

**The NNO Group Minutes**  
**National Nursing Organisations Meeting**  
**Wednesday 21 August 2019**

**Venue: Kea Room, Level 7, 22 Willeston Street, Wellington**

**Attendees:**

Jenny Carryer (Chairperson and CNA(NZ)), Catherine Byrne (NCNZ), Karyn Sangster (NENZ), Margaret Dotchin (DHB DONS), Suzette Poole (NZCMHN), Cathy Andrew (NETS), Memo Musa (NZNO), Margareth Broodkoorn (MoH), Jane Bodkin (MoH), Kathy Holloway (Council of Deans), Lorraine Hetaraka-Stevens

The meeting was chaired by Jenny Carryer.

Minutes were taken by Kayen Sangster.

➤ **Apologies**

Apologies were received from Cathy Andrews, Mereana Rapata-Hanning, Kerri Nuku, Chrissy Kake, Donna Foxall (NCMN).

➤ **Minutes – Matters Arising**

The minutes from 29 May 2019 were **confirmed** as a true and correct record with the amendments noted.

Moved: Kathy Holloway

**Workforce update:**

**Briefing to NNO on final results CCDM research paper**

One-page briefing paper provided by Rhonda McKelvie. A series of four publications are to be developed from this paper.

Core finding: CCDM is not in itself flawed but cannot work in the current environment.

Discussion:

- Still struggling to provide safe staffing. What needs to happen next?
- Response to identified staff shortages is not immediate and providing relief. Is there no mechanism to respond – budget, people, resources? Impact on patient safety from task focussed nursing.
- Linda Aiken – ratios may be the only way forward, we need to understand acuity levels.

- Way forward – are we investing in the best thing
- Governance group SSHW staffing methodology and staffing calculators then what needs to change to have resources to meet needs?

Key finding of discussion:

- Linda Aiken – ratios mandated staffing levels.
- Slippage around staffing, best we can do today, attitude nothing changes.
- Invite Rhonda McKelvie to NNO for more discussion and think tank in November. Opportunity for DHB DON who do not have operational budgets now able to be in the space.
- CCDM support from the Minister to protect staff levels in times of constraint and cost pressures.
- Need to keep an eye on Mental Health Nursing as substitution may occur due to workforce shortages.
- Nursing is potential key to getting health system blow out under control.
- Change view that less nurses improves the budget as evidence suggest investment in nursing controls other expenditures.

## **Review of Vocational Education: Summary of Change Decisions**

Impact of ROVE

Key messages:

- To become New Zealand Institute of Skills and Technology.
- 16 ITP subsidiary bodies of overarching body.
- 1 April 2020 commences, transition in place for 2-3 years, completion in 2021.
- BN part of ITP.
- EN programme and CAP programme.
- How much autonomy of subsidiaries?
- 75% Nursing in polytechnics.
- Risk loss of skilled faculty.
- Conversations need to be held about impact on nursing training and faculty.
- Viable hub and spoke model to be explored.
- What does the future workforce need?
- Opportunity to anticipate risk and strategise the way through.
- NNO propose a think tank, a day to work through the challenges, opportunities and threats to nursing education across New Zealand.
- How should nursing position itself to produce skilled diverse workforce.
- NCNZ feedback - progress on strengthening nurse education.

- Australia also thinking about what now for nursing. March 2020. Report later this year.
- Symposium – ?? 2020 mid-February to March plan.
- Small sub-committee to assist with planning (Kathy, Margaret, Margareth, Suzette) College of Nurses will consider resourcing Liz Manning work up education symposium. Subject to Board approval.
- Independent facilitator to be arranged.

### **Update on NZCMHN**

Conference planning underway. 1 & 2 October in Porirua.

Invitation to be distributed to NNO.

One day conference followed by a day of workshops. Open to all nurses.

Concern over Mental Health Nurse shortages.

### **Update on CDNM – Feedback on current Australian *Educating the Nurse of the Future – independent review of nursing***

Australian Federal Government commissioned a review of nurse of the future. Professor Schwarz due in Sept 2019. Workshops across the country.

Factors affecting nursing education.

Four-year degree for nursing as nursing complexity increases. Is this relevant to New Zealand, should we be thinking of this?

? CAP numbers to improve quality of learning. Distance learning options utilised in Australia.

Kathy to distribute the report.

Australia/New Zealand Education ANEC Nurse Conference, 18 & 19 November in Otago.

Reschedule November NNO, clash with conferences. Rescheduled to Dec 3.

### **Year of the nurse and midwife 2020 – Plans**

Paper plan presented by Margareth Broodkoorn.

Acknowledge 20 past leaders, 20 current leaders.

Overall local nurse winner of awards to be put forward for a national award.

National marketing campaign.

Election year – Ministers available until July.

