

**ANOTHER SUCCESSFUL WOMEN'S HEALTH
CONFERENCE**

**WELLINGTON 23RD TO 25TH OF MAY
JAMES COOK HOTEL**

NURSES: WORKING, LIVING, GIVING



June 2019 Newsletter

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Report from Conference 2019

By Susan Rae (secretary)

The NZNO Women's Health College met for its 3rd annual conference "*Nurses: Working, Living, Giving*" in Wellington in May. The theme of the conference encouraged nurses to take care of themselves in order to be able to care for their patients properly.

The keynote speaker, Angela Swann-Cronin, a pilot for Air New Zealand was the first Maori woman to graduate as a pilot in the Royal New Zealand Air Force. Angela spent 13 years in the military during which time she flew missions to Antarctica and was deployed to Kurdistan, Afghanistan and Canada. Angela's presentation "*Reaching for the Skies*" focused on the three principles Angela has followed throughout her life– setting goals, embracing opportunities and making connections.

In keeping with the theme of the conference, Sam Gadd, Managing Director at Humankind presented on "*Designing great employee experiences*". She described 6 important factors required to ensure a great employee experience: Leadership, ensuring staff understand the relevance of what they do, how they can measure their own success and how important it is to know your staff. Strategy, the importance of having a purpose, objectives & values. Onboarding the importance of having a strong welcome and orientation and of ensuring connections with colleagues are made quickly. She discussed the importance of having technology and systems that was relevant and easy to use. Of encouraging relationships, of celebrating the work and personal successes of colleagues and of moments that mattered.

NZNO Organiser Deb Chappell discussed workplace bullying in her presentation on "*Respectful Workplaces*" and encouraged nurses to think about bullying as disrespectful behaviour. Chappell defined unintentional and intentional disrespectful behaviour and explained when this crossed the line to become bullying. She challenged nurses to call out disrespectful behaviour and support colleagues in the workplace.

Breakout sessions included "*Yoga & Mindfulness*" "*Looking after yourself through Menopause*" & "*Self Help for Health Professionals*" provided a well-rounded range of self-help sessions for delegates to attend.

In addition to those presentations set around the theme, there were many relevant and topical presentations. Ann Simmons, Women's Health College national committee member and retiring charge nurse of the Wellington Te Mahoe Unit, the regional pregnancy counselling and termination provider for the lower North Island and upper South Island gave a passionate and very relevant presentation entitled "*Abortion Law Reform: Why is it needed? Where is it going?*" during which she said that timely access to pregnancy counselling and abortion services was the right of every woman. Ann described the history of abortion internationally and locally and discussed recent abortion law changes in the United States as

well as giving delegates an insight into what happened in Romania in the 1970s and 1980s when abortion and contraception was banned, resulting in a birth rate which more than doubled in just over a year. The birth rate subsequently fell again as women found ways around the ban but by the end of the 1980s a conservatively estimated 10,000 women had died from illegal backstreet abortions and tens of thousands of children were turned over to orphanages and found when communist Romania fell in the late 1980s. Ann challenged nurses to get involved.

Dr Jill Clendon, Associate Head of Nursing & Operations Manager for Ambulatory services at NMDHB began the first day of the conference with a fascinating insight into the *"Intergenerational nursing"*, dividing nurses into 5 groups, veterans, baby boomers and generation X Y and Z, describing the issues facing each generation and suggestions for improved relationships between generations. With such significant numbers of nurses expected to retire over the next 15 years Clendon also discussed issues facing future workplace planning and possible scenarios about what the future nursing workforce could look like.

Dr Jay Marlow Maternal Fetal Medicine (MFM) Clinical Lead at CCDHB talked about the new NIPT Antenatal Screening Test and MFM Midwife Trish Burke discussed self-care for Midwives & Nurses involved in the care of women having second trimester induction of labour. She discussed the disenfranchised grief some experience, the lack of bereavement training and compassion fatigue as well as the importance of acknowledging how very crucial this work is and how much learning can occur from the sharing of stories between colleagues. Registered Nurse Tracy Bentall described her work with youth aged between 10-25 yrs at Kapiti Youth Health as *"Following her Bliss"* and the many different scenarios she discussed as well as her fabulous PowerPoint presentation keep the audience captivated.

