

Annual Report 2019



College of Nurses Aotearoa (NZ) Inc.

Palmerston North

www.nurse.org.nz

06 358 6000



Foreword

It is my pleasure to present this report to the 27th Annual General Meeting of the College.

Acknowledgements

My thanks are extended to the Board who add College work to their already busy working lives. Dr Kathy Holloway and Lorraine Heteraka provide gracious and skilled guidance and support as Co-Chairs of the College. Welcome to Dr Aria Graham who has brought considerable wisdom and expertise to the Board as a member of the Maori caucus



In addition, I acknowledge the work of the College Censors and thank them for their continuing attention to College applications for Fellows.

Liz Manning in her role as Operations Manager continues to make an outstanding contribution to the College. Please see her reports on pages 9 - 13 which include work in the areas of Nurseportfolio.nz, the Health Policy Workshop and working with Andrea Bond on the endorsement process plus many other new projects.

In the office Andrea Bond continues to provide dedicated and skilled assistance to me, to the Board and most importantly to the College membership. Rochelle Ferguson has been replaced by Gaelene Chan who has already made a wonderful contribution in supporting both Andrea and the very efficient running of the office

I cannot thank everyone sufficiently for their efficiency, attention to detail, commitment to excellence and sheer hard work.

A handwritten signature in blue ink, reading 'Jenny Carryer'.

Professor Jenny Carryer
Executive Director



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Board Members

Māori Caucus

Lorraine Hetaraka – Co Chair
Ngaira Harker
Dr Aria Graham

Non Māori Caucus

Dr Kathy Holloway – Co Chair
Erin Meads
Dr Mark Jones

Executive Director

Professor Jenny Carryer

Operations Manager

Liz Manning

College Censors

Professor Nan Kinross
Cathy Cooney

Te Miringa Huriwai

College Administration Staff

Andrea Bond

Gaelene Chan



Executive Directors Report 2019

This report is a summary of College activities and achievements written against the core goals of our strategic plan.

GOAL 1. ALIGN NURSING WORKFORCE DEVELOPMENT WITH COMMUNITY NEED.



The College remains committed to all activities which support releasing the full potential of nursing services to increase equity and to ensure that people have access to competent and safe care from a health professional who is working to the full potential of their scope of practice. It is becoming ever more critical that nursing consider its social justice commitments as a basis for our decision making. This is especially important in terms of workforce development, which is not about enhancing the position of nurses but about ensuring we can provide the best possible service.

We begin with activities towards development and maintenance of a viable Nurse Practitioner workforce.

- **Nurse Practitioners**

We continue to work in partnership with NPNZ to address the on-going but rapidly diminishing issues which limit the fullest implementation of the Nurse Practitioner role.

Nurse Practitioners New Zealand is a division of the College of Nurses Aotearoa (NZ) Inc. As such NP members have complete autonomy to speak and contribute in whatever professional fora they consider appropriate. The College continues to see Nurse Practitioners as a critical area of workforce development and works to ensure that NP issues are always considered. The College supports NP members as needed with professional support, indemnity insurance and professional advocacy alongside the considerable office functions of running an organization.

There is increasing evidence in the sector of an urgent need for NPs and indeed for all nurses. Just some of those pressures include

- Significant pressure on ED departments as numbers of presentations increase
- The need to manage clients in residential care in a timely manner to improve quality of care and reduce ED presentations
- Escalating numbers of direct enquiries and job advertisements from General Practices who are unable to replace retiring GPs



- Shortages of palliative care physicians and many other specialist positions
- Continued lack of equity for Maori in accessing health care
- Growing disparities in access for rural and small-town populations

See the NPNZ report as appended for much more detail on NP issues.

- **Prescribing**

Prescribing update

There are now three levels of prescribing possible for nurses in New Zealand: **Nurse Practitioners**, Registered Nurse (RN) prescribing in **Primary Health and Specialty Teams**, and RN prescribing in **Community Health**.

RN prescribing in Community Health is the latest authorisation from the Nursing Council that allows nurses to prescribe from a limited list of medicines for a range of common conditions. The Council commenced a managed roll out of the programme leading to Community Health prescribing in 2019. It follows a trial and evaluation of a workplace-based education programme to prepare registered nurses to prescribe contraceptives and some short-term antibiotics for common conditions with Counties Manukau Health and Family Planning New Zealand.

The **managed rollout** will involve District Health Boards or other regional or national health provider organisations adopting the Counties Manukau Health education programme with Council approval. Nurses must complete workshops, e-learning and prescribing supervision with a medical or nurse practitioner.

At the time of writing there were 392 nurse practitioners registered with the Nursing Council and a total of 280 registered nurse prescribers.

Dr Jill Wilkinson. Spokesperson/ Advisor on nurse prescribing

- **Primary Health Care Nursing**

The Federation

In 2018 the PHO Alliance, the General Practitioners Leadership Forum, General Practice New Zealand, Health Care Aotearoa and leaders from midwifery, allied health, medicine and NGOs came together to form the Federation Of Primary Health Care with Dame Annette King as the inaugural Chair. Initially (with the support of all members of the NNO group) we nominated College member Dr Helen Francis to be a member of the Governance Board but following her resignation (due to taking up a position in the MoH) we have put Dr Sue Adams on to the Board.



We remain uncertain as to the value of the Federation but believe it would be foolish at this point not to have strong nursing engagement with the process. In essence the Federation does represent an unprecedented collaboration of multi-disciplinary participants across the spectrum of primary health care. Time will tell if it achieves a multi-disciplinary focus and input.