Inclusion in year events.

NZNO MECA negotiations.

Nurses nominations for Queens Birthday Honours List and New Year's Honours List.

Nominations for honours list:

- DHB DON have made a nomination – Margaret D managing
- 2 other nominations – Suzette and Lorraine managing

DON profile a nurse per month in a different DHB.

Website – follow 100 leaders contributing to Māori Health.

NENZ – regional events to be developed in each region.

NZNO – regional conventions.

NCNZ – to be decided.

CMHN – Wananga March Gisborne.

National Event:

Where can Ministers be visible? – National panel.

Celebrating Māori Nursing:

Nursing Now – Margareth and Memo to discuss.

Nursing challenge.

Highlight national and international events on 2020 calendar.

Statements from leaders on nursing – videos:

- Jacinda Ardern
- Mason Durie
- MOH and Associate Ministers
- Director General
- CEO DHB – Julie Patterson, Ailsa Claire, Margie Apa
- Margaret Southwick
- Heather Simpson
- CMO
- CAHP
- Kevin Allen
- Anthony Hill
- Whaea Tariana Turia
- John Kerwin
- Dame Valerie Adams
- Hilary Barry

- John Campbell

Margareth to put project in place.

## State of the Worlds Nursing Report

Memo Musa

Global picture of nursing to millennium goals.

Optimise nursing contribution.

Unlock investment in nursing.

Launched 1-7 April 2020

12 May Nurses Day

5 May Midwives Day

26-28 October – Nursing Now culmination events.

Lots of global events to be held.

## Caucus Feedback

Margareth is an honorary member.

2020 campaign feedback.

South Pacific Nurses Forum and PNA does not support Nursing Now campaign as it doesn't reflect indigenous nurses.

Nominations QSM and NYH.

Criteria:

- Contribution to equity
- Two nominations to be put forward.

Will all nominations to be endorsed by NNO?

Consistent criteria to be applied for nominations to be put forward from now on, as discussed today. Those in progress to be continued.

How would this be measured:

- What contributes to equity.
  - Contribution to overcomes for Māori
    - Actions
    - Practice
    - Influence.
  - Equity vs rights-based outcome
- } Make a different

- Partnership with Māori demonstrated
- Inclusive of Māori
- Share equal funding opportunities
- Reflective practice unconscious bias
- Institutional racism
- Championing equity.

Māori caucus to be known as Māori Leaders of NNO.

Partnership – equal representation at the table.

Terms of reference – description of group.

Treaty commitments of NNO. Edits of TOR to be provided to NNO.

One hour on agenda for Māori issues – Māori Leaders.

Workplan NNO:

Monthly teleconference Māori NNO members.

Commitment to growing Māori Nursing leadership, need to demonstrate at NNO table.

Standing agenda items – structure for agenda.

Sector update. Environmental scanning.

Workplan from members to be discussed in November.

Secretarial support to be investigated.

Data sovereignty important workforce development.

## **Anna Clarke, Deputy Director- General HWNZ**

### **Advisory position of NNO**

Anna introduced herself. Not a health background. Employment employer by profession. Employment relations.

Briefed NNO on substantial changes in HW division of the MoH

Glad that NNO will act as an advisory group

Next phase will be to develop a strategic framework for \$22m of spending.

Need to grow Māori nursing workforce and Māori faculty is important to aid this. Scholarships to promote this career pathway.

Waitangi tribunal feedback:

- Fund of Māori providers
- Accountability

- Partnership.

ROVE Review potential disruption to pipeline.

## **(NZNO) Overview of EOL – Future strategic work**

Bill to be passed.

Profession needs to think about role of nursing in EOL:

- Conscientious objection processes must be absolutely clear. Ensure patient has access to someone who will facilitate process.
- Addition of NPs as able to administer EOLC

## **CNO report/discussion**

CND sector update (please see sector update provided)

Margareth spoke to the following issues

- Western Pacific areas, WHO strategies, 34 member countries.
- 2012 CNO resigned and has not been reappointed to this office.
- Funding needs to be found for this role.
- Raumai is a permanent member of CNO, appointed on 1 July 2019.
- RNPCH go live on 5 July 2019.
- Online toolkit and online modules available on NCNZ site.
- Budget 2019 – SS Accord – 480 RN and EN positions.
- ACE allocation to link in EN nurse positions and preceptorship.
- NCNZ to look at collecting information on how many nurses with an APC are not currently working.
- Nurse applicant for Harkness Fellowship to be obtained.
- Temporary visa RN – three years stand down 2016.
- Skill shortage list – Mental Health nurses.
- Aged care sector agreement skill shortage. Visas – need to keep a watch.
- Well Child Tamariki agreement feedback due in December.

The next meeting is on 3 December 2019.