Ms Izzy Weeks Pelvic Floor Physio at CCDHB kept the audience in hysterics discussing the female pelvic floor and Dr Amanda Tristram, Gynae-Oncologist at CCDHB gave 2 presentations – the first demystifying Molar Pregnancy & the second discussing the benefits of the HPV Vaccine and the importance of ensuring that patients were aware of the safety Delegate Ines Blaj, Charge Nurse on Ward 97 at Auckland City Hospital presented the only paper presentation describing the process for implementing a Surgical Site Infection Bundle to help decrease readmission due to wound infections. Pathmini Murugesan, Gynae-Oncology CNS at CCDHB described the process of implementing "Enhanced Recovery after Surgery" for gynae-oncology patients at Wellington Hospital. Both nurses won a \$500 prize for their presentations, the money for which was generously donated by Wellington Company ISTAR. The Conference dinner was held on Friday night - a superb 3 course meal followed by music and lots of dancing to local band "Shenanigans" - was enjoyed by all who attended. Thanks so much to the local organising committee led by Denise Braid & Ann Simmons for all their hard working putting together this superb conference filled with passionate and informative speakers.

The 2020 conference will be held in Dunedin in May with tentative dates of 21-23 May yet to be confirmed.



Professional Nurse Advisor 2019

Kate Weston

Tēnā koutou, Tēnā koutou, Tēnā koutou katoa

Thank you for the opportunity to speak to you today. It doesn't seem a year since we were together in Blenheim on the brink of the first national nurse strike action for 30 years. I still have fond memories of the ride back from the conference dinner with a bus load of nurse merrily chanting – *what do we want... fair pay*. I came to understand the power of the loud haler – I have never ever been in a protest much less lead one – but that has all changed. Walking down Queen Street with hundreds of people showing support was quite overwhelming. Health is in dire straits - I don't think there has been a week since the nurses strike where there has been action or threat of action – midwives, junior doctors and most recently paramedics. This is the legacy of ten years of disinvestment in healthcare.

The DHB MECA settlement has resulted in two huge pieces of work - CCDM and Pay Equity. Pay Equity is looking at whether or not gender bias in remuneration for nurses can be proven. Some of you may be asked to take part in the interviews and I would strongly urge you to do that.

CCDM has a target of completion by 2021 – the desired outcome being the additional staffing required to meet not only patient demand but also allow for the leave and professional development nurses and midwives are also entitled to.

There is a work stream specifically looking at issues for midwives – as maternity is in crisis. Designated RN prescribing is also high on the list of concerns heading into the next preparations for MECA bargaining and in primary care. The requirements are onerous to gain and then maintain the certification. RN designated prescribing is not merely a tool, as we have been told by some nurse leaders. It is an advanced skill that supports good health outcome – it needs to be recognised and remunerated.

With all that has been going on around us industrially, it is always refreshing to come and meet with the Colleges - to celebrate with them successful events such as this conference.

I think the local organising committee for pulling this together and making it such a great event. I also extend my thanks to the national committee for all their hard work on some very meaty issues – as Anne has already spoken to you about. This work is done as volunteers, on top of all their personal and professional commitments.

I am aware that NZNO is not the “only player” in regard to being a professional association and union for nurses - but what I can say is that NZNO is unique in the way it structures its professional colleges and sections. This facilitates access to high quality education and conferences within the speciality – such as this women's health conference.

We have seen recently the effects of diluting and splitting union affiliation with the outcome for junior doctors - who now have an agreement with poorer conditions since DHBS refused to continue negotiating with one union once the existing agreement expired.

I also want to make a comment on indemnity. I saw a comment on social media recently:
Q. What's indemnity? **A.** “That's what you need when you get sued by a patient.”