Guiding principles for engaging with Primary Health care development

- Nurses should create opportunities for listening to consumers and consumer groups formally as well as informally
- The basis for any service design or redesign should be to ask how closely will it align with patient needs as understood
- Nursing services should be led by nurses working within a professional practice model of leadership (i.e. line accountability for nursing)
- Nursing services should at all times closely integrate the fullest aspects of primary health care delivery working towards a continuum with the patient or person at the center

Core questions that nursing should be asking

- What is it patients want/need from nursing/nurses (can we align better)?
- How can the most vulnerable people know what nursing/a nurse can offer to support their health and wellbeing and/improve their patient experience?
- How can the services we provide better meet the needs of people, family/whanau (context/environment/funding/upskilling)

Primary Health Care Awards (NZME)

The NZ Primary Healthcare Awards support and reward innovation, collaboration and outcomes in the primary healthcare sector, and are being hosted by The Health Media Ltd and the Pharmacy Guild of New Zealand Inc. The College has become a Gold Sponsor for this event in particular supporting an award for Nurse Practitioner of the year. As gold sponsor we will have some input into the judging of this particular award and we have elected that the successful candidate will have a significant focus on equity and providing services to vulnerable populations.

Winners will be announced at a special dinner in Auckland on February 29th

- **Nurses In Care Of Older People**

As reported for the last two years we continue to be aware, through distressed calls to the office, that the pressure to retain quality and safety for the residents of aged care facilities is increasing in many areas. It is especially notable in the small privately-owned rest homes that nurses struggle to hold to minimum quality standards in the face of a seemingly relentless drive towards a profit motive. Pressures in this sector continue to increase as pay equity for caregivers creates further tension with new graduate RNs in some settings paid less than experienced caregivers. This is now further exacerbated with the increased disparity in salary levels for hospital nurses and nurses in older care settings created by the recent DHB/NZNO settlement.



A further concern remains the apparent number of RNs in aged care who have no organizational membership and thus no professional indemnity insurance. Liz Manning our Operations Manager has been working with NZ Aged Care Association and with some residential care settings to increase awareness of eportfolio, professional development and indemnity cover for nurses.

Dr Jill Wilkinson is providing a key note address to the NZ Aged Care Association conference in Wellington in late October. Her focus will be the role of NPs in both improving clinical care outcomes for residents, providing a career pathway for nurses in gerontological settings and creating integration between primary health care and aged care settings

- **NNO group (National Nurse Leaders Meetings)**

This remains an excellent forum for informally bringing together the Chief Nurse and the leaders of NZNO, College of Nurses Aotearoa (NZ), College of Mental Health Nurses, Council of Māori Nurses, Nursing Council, Council of Deans, Nurse Educators in the Tertiary Sector, Directors of Nursing and Nurse Executives. The forum is used to discuss topical issues, to move towards consensus positions or determine both agenda setting and responses to groups such as Health Workforce NZ. The College, NZNO and the College of Mental Health Nurses are jointly represented on NNOg by a Māori and a non-Māori member of the executive as per their constitutions. Lorraine Hetaraka participates in NNOg as our Maori leader.

NNOg has continued to strengthen, acting as an excellent source of information and an opportunity for strategic thinking across the profession. The meeting is chaired by Jenny Carryer and the College Administrator is the secretariat. Key messages are sent to members a month or so after each meeting

- **Health Workforce (Ministry of Health)**

The new advisory board for the health workforce division of the Ministry of Health has been announced and we are delighted that College of Nurses, Co-Chair Lorraine Heteraka has been appointed.

It has been agreed that the Nursing Workforce Advisory Committee will not reconvene but instead the NNO group will act in that capacity. A standing item on the NNO agenda will provide advice and support to the Health Workforce Advisory Board



Specific projects led by Liz Manning (Operations Manager)

Nurseportfolio.nz

Nurseportfolio.nz continues to be popular with the College membership and also as a way of attracting new members to the College. The current membership is *332 with 297 active users. Of these 218 are College members.



This year we added a new institution to the site, the New Zealand Aged Care Association (NZACA). They are managing their own institution with some help and support. The site was launched at the same time as a national workshop was delivered. This included a section on the Nurseportfolio.nz and an introduction to the College of Nurses (NZ). The user group is slowly building with 17 users on the site.

Individual paid registrations: institution is a site established specifically to meet the needs of NP candidates, who are not College members but wish to access a site tailored for their NP registration portfolio. Currently we have 26 RNs on this site who are in the process of creating a portfolio. Access is for one year with ability to extend as required, \$40 per year.

NZNO have been considering an option to pick up involvement has been put on hold due to internal changes. CHT remain as an institution and have 36 registered users at this point.

This resource can be found on the College website front page www.nurse.org.nz

The Nursing Council have launched the MyNC online portal, where nurses can upload documents directly to Council. They will be requiring NP applicants to use this method of uploading their portfolio's and have already notified the NP pathway providers of this change. The most affected group for us are NP applicants using the Individual paid registration institution, but Council may require nurses selected for random recertification audit to do the same.

Clarification has been sought from Ana Shanks and at this stage, Council will continue to accept portfolio's through the Nurseportfolio.nz site. Further discussion is being organised with Council to ascertain their timeframes and intent, so that we can ascertain the viability of the College site.

Eportfolio constitutes an annual revenue loss for the College but we have determined that the principle of electronic completely portable portfolios is important and we will pursue it in the meantime. We remain concerned by the proliferation of portfolio processes across the country and the potential clumsiness and lack of transferability. It seems to be the NZ way to create many versions of much the same thing.

