

Membership Committee Report

20-21 June 2019

The membership committee were once again privileged to attend the Matariki, Te Tau Hou celebrations held at the Te Whare o Poneke. Another memorable evening with members and staff having the opportunity to whakawhanaungatanga (establishing relationships) and be inspired by the knowledge of our indigenous astronomers Tipi Wehipeihana and Karanama Peita-Gregory.

New members and farewells:

The committee welcomes new members Phebe Eruera (Bay of Plenty / Tairawhiti), Leonie Metcalfe (Midlands) and Ram Kumar (Tai Tokerau). There is still one position vacant from College and Sections that we have been attempting to fill.

Joan Knight (Top of the South) retired from the committee and is thanked for all the mahi that she has done for the Membership Committee and dedication to NZNO, both nationally and regionally.

Key issues reported by members:

- All regions reported positively about their regional Conventions.
- Staff shortages and safety were themes, with serious incidences continue to be highlighted. Pay, and car parking were another common issue across many of the DHBs.
- NZNO could start thinking about a monetary amount to be written into the Collective for workforce development/study; similar to what some Australian States offer
- The NSU has been working on their presentation for Heads of Schools, to be held in July, the first meeting to be held at a Marae. The NSU have also got working groups around access to Post grad funding and Kawa Whakaruruhau. Ongoing issues re loss of Whakaruruhau across schools, and students still in the dark about the Government's talks around having one centralised technical institution. Students met with Minister Peeni Henare in June to discuss student nursing in Aotearoa New Zealand.

Membership Committee Working Group – NZNO promotional material

NZNO members would like the opportunity to purchase NZNO merchandise. Feedback was provided to NZNO around this via Campaigns advisor, Rachel Dobric, and she will follow up.

The committee recommends NZNO:

- Use a large logo so it is visible on items such as: bags, mugs/cups, caps, bumper stickers, retractable lanyards, pens etc.
- items are used as gifts for guest speakers etc., and
- purchase goods in bulk
- Recommend pamphlets and resources to be always visible at AGM/Conference, i.e. NZNO website, MSC 0800 28 38 48 number, Colleges and Sections, Regional Council offices, and organisers – should have all brochures displayed.

Eldred Gilbert - Project Lead, Visibility of Nursing

Growing nurses into governance: A governance toolkit, 2019

Eldred presented on the toolkit, which provides information and guidance for nurses interested in governance roles in health and social care in Aotearoa New Zealand. The link is now up on the NZNO website.

Mairi Lucas – Manager, Nursing and Professional Services

Mairi came to speak the group, around advising what professional issues they were dealing with and getting member's feedback.

- There is work currently being undertaken around resources for Māori Nurses.
- Committee members pointed out that the NZNO APP often utilised by staff, organisers and members had been removed from app store.
- Ōamaru Hospital have retained their ENs following the restructure process

Kerri Nuku, NZNO Kaiwhakahaere –

Kerri spoke to the group, updating them on Te Poari and pay parity issues. Te Poari has a comprehensive work plan they are working on. They are implementing a different way of working to maximise member engagement and access. Te Poari budgets differ from other groups as there are different operational costs that are included in our total budget, this means there is Poari operational costs and “regional meeting” budget in our total cost. It could be compared to Regional Council combined with Membership Committee budget, on top of regional convention budget. Our responsibilities are to advocate representation throughout NZNO and its cultural obligation within our constitution and reflect on how NZNO engages Māori. For example: Hui ā tau gets around the same budget as NZNO AGM. We are disheartened about the continued misrepresentation of our role, responsibilities and accountabilities.

Pay parity is an on-going issue, with some Maori RNs still on \$23 per hour. Te Poari have also lodged a complaint with the Human Rights Commission and lodged a legal challenge against the Crown with the Waitangi Tribunal and presented at the United Nations in New York and to other groups around this issue. The importance of the UN is to use international legal instruments to challenge the Crown who has to reply to these interventions.

Despite all the good mahi Te Poari are doing, disappointingly there has been racist undertones from some of NZNO members. Another Rūnanga issue is delegates are not invited and unable to represent our Māori members.

MEMBERSHIP COMMITTEE DISCUSSION

- Agreed it is important to understand the different approaches needed to advance the wider membership. Hui ā tau reaffirms the importance of growing, understanding and support of Māori nurses.

- Important to continue building an open relationship with Te Poari, sharing information and growing understanding. Te Runanga are well represented at regional Council meetings in some regions and this contributes to the partnership approach and the knowledge of the different work that the members are involved in. It is important to get to know your regional Te Rūnanga representatives and support each other's work.
- Wider membership not well informed re the work and aspirations of the Runanga and Maori nurses. We need to better support this understanding.

HONORARY MEMBERSHIP:

The Committee has been working on how members are honoured after their retirement from Nursing. Honorary members would not have the right to attend or vote. Te Poari thinks that honorary members should be treated like elders. Creating honorary membership may not need a constitutional change.

FLORENCE NIGHTINGALE SCHOLARSHIP:

Two new committee members are needed to be appointed to this committee. Applications were declined if they didn't supply evidence of enrolment to the course or conference, all funding must be in the current year of study.

SOCIAL MEDIA AND REPORTS ABOUT RACIAL COMMENTS

- It was agreed that we need to reinforce to members to be professional when dealing with issues. Matewai Ririnui presented at the Southern Regional Convention on the Seven Ps on Social Media. The Seven Ps are:
 - Is it Professional?
 - Keep it Positive
 - Does it protect?
 - Your/Patient Privacy
 - Don't get Personal
 - Always Pause BEFORE YOU POST, and
 - PRAY that all be well.

GOVERNANCE WORKSHOP PROVIDED BY CHERYL HANHAM

Members had the opportunity to learn more about governance, including principles of corporate governance, determining purpose, holding to account, ethical responsibilities, allocation of tasks, and effective compliance. Leadership have to be prepared to have the hard conversations determining purpose of the organisation. Strategic Planning for the next five years 2020-2025 has begun. Consultation will come out soon but will not get confirmed until the 2020 AGM. She also discussed key competencies of the board. The board has a governance handbook with its own set of values and Code of conduct. Board members need to act in good faith and to what is best in interest of the organisation.