I have worked in this role as Professional Nursing Adviser for 11 years now and I can say that I am not aware of any nurses being sued – as there are provisions in NZ for ACC – however – numerous nurses have had complaints laid against them alleging breaches of the HDC Code of Rights, nurses who have been referred to Nursing Council for competency, health reasons and professional misconduct and nurses who have had to appear in Coroners Court.

NZNO has an “in house” team of 5 highly skilled lawyers specialising in medico-legal law. There are 10 professional Nursing advisers and a Nurse adviser specialising in competency. NZNO is unique in its provision of this level of service to members - providing they were a member at the time of the incident – as with any other insurance.

Well, that wraps it up for this year. Once again thank you to the local organising committee and to all of you who have come together to network, share, learn and fun together.

I look forward to continuing to working with you all.

Mā te wā
Kate Weston PN

Chairperson Report 24 May 2019

Denise Braid

Welcome to our 3rd Women’s Health College Conference.

The business for becoming a College has driven us over the last couple of years and last year we were involved in a lot of oral and written submissions. We seemed to set ourselves quite a pace to being with. This last year has been one of finishing off projects that we had previously started and waiting for results of written and oral submissions. Things move slowly in the hallowed halls of power in some cases.

We are pleased that the legislation was passed to allow victims of family violence 10 days paid leave from work. This is a huge step to be able to help these people be able to have some time to start putting things in place for themselves and their family without missing out on salary or wages or using up annual leave.

PHARMAC has said they will not fund Mirena for contraception which is very disappointing. General Practitioners, Family Planning, Royal Australasian College of Obstetricians & Gynaecologists (RANZCOG), along with Women’s Health College of NZNO all put submissions forward requesting this to happen. There is a petition from Orna McGinn, in circulation at present which is asking the House of Representatives to urge PHARMAC to fully fund Mirena IUS for all women who request it. This closed on the 30th of May 2019

We are awaiting the outcome of the Law Commissions review on whether Abortion becomes a Health Issue and is removed from the Crimes Act 1961. Ann Simmons presentation has brought us up to date with that.

The “Standards for Nurse Colposcopist Training and Clinical Training Programme Recommendations”, are finally ready to be signed off at this AGM. Dianna Morrison, Jill Lamb and I meet with Dr Gary Fentiman at the Ministry of Health last year to get National Cervical Screening Programmes and RANZCO’s approval for the document. This has been a huge project and I once again thank Dianna & Jill for their time and effort with this.

This last year was challenging in the health industry with industrial action from nurses, midwives and junior doctors. As I am writing this we are gearing up for a week of junior doctors strike action. The positive from all of this is that NZNO and MERAS have both settled and nurses and midwives will receive pay increases. Roll on December for the Pay Equity settlement for NZNO members.

In closing who would have thought that we in New Zealand would be subjected to a horrific terror attack of the likes of what happened in Christchurch on 15th March 2019. My thoughts go to the Muslim Community for their loss and to the Nurses, Doctors, Police and Ambulance staff that were there as first responders, caring for the wounded and dead.



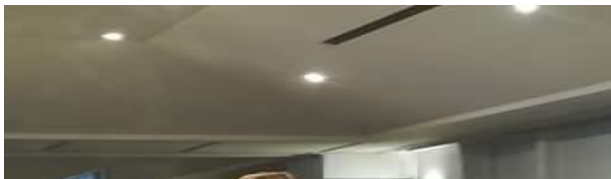
2020 Conference Dunedin 21st to 23rd Dates to be confirmed



Opening night Guest Speaker Angela Swann-Cronin













National Council of Women

Every year the WHC sponsors the NCW speech competition.

"Our Auckland Branch 4th annual Speech Competition was held on 16th of May. The topic for this local body election year was 'Local Government - Who Cares'. We had a large gathering including several politicians and community leaders. Applications were invited from year 12 and 13 students in the Auckland area, one entry per school. The aim was to encourage students to consider how they would like to be governed, and what the important issues were, and to also consider local body election candidates who would best be able to meet their needs.