Endorsements

The College is recognised as an authoritative source for conferring endorsement of suitability to a range of conferences, course and publications. This last year has been a



slower year for endorsements with the loss of NZ Nursing Review and Richard French, clinical editor, leaving NZ Doctor magazine.

Endorsements conferred 2018/2019

- HiNZ eHealth Nursing Conference 2018
- The Goodfellow Symposium 2018
- Major Trauma National Clinical Network - Trauma Outcomes and Performance Improvement Course
- Healthy Start Workforce Project Re-endorsement:
 - The Future Is Now: Transform Your Practice for the Changing Face of Disease in New Zealand
 - Healthy Conversation Skills Training
 - Online Education Modules
- NZ Doctor:
 - HTT: Reducing the Pertussis Burden
 - Needlestick Injuries
- Nursing Review RRR Articles:
 - Fundamental nursing care: getting back to basics
- Research Review New Zealand:
 - Group B Meningococcal Disease in New Zealand: Epidemiology and Prevention e-Module
 - Guidance on the Use of Premix Insulin in the Management of Type 2 Diabetes in Primary Care
 - Research Review Educational Series Module
- The Asthma and Respiratory Foundation NZ - Asthma and COPD Fundamentals Online Learning Modules
- Maxim Institute - Medical Practitioners Workshop with Dr Kathryn Mannix
- National Rural Health Conference 2019
- New Zealand Rural General Practice Network 2019 Conference

Professional Nursing Supervisors

The professional nursing supervisor's webpage has 10 supervisors profiled on the site from around the country. We would like to increase this group and encourage members who are supervisors to add their profiles where appropriate.

This resource can be found on the College website front page www.nurse.org.nz

Health Policy workshop



This workshop has been developed in response to the findings of the Primary Health Care Ministry of Health workshop held in 2018. The intent is to introduce the concepts of international and national policy, funding and finance processes to nursing leadership.

The workshop has speakers from the **World Health Organization**, **NZ Treasury** and the **Ministry of Health** and while taking a considerable amount of organising, looks to be a significant value-add for nursing leadership and the College. Dr Mark Jones has been a great support and will co-facilitate. I would also like to recognise the advice and support received from Dr Jill Clendon, Cathy Cooney, Pam Doole and Rebecca George.



Health Policy



Health policy


Workshop Flyer 2019 workshop attendees.p

The College thanks Victoria University and Dr Kathy Holloway for providing the venue.

Praxis website

The refreshed Praxis website is complete. There has been understandable delay in launching due to the changes on the Praxis Board with Dr Jill Wilkinson stepping down and Dr Sue Adams and Dr Caz Hales taking up the co-editor role.

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 **Nursing Praxis**
IN NEW ZEALAND

Journal of Professional Nursing

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Welcome to Nursing Praxis in New Zealand

Nursing Praxis publishes material which reflects upon and is relevant to any aspect of nursing practice and which has a nurse or midwife as the sole or principal author. We have a particular interest in research-based practice oriented articles. There is no monetary payment to contributors, but the author will receive a complimentary copy of the Journal on publication.

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College of Nurses members enjoy FREE access to Nursing Praxis
Professional Membership & Indemnity Insurance for NZ Registered Nurses

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 **Nursing Praxis**
IN NEW ZEALAND

BeeFound

Bee found is a NZ developed site for primary health care locum services. They place not only GP's but RN's and NP's. We have linked their service to our NP supervisors page on the website <https://www.nurse.org.nz/beefound-nz.html> and BeeFound have linked us to their website:



College page



FIND LOCUM WORK WITH BEEFOUND

BeeFound is a New Zealand website that matches Locum availability with General Practice need, and is completely free for Locums to use. As a Locum, you can build your own schedule on BeeFound, choose how often you'd like to work and at what practices. Bookings are instantly received by text, and with the mobile app, you can also confirm bookings and update availability while you're on the move. BeeFound keeps all your bookings in one place.



For more information, visit BeeFoundNZ - www.beefound.co.nz



BeeFound page

[What is a Nurse Practitioner?](#)

Nurse Practitioners (NPs) are highly skilled, Master's educated clinicians. Registered in a different scope of practice to that of a registered nurse.

NPs combine their advanced nursing knowledge and skills with diagnostic reasoning, therapeutic and prescribing knowledge. They provide care for people across all age ranges, with acute, chronic, and complex conditions.

Many NPs work in primary care where, like general practitioners, they are lead health care providers for health consumers and their families/whanau. NPs work across the whole range of service delivery, including rural areas and underserved communities. Some own their own practices.

The College of Nurses has been pivotal in the development of the NPs role since the scope was regulated in New Zealand.



The College of Nurses Aotearoa (NZ) is a professional organisation of New Zealand Nurses. We aim for excellence in nursing practice and health care delivery by supporting nurses in their ongoing professional development.

Our membership consists of registered nurses and nurse practitioners from all over New Zealand and across all practice settings. We also provide Professional indemnity insurance.

www.nurse.org.nz

Rural health awards

The Rural GP network Dr Peter Snow award celebrates achievement in rural health. There are two categories: (1) Research, (2) Innovation/ service.

The College intends to nominate nurses for both categories this year, we will be collating a list of names to take to the Board for submission in December.

NZNO/ College of Nurses Executive Leadership

The Executive Nurse Leader (ENL) project is a component of the NZNO Strategy for Nursing 2018-2023. It is being completed through collaboration with NZNO, CNA(NZ) and NENZ.

