take part in some way with determining the Constitution of NZNO. Opportunities to engage in the kaupapa will be highlighted in the CE newsletter to member.

- Over the last 12 months NZNO has worked alongside all Colleges and Sections (C&S) to determine how these groups can be better supported and how NZNO could support them better raise their influence as experts in their fields. WHC Committee responded with their views. Since then, committee members attended their College and Section Days in March this year and then new Committee members had the opportunity to attend a two-day induction program, also held in March. Feedback from these days will help determine what programs of support are progressed for 25/26 year. The Board have updated the Strategic Plan, and this has been signed off by the Board and Te Poari and now guide our mahi through the year.
- Pay equity – The Pay Equity processes continue for non-Te Whatu Ora employers of nurses. Live claims continue to progress albeit VERY slowly and work is planned for other areas.
- Te Whatu Ora – As you will be aware if you're Te Whatu Ora (TWO) employees- a widely supported set of bargaining claims have been tabled with Te Whatu Ora responses at this stage being unacceptable as they seek better pay and working (safe staffing) conditions.
- Progress is ongoing on the development of a new job evaluation tool for senior nurses (Te Whatu Ora) with a revision of the designated senior nurse pay scale among other things...Again negotiations continue.
- PHC- The PHC MECA has finally been ratified with a pay gain of 5% immediately and then 3% on July 1st this year. This brilliant achievement goes quite a way to bridging the pay gap for nurses working in TWO and those working for PHCs.
- NZNO's Age Safe Campaign seeks provision of quality patient care and safe staffing for residents in aged residential care facilities. <https://maranga-mai.nzno.org.nz/age-safe> Here's some detail about the campaign, since, whilst residents in ARC facilities might seem like a small proportion of the overall population, they comprise predominantly **women**.

The campaign aims to mirror collection of data that informed the outcome of the Australian Royal Commission into Aged Care Quality and Safety. <https://www.royalcommission.gov.au/aged-care> This

means that NZNO is creating a research report for presentation to relevant government ministers that includes: in-person interviews with 75 members who provide care to residents, including 15 interviews with Māori health team members conducted by a Māori researcher; survey responses from NZNO members working in ARC; and collated reports of workplace incidents where members have held concerns about the quality of care of residents, and staffing levels. The online form can be found here: The report is expected to be concluded in October 2025 and will be shared widely.

NZNO intends to make Aged Care Quality and Safety a campaign issue in the 2026 government elections and the Age Safe campaign report will be a key part of achieving that.

- Staffing Ratios - Nursing unions have won enforceable staffing ratios as a result of campaigning in the US, Australia, Canada and elsewhere. Nurse-to-patient ratio legislation has markedly improved recruitment and retention in these countries. NZNOs goal is to win culturally safe nurse to patient ratios across the health system in Aotearoa. It is important to note that the Ratios process is not intended to replace CCDM where this is in place but rather to ensure a legally enforceable safe minimum staffing requirement.

The ratios campaign goal is to see ratios applied wherever there is a nurse working... this will be far reaching and will take time. Your support is pivotal for the success of this work progressing. See website for more details https://marangamai.nzno.org.nz/ratio_justice

- Health care assistants (HCA) national oversight committee – NZNO continues to work with HCAs regarding their concerns about inconsistent training and career pathways. Their aim is to have consistent training for all HCAs wherever they work and national stepping stones for HCAs who may want to become enrolled nurses or registered nurses and where all HCAs are remunerated appropriately for the work they do.
- Professional Nursing Advisors have participated in the review of the now finalised EN & RN scopes of practice and competencies. 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. DO check the Nursing Council website for more information about renewing your APC under the new Standards of Competence framework.
- The PNAs, with support from our Research and Policy Team are now gearing up to provide submission/feedback on the Governments proposal to “modernise health workforce regulation”. I would encourage you as nurses and as health consumers to read their proposal AND provide your own feedback at consult.health.govt.nz. This is really important and may signal more significant change for nurses in Aotearoa New Zealand. **PLEASE HAVE YOUR SAY.**
- NZNO PNA and lawyers will begin the planning for our annual Professional Forum. This will be held towards the end of 2025 and have a medico-legal focus. Watch out for more detail on this in the coming months. Please check out the NZNO for more information.
- Professional Supervision – there is now a list of professional supervisors from across the motu, available on the NZNO website. https://www.nzno.org.nz/support/nursing_supervision

As members you will all be receiving the CEO Updates weekly which provide current information about all NZNOs activities. Please do read it. It is a vital tool for you to stay up to date and enable you to participate in your profession’s largest union.

My thanks again to the current Women’s Health committee for their effort and mahi on behalf of College members. It has been a pleasure to continue to work with such a passionate and dedicated group of women. No matter what challenges present they find a way to find solutions and work together constructively. The Committee represents you as members and ultimately aims to positively influence nursing care for women/wahine and their whānau.

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

Julia Anderson
Professional Nurse Adviser
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