It is important to provide a platform for our youth to voice their ideas about the future of Auckland, and exciting to listen to their vision.



From the left 2nd Issy Christie – Western Springs College, 1st prize Harriet Baxter – St Kentigerns and 3rd Thiyona Singh – Westlake Girls High (our recipient)

The prizes were generously sponsored by KPMG, YWCA, and NZNO - Women's Health College."

Women's' Health College Membership

Currently we have 552 members. Membership is free to the college. Please encourage your colleagues to join. Members of NZNO can join up to three groups.



http://www.nzno.org.nz/groups/colleges_section

Secretary contact for members – we now have a direct email link for members to our secretary Susan Rae. Please don't expect an instant reply, Susan will get back to you as soon as possible as she will check her mail at least twice a week. She welcomes any questions and any notices/information for our member's page, feel free to contact her.

whcnznosec@gmail.com

Noticeboard

- Remember to access some funds for education go the WHC section of NZNO.
- You are able to apply once every three years and may receive up to \$400 once you have been in the college 2 years.
- You are required to write a report for the newsletter once you have completed your education.
- [Fertility Research Review issue 21](#)

Feedback from Education funding:

Nurse Practitioner Conference Blenheim April 11/12 2019

This was an exceptional conference with lots of interesting speakers with general sessions and variety of concurrent sessions with chance to interact with other NPs or NP interns from a huge variety of roles representing all areas of NZ. There are currently 373 NPs in NZ.

The Women's health session featured Emma McFarlane speaking about abortion law reform which highlighted the inadequacies and cost of current system and the need for change. It was interesting to hear other NPs' perceptions and engage in discussion around this theme.

Jill Lamb NP colposcopist spoke on future impact HPV vaccination highlighting that vaccination better prevention than cervical screening. She advised screening age will raise to 25 later 2019.

Alison Stewart –Pierre spoke on management common dermatoses and importance of discussing skin irritants and avoidance with clients. Emphasised that genital eczema should be treated like anywhere else on body.

Jessica Irvine and Lucy Halsey from Nelson INP spoke on managing unexpected pregnancy and the issues that arise from endeavoring to get timely care for clients which highlighted importance and need for change to abortion law.

It was very interesting to hear **Margaret Broodkorn** the new Chief Nursing Officer, **Professor Jenny Carryer and Hon David Clark** Minister of Health speak on Health and their perceptions of current and future issues related to health Nursing and NPs. Some of the messages were the more we invest in Nursing and NPs the more we get back and that NPS can be more cost effective. There is opportunity currently to give submissions to Health and Disability Service Review and this was encouraged for all sectors of health.

Other sessions I found interesting included:

Elliot Le Page Health and Disability Co-ordinator Work and Income speaking on benefits, disability allowances and effects of being out of work and living on a benefit. Some interesting stats were 1 in 8 working age adults (18-64) live on welfare benefit and 1 in 5 children live in household with no one in paid work. He emphasised the evidence supporting the benefits of paid employment to avoid increased risks like suicide (particularly young men), psychological and transgenerational issues and impact on children.

Dr Carla Lane NMDHB speaking on Methamphetamine demand and use reduction and the impact and issues this has on health and families with managing this.
Jacqui Stone spoke on moving towards HCV elimination in NZ and the new advances available now with funding of Maviret to hopefully allow clearance of infection for majority of people.

Dr Derek Sherwood **spoke on Choosing Wisely which emphasised the need to ensure testing** and treatment for clients is in their best interests and he gave a scenario which illustrated this clearly.

Dr Ron Patterson spoke on the Mental Health Inquiry that he was chair of which was completed 2018 and recently released and was an interesting insight into this and how it was conducted and what he learned from this

The conference ended with a talk entitled Wrangling Monkeys by Suzie Morrell a psychotherapist who emphasised the importance of taking care of our own health and well-being so we can care for others.

Robyn Kemp RN NP.



Best wishes from the NZNO Women's Health Committee