The aim of the project is to promote support Executive Nursing Leadership across the whole of health by providing online resources to guide and support both current and aspiring nurse leaders.

The project has been divided into three products:

- a. Aspiring nurse leaders: Online resource



- b. Current nurse leaders: Online resource
- c. CEO / Board information on ENL: Written communication

The project is being led by Eldred Gilbert, NZNO, with College/NENZ support from Liz Manning. Lizzy Kepa Henry, Te Poari, (NZNO), is providing Maori input, guidance and support for the project.

Nursing Workforce Supply Report and Consensus Making Workshop

At the most recent meeting of the NNO group it was determined that given the current review of the polytechnic sector, the need to produce more nurses, and the ageing and scarce nursing faculty it would be timely to conduct a critical review of the strategic future for nursing education.

Discussion will be held at an NNO 'Consensus workshop' in mid- March 2020, to be hosted and facilitated by the College. The workshop aims are to examine issues impacting the future of nursing undergraduate education and potential strategic directions.

As operations manager Liz Manning is scoping the need for, the possible structure of and useful background information and resource for the proposed workshop. Information on the workshop will be available later in the year/ early next year.

GOAL 2. INFLUENCE POLICY/ HEALTH LEADERSHIP

- Consultation with key sector leaders continues in the normal manner.
- Rebecca Sinclair (public health nurse Waitemata DHB) has represented us in supporting the work of OraTaiao: The NZ Climate and Health Council. She has prepared and delivered a professional development activity for Health Central linking dietary patterns to climate change.

- **Strategic partners**





- **Submissions**

The following submissions have been completed in the previous year. Thanks go to the College Board, NPNZ Executive and those members who have contributed to submissions and for the very concerted effort that goes into this work. These submissions represent a substantial body of work and a major contribution to influencing health and nursing policy.



Possible Changes to the Start Date of the Influenza immunisation Programme
August 2018
Submission To: Ministry of Health



Ministry of Health's Therapeutics Bill and Therapeutic Products Regulatory Scheme Consultation Document
April 2019
Submission To: Ministry of Health

GOAL 3. DEVELOP A SUSTAINABLE FUTURE FOR THE COLLEGE

- **Marketing**

2018/19 has seen the College using several marketing strategies - website advertising, e-mail marketing of workshops and events as well as face to face presentations with institutions promoting College of Nurses membership and Nurseportfolio.nz

- **Communicating with members**

This year we have experienced a considerable challenge in that Microsoft has blocked us from sending emails to members as a group mail out. This has considerably reduced our capacity to communicate with members in the way we would wish.

We are currently working on some cutting-edge new ideas to rectify this problem as well addressing the recent loss of Nursing Review and our decision that Health Central whilst providing good multidisciplinary links does not meet our specific needs. We are also considering the need to bring Te Puawai in line with more contemporary communication needs.

- **Expertise data**

The expertise database is constantly updated. This is a valuable resource, listing all College members and their fields of expertise. Members should note that when this resource is kept up to date we are greatly assisted in calling the right people to provide expertise.



This has become increasingly important as we increase our endorsements and to ensure we get the best advice from senior College Members and Fellows for specific support requests.

- **Nursing Praxis in New Zealand**

Last year Nursing Praxis and all associated publishing processes became part of the College activities produced under the College's Incorporated Society's legal status. The benefits of Praxis becoming part of the College activities include (i) the potential for efficiencies in Praxis management which could reduce, or at least maintain the subscription costs and, (ii) the opportunity for Praxis to become an official journal of the College such as the "Collegian" is the official journal of the Australian College of Nursing.

1. Praxis has full editorial independence as a scholarly journal for New Zealand nurses (following guidelines as documented in the Editorial Board Terms of Reference)
2. Administration duties are now conducted by the College administration team
3. To access the Nursing Praxis e-journal College members need to log on to the Nursing Praxis website www.nursingpraxis.org
4. Report from Dr Sue Adams

- **Financial Status**

The College continues its positive growth for 2018/19, with substantial membership growth and further extension of the business arm including workshops and events etc., securing the financial stability of the College and enabling development of additional member services. Copies of audited financial statements are available on request from the College office.

- **Insurance/Indemnity**

The College will renew our membership indemnity insurance policy this year underwritten by NZI with no increase on the premium from last year.

We have noted a significant rise in the number of members requesting support from the College. Our policy in this context is as follows:

- The College is not an industrial organization and therefore has no direct responsibility to members for employment issues.
- Through our indemnity policy we support members with practice issues and complaints about practice issues
- There is a grey area around HR concerns, bullying, etc where we do support members to a point. But we are clear about the limitations.



- All members who call the College in distress will have a prompt and supportive return phone call during which informal notes are taken and a shared plan of action is determined.

In view of the extensive industrial activity in the profession at large currently the College last year produced two documents of assistance to members last year.

- 1) A guide to negotiating an independent Employment Agreement
- 2) A guide to managing new collective agreements as a non-union member

This annual report summarises the activities of a small but effective professional organisation which contributes to nursing and health across a wide spectrum of professional activity. We are proud to report here the many activities of a committed leadership and membership.

Professor Jenny Carryer



Appendix 1. Report from the Māori Caucus against the Strategic Plan

College of Nurses Aotearoa - 2019 AGM Report Lorraine Hetaraka (Co-Chair Board College of Nurses)

Māori Board Members

Ngaira Harker

Dr Aria Graham

1. *Aligning Nursing Workforce Development with community need*

- a. Health Workforce (HW (MoH)) Lorraine Hetaraka has been selected as a member of the HW (MoH) National Committee. She has engagement with the Māori nursing workforce and the profile to support an informed view at a national level.
- b. NNO – Lorraine Hetaraka continues to represent the college voice within NNO. This year the NNO has supported initiatives to increase the Māori workforce: This kaupapa has included:
 - Proactively advocate for Māori workforce initiatives including but not limited to: Ngā Manukura o Āpōpō, NETP, Post Graduate Education and NPPT
 - Safe staffing Accord
 - Provided feedback on the NZNO strategic plan
- c. NCNZ competency review: Discussion continues between NCNZ and representative Māori nurses to ensure the right Māori governance representation on Council and to clarify the election process to facilitate future Māori representation on Council. Following this, the elected Māori representatives by NNO will work with Nursing Council to review and lead competency development.

2. *Develop a Sustainable future for the College*

- a. Membership Growth and Sustainability
 - **Current Maori membership:** Steadily increasing
 - **Review indigenous content and delivery in workshops:** We are currently reviewing our approach in the delivery and content of workshops. We see the need to be more deliberate in supporting the application of knowledge that develops Māori responsiveness for participants within all College of Nurses/ Aotearoa workshops. This responsiveness is in line with Wai claims and the equity focus within the Ministry of Health.
 - **Te Reo me ona Tikanga:** Incorporated Te Reo within our college website to acknowledge our bicultural commitment
 - **Welcome Letter** completed to support and manaaki new Māori members
- b. Māori caucus - New Board member Dr Aria Graham
 - Welcome to our newest College Board member Dr Aria Graham who brings a wealth of knowledge in kaupapa Māori research; Tamariki and māmā Māori wellbeing; Wāhine Māori wellbeing and Whanau well-being.
 - We are very fortunate to have strong Māori representation from senior nurses within the College and hope that the sustainability of growth will occur through the increased visibility of Māori knowledge and development opportunities for all our members.



3. *Influence Health Policy*

- a. Māori caucus continue to contribute to documentation that informs health policy this includes:
 - Submission on the Health and Disability review
 - Contributed to the Waitangi Tribunal Health Services and Outcomes Inquiry (Wai 2575)



Annual Report October 2019

The Editorial Board thanks everyone who has supported the journal over the last year; authors, editors, reviewers and the College of Nursing. The production of Nursing Praxis in New Zealand is enabled by the voluntary contributions of our Editorial Board members and the reviewers.

Editorial Board

The Editorial Board membership currently comprises:

- Jill Wilkinson Co-Editor-in-Chief (outgoing)
- Sue Adams Co-Editor-in-Chief
- Caz Hales Co-Editor-in-Chief (incoming)
- Catherine Cook
- Mandie Foster
- Kaye Milligan
- Helen Rook

Over the past 10 year we have and are saying “farewell” to Dr Jean Gilmour (in November 2018) and Dr Jill Wilkinson (in October 2019) who have been Co-Editors-in-Chief for Nursing Praxis since 2015. We would like to acknowledge their outstanding contribution to the ongoing development and sustainability of NZ’s only peer-reviewed nursing academic journal. As a team they have worked tirelessly to maintain academic rigour through the publishing process while providing a culture of supporting new researchers and writers to publish. Further, Jill successfully introduced Scholastica in mid-2018, an online submission and management process for manuscripts. We thank them both for all their work and for leading the editorial team.

Dr Sue Adams became Co-Editor-in-Chief alongside Jill at the end of 2018, and Dr Caz Hales will be replacing Jill and joining Sue. We hope we continue Jean and Jill’s fabulous work.

Dr Tineke Water stepped down early in 2019 due to her work move overseas. Thank you, Tineke, for your editorial work over many years on Nursing Praxis; and Drs Catherine Cook and Helen Rook joined the team as editors – welcome.

We now have one further vacancy on the Board which we hope to fill in early 2020.

Administration

Andrea Bond, Executive Officer from the College of Nurses administration staff, with Gaelene Chan, who joined in March 2019, are ably supporting the Board and the publication processes of the journal.

Reviewers

The reviewers are integral to the publication of quality articles. We acknowledge and thank each reviewer for the role they have played in improving articles through constructive comment and prompt responses.

Manuscript Submissions and Processing

We have continued to publish three issues (Nov 2018, March and July 2019) each with an editorial and three articles. The editorials and abstracts (also in te reo) are now available online without the need for subscription. We have had 13 articles submitted through Scholastica over these past 12 months with a good mix of new researchers/writers and those more experienced authors.

Māori Language Abstracts

Article abstracts continue to be translated into Māori to support the vision of Te Tiriti o Waitangi as underpinning the activities undertaken by the College of Nurses Aotearoa (NZ) and Nursing Praxis in New Zealand. The translations are by Piripi Walker NZSTI, Tokomāpuna Māori Language Services.

Me mihi ka tika ki te whakairo kupu a Piripi, nāna i whakatakoto ēnei kōrero kia tīraharahatia te reo ki ngā hau e whā.

New Nursing Praxis website

Thank you to Jill Wilkinson and Liz Manning who have worked to develop a new website for Nursing Praxis, which is to be launched in October 2019.

Journal Subscriptions

Given the cost of institutional membership has not been increased for several years, we recommend increasing the annual subscription from \$160 to \$175.

For individual membership we have suggested a reduced annual fee to \$45 (from \$70 – currently only two members on this subscription); single articles to \$5 and single issues to \$15.

We hope both these actions may increase revenue and we intend to review annually.

However, we are mindful that there is an international move for the open access of all journals and published research. We will need to watch this space carefully over the next few years.

The next 12 months

The key items on our agenda for the next 12 months are:

- Publish a special issue of Nursing Praxis in New Zealand celebrating 35 years of the journal. Shelley Jones is being commissioned to deliver this issue.
- Develop a communications strategy and improved social media.
- Marketing campaign to increase subscriptions.
- Review publishing processes and systems.

Sue Adams and Jill Wilkinson (Co-Editors-in-Chief)



*Nurse Practitioners
New Zealand*

A division of the College of Nurses Aotearoa (NZ) Inc

Annual report prepared to the College of Nurses (NZ) Inc., annual report and AGM, October 2019.

Mission

Nurse Practitioners New Zealand (NPNZ) is an organization that provides a collective voice to advance Nurse Practitioner (NP) practice and enable high quality integrated and accessible healthcare throughout New Zealand.

Values

- Excellence in health through service delivery, research and policy
- Closing the gaps in healthcare
- Honest and respectful partnerships
- Nurse Practitioner leadership for New Zealand Nurse Practitioners
- The Treaty of Waitangi is the foundation for nurse practitioner practice

Aims

- Promote excellence in advanced clinical nursing through practice, education and research
- Enhance capacity of the Nurse Practitioner practice in New Zealand
- Provide Nurse Practitioner leadership for legislation, regulation and policy development
- Provide resource and consultation for healthcare practice in New Zealand

NPNZ membership

The number of Nurse Practitioners (NP) has seen significant increase in the last 12 months.

	NPNZ MEMBERSHIP	NPS REGISTERED WITH NCNZ
SEPT 2018	235	321
SEPT 2019	272	391

This indicates that approximately 69.5% of all registered NP's in New Zealand are NPNZ members. A slight decrease from previous years.

NPNZ executive positions

All executive positions are voluntary and undertaken by your colleagues in their spare time. Their championing of the NP cause is to be lauded, but we need to be mindful that as numbers have now

increased tension on time and commitment as we look to build National and International special interest groups to whom dedicated pieces of work could be delegated.

We have introduced a ballot system to replace the two members who stood down from the Executive. The current executive members represent areas of practice including Primary Care, Emergency Care, Older Adults, Adult Mental Health, Neonatal, Adult and Chronic Disease Management, High Dependency, Adult Long-term Conditions, Adult Cardiology. The NPNZ executive members are:

- Chairperson: Mark Baldwin
- Secretary: Fay Tomlin
- Treasurer: Jane Pope
- Social media and web-manager: Andrew McLachlan
- Conference convener: Di Williams
- NP development workshop facilitator: Michal Boyd (& Bernadette Paus non-exec member)
- Special projects (ACC): Dianne Williams
- Marielyne Bournival
- Michelle Peperkoorn
- Amor Kisling
- Jeff Symonds
- Sandy Oster
- Carol Slight

Changes to the executive from October 2019

- Carol Slight standing down from Secretary
- Jane Pope is finishing her term as Treasurer
- Di Williams is stepping down after many years of service to NPNZ, having delivered a very successful and well received conference in April of this year.
- Andy McLachlan is standing down as Social Media and Web-manager
- Louise Leonard, Amor Kisling, Jeff Symonds will all stand down this year.

Our sincere thanks go to those people who have given of their time to support the ongoing growth of NPNZ as members of the executive, and the NP role in New Zealand.

Mission

Nurse Practitioners New Zealand (NPNZ) is an organization that provides a collective voice to advance Nurse Practitioner (NP) practice and enable high quality integrated and accessible healthcare throughout New Zealand.

Aims

1. Promote excellence in advanced clinical nursing through practice, education and research
2. Enhance capacity of the Nurse Practitioner practice in New Zealand
3. Provide Nurse Practitioner leadership for legislation, regulation and policy development
4. Provide resource and consultation for healthcare practice in New Zealand

The plan for the NPNZ Chairperson and executive is to continue to strive to achieve NPNZ's mission statement by:

- Supporting and strengthening the regional hubs for NPs as NPNZ moves from being more of a lobbyist group to one more akin to a professional body.
- Be and remain the 'go to' collective source for NP activity, liaison and practicing information for health provider agencies and governing bodies, particularly for the roll out of the legislation that came into force at the beginning of 2018.
- Providing support for NP interns/people on the NP pathway.
- Encouraging the formation of National Special interest groups and continuing to support those already established.
- Ensuring NPNZ national conference planning is underway and successful.
- Enabling of International collegiality NP bodies.
- Providing (limited) sponsorship for NPs with little or no professional development funding to attend appropriate conferences within NZ.
- Maintaining accurate and in-depth data and statistics from NPNZ members and non-members, via the longitudinal 2 yearly Survey Monkey of NP practice habits and issues. The survey is gearing up to get underway next year for the 5th time.

Outcomes

Aims 1,2,3

NPNZ meetings were held in Auckland in October and our first South Island meeting held in Christchurch in April. These meetings included clinical content and professional values.

Since the last report the following specialty groups have formed or formalised and met:

- Mental health NP's have met as a group.
- ED NP's have met and will be meeting again in November in Wellington.
- Oncology/haematology NP's have also held a national meeting which incorporated some professional development.
- Sexual Health/Reproductive health NPs have connected via email and hopefully a national meeting will evolve from this.

Conference

Michal Boyd received an achievement award from NPNZ to acknowledge all that she has contributed to NP development in New Zealand and her work with NPNZ.

There were 150 delegates at the conference. There were a number of 'firsts':

- First Minister of Health to attend.
- First time for concurrent sessions.
- First use of an app to make the conference 'paperless.'
- First conference in the regions.

Di Williams did an amazing job with the conference and we send out thanks to her incredible hard work. We should also recognise Andrea Bond in the Office of the College of Nurses, who also pulled out all the stops to make it happen. Thank you.

We had the luxury of having 3 places keen to host the 2021 conference, NPNZ therefore had to construct and operate a tender process. All 3 bids were of a high quality and the winning bid was from the **Wairarapa on the 21st/22nd October 2021** where we will be celebrating 21 years of NP's in New Zealand.

Aim 1

In order to support ongoing professional education, we have spent some of the money that has been raised by previous conferences to fund NPs with no access to professional development money to attend conferences.

- We provided registration for 2 x Goodfellow symposium
- 2 x registrations for the Rotorua GP CME days and a further 2x registrations for the South Island GP CME days.
- As part of our membership of the American Association of Nurse Practitioners NPNZ get a free conference place, on top of this NPNZ also provided \$1000 towards travel. All of these places were balloted due to the level of interest.
- NPNZ also provided support for catering / room hire for the Mental Health NPs meeting and the ED NPs meeting.

Additionally, there was NP representation at ICN Conference Sept 2019 by Marie-Lyne Bournival & Michal Boyd

Aim 3:

In December 2017 a NP contacted NPNZ to advise that her application for a patient whom she had diagnosed with terminal cancer had their request to access their Kiwisaver saving declined as the rules stated it had to be done by a medical practitioner. The Kiwisaver Managers group have been very accommodating and the amended rules allowing NP's to complete the forms are due out soon.

Ministry of Social Development – The third reading of the Social Security amendment bill took place on the 18th of September and the legislation will allow NPs as 'Health practitioners' to complete all paperwork for all benefits.

NPNZ continues to monitor legislation and the government agencies that make the decisions that affect our practice and our ability to deliver Healthcare.

Aim 4:

We have recently been in correspondence with Oranga Tamariki as a Primary care NP alerted us to the fact that only Doctors could fill out certain parts of the forms for adoption. We have been reassured that this is due to change but as yet their adoption website has not been updated.

ACC; we have been in contact with ACC over issues with subsidies on treatment with there being no tariff for Treatment by an NP and RN. ACC are coming to the October meeting to discuss this issue with us. The Ministry of Business, Innovation and Education set the tariffs on the advice of ACC. NPNZ and CNA(NZ) joint submission to ACC regarding "Consultation on increasing regulated ACC payments for treatments".

On the 22nd of January we had a response from the Minister of ACC Iain Lees-Galloway acknowledging our issues with ACC contributions to treatment provided by NP's and the disparity with medical colleagues.

Corina Ngati has also been representing NPNZ at the ACC General Practice Connect concept design workshops at the initial meeting on the 28th March, further meetings scheduled. It is encouraging that ACC invited us to be part of this process.

LTSA: correspondence and liaison regarding NP education needs to enable and support implementation of NPs being able to review fitness for Driving licences in November

Pharmac: We were assured that the Special authority issue would be dealt with once the Hospital regulations workstream was completed. 2018 saw PHARMAC review the Pharmaceutical Schedule. NPNZ made a Submission on these Changes to the Pharmaceutical schedule, specifically around the definition of 'specialist'. Nurse Practitioners were added to the Specialist Restrictions (**Part 2 – Access Criteria, 2a. Specialist Restrictions**) in 2016 in response to some issues raised by haematology, respiratory and oncology NPs. This means that an NP writing a prescription on DHB stationery meets the definition of Specialist for the purposes of writing a prescription for pharmaceuticals with a "Retail Pharmacy-Specialist" restriction.

The definition of Specialist in relation to a "Specialist recommendation" requirement is different and, at this time, remains limited to Doctors meeting the criteria in the definition. This means that consultation between a prescriber (e.g. a GP) and an NP does not fulfil the requirement for a Specialist recommendation.

We continue to work with Pharmac to overcome problems in NP's applying for Special Authorities.

Notes and interest

May 21st 2019 NPNZ Facebook page post: *Kia Ora - I was wondering is there a te reo title/name for nurse Practitioner? Nurse is nēhi but wasn't sure about NP? Ngā Mihi*

The Nursing Council (Council) were contacted, as 'Nurse Practitioner' is a protected title under the responsibility of Council. They informed us that the title Nurse Practitioner is gazetted and the language of the 'Gazette' is English and the title Nurse Practitioner is enshrined in various laws. Therefore, Nurse Practitioners would have to use the English title. The Māori language commission was contacted in June 2019, and four NP's have expressed an interest in working with a Māori language commission translator on this issue

In 2019 we welcomed:

- Catherine Bryne to the role of Chief Executive and Registrar at Nursing Council
- Margareth Broodkoorn to the role of Chief Nurse and were delighted that she came to conference to speak to us.

One of our members has brought to our attention the "Medical guidelines for Seafarers" document which states that only Doctors can undertake that work. I have been in contact with Liam Brennan Manager of Regulatory Policy at Maritime New Zealand who directed me to the Maritime rules:

<https://www.maritimenz.govt.nz/rules/part-34/>. The issue went to Julie Ann Genter Associate Transport Minister for resolution.

Submissions

Submissions included:

- Ministry of Social development submission-which was seeking feedback on the strengthening of independent oversight of children's issues and the Oranga Tamariki system.
- Abortion law reform submission, where NPNZ highlighted the need for NP's to be able to refer patients for abortion services. This is significant as NP's enrol patients under their own name but are not able to refer patients for consideration of a termination of pregnancy. This can add increased stress in an already stressful time for woman.
- In January NPNZ made a submission on the Births, Deaths, Marriages, and Relationships Registration Bill where it was noted in Section 33 it stated:
"33 Preliminary notice of death must be provided to Registrar. A doctor who gives a certificate of cause of death (as defined in section 2(1) of the Burial and Cremation Act 1964) in relation to a death must provide a preliminary notice of the death to the Registrar-General within 3 working days after giving the certificate."

It was pointed out the wording would be at odds with the changes that were about to come in for the Burial and Cremation Amendment act 2016.

- A letter was sent to the Therapeutics sub-committee to request a review of the restriction of NPs to be able to apply for Special authority for Special foods and nutritional support.
- In order to ensure NP's have access to appropriate medicines we have made submissions to PHARMAC on the following medications where NPs were excluded from the proposed Special Authority restrictions: Rivaxoban; Aflibercept; Eplenerone Aflibercept is unlikely to be able to be applied for by NP's particularly as it is a medication that many ophthalmologists will not apply for.
- Medicinal Cannabis Scheme 10 July 2019
Medicinal Cannabis Advisory Group included Judy Leader, NP at MidCentral Health, involved in establishing and leading the acute pain service at MidCentral Health.
- Isabella Wright attended the Health and Disability service standards for Aged care scoping workshop
- Deb Harris attended the Health and Disability workforce strategic priorities action planning day on May 22nd 2019 and her report was sent out to members
- Mental Health NPs have approached the Royal Australian and New Zealand College of Psychiatrists to become financial members in order to access their Journal and electronic Continuing Education resources. This has caused much debate on both sides of the Tasman and at this time there is an offer of a pilot programme on the table, IT, Finance etc issues are being worked through. Additionally, the Mental health NP's challenged a referral to a NASC service that had been declined as the referrer was a NP and not a psychologist or psychiatrist. The NASC service cited a Ministry of health practice guidance note as the grounds, this was raised with the Office of the Chief Nurse who in turn raised it with the Disability services staff in the Ministry of Health. Clarification of the wording in the practice note highlighted that "...the ASD Guidelines do not exclude NPs with appropriate skills and experience writing diagnostic reports."(p39).

- 1.2 Assessment

1.2.2 Preferably, a multidisciplinary team of health care practitioners experienced in ASD should undertake diagnostic assessment of young people and adults suspected of having ASD. In the absence

of an assessment team, **a health care practitioner trained and highly experienced in ASD may undertake diagnostic assessment."**

Connections:

- NPNZ have renewed our membership of the American Association of Nurse Practitioners as an Associate membership- this entitles us to bulletins and updates as well as access to their Journal and 1 free place at their conference. We intended to advertise the 2019 conference with them also but this was found to be prohibitively expensive.
- As chair I have also been in contact with my counterpart in Australia and have e-mailed and spoken on the phone on a few occasions. We have not yet been able to progress a Memorandum of Understanding due to other commitments.
- ICN Advanced Practice Network- 2 New Zealand NPs, Debbie Leach and Michal Noonan are on the practice sub-group and provide updates for the NPNZ and Marie-lyne Bournival is part of the ICN-NP/APN Core Steering group and the co-chair of the Communications sub-group.
- An upgraded NPNZ Forum link for exec members – still not overly successful The NP forum is utilised on a weekly basis with NPs able to share information, advice, documents
- NPNZ Facebook page has 1110 followers up from 788 last year. Also, Twitter feed with 192 followers up from 174 last year.

Professional Compensation Parity

NPNZ have worked with NZNO around the 2017 MECA negotiations with two requests

1. For NPs to be on a separate pay scale so that it is clear for new NPs and employers what our pay scale is
2. For parity across the country and with our medical colleagues over continuing education funding.

Whilst neither of these requests were met NP's were included in the definition of those covered by the DHB MECA in section 2:1 for the first time. Unfortunately, there was no mention of NPs in the Primary care MECA. A point that was made to NZNO. As Chair I have been involved in the Pay equity claim process for Nurses alongside colleagues from the NZNO, PSA and DHB representatives. Being the only non-union delegate, I was there as a Special Material expert (SME).

Having failed with the MECA request for continuing education money NPNZ wrote to the Minister of Health, Dr David Clark to outline the situation and the hardship it caused. In April 2019 Counties Manakau DHB formally ratified a policy for continuing education for their NP's. The letter to Dr Clark was also tabled at the NNO meeting, where it was discussed with the DHB DoN's and the broader NNOg.

NPNZ have also been encouraging NPs to get articles about NPs into Kai Tiaki and Te Puawai, and there have been a number of articles this last year.

2019/20 NPNZ STRATEGIC Plan and Activities

Plans for 2018/2019 will be developed at NPNZ meeting 14th October 2019 in Auckland, but would include:

- Reviewing the regional hubs- making them accessible and supporting them, would seek to have an interactive map on the members' part of the website so people know when and where the groups meet and the main contact. This will be on the website next week Mark – although it's not

interactive it will be a table of regional and speciality groups within NZ with key contact details (email links) available.

- Updating the NPNZ website to a more user-friendly format and including an area for current work streams, which will highlight those pieces of work in progress and where we are up to with them.
- Connecting groups together who can assist in helping to deliver an ongoing education package for Primary care and rural and remote NPs- in discussions with parties at the moment and would look to have the Rural practice network on board with this.

Sincerely,

A handwritten signature in black ink, appearing to read 'M. Baldwin', followed by a long horizontal line extending to the right.

Mark Baldwin NP
Chairperson NPNZ