



# TE PUAWAI

## *The Blossoming*

**The Professional Update for Registered Nurses  
And Nurse Practitioners**

**November 2022**



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## *The Blossoming*

### **Whakatauki**

***Kia tiaho kia puawai te maramatanga***

***“The illumination and blossoming  
of enlightenment”***

This whakatauki highlights the endeavours of the College of Nurses as an Organisation which professionally seeks enlightenment and advancement.

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College of Nurses Aotearoa (NZ) Inc

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## Disclaimer

The College of Nurses Aotearoa (NZ) Inc provides Te Puawai as a forum for its members to express professional viewpoints, offer ideas and stimulate new ways of looking at professional practice and issues. However, the viewpoints offered are those of the contributors and the College of Nurses does not take responsibility for the viewpoints and ideas offered. Readers are encouraged to be both critical and discerning with regard to what is presented.

# Editorial

**Dr Liz Manning RN PhD FCNA(NZ)**

**Strategic Projects Manager**



**Kia ora and welcome to a special edition of Te Puawai as we mark an unprecedented moment in the history of the College.**

The College of Nurses Aotearoa (NZ) Inc., was created in 1992 and after 30 years at the helm, Professor Jenny Carryer is stepping away from the role of Executive Director. This has been an astonishing commitment to the College and to the nursing profession. It is rare indeed that such an impressive length of tenure is achieved.

In a unique journey, often through turbulent times for nursing, Jenny has been an inspiring yet steady voice, mentor and friend to many. So, this edition is filled with thoughts, best wishes and memories of Jenny from her friends and colleagues across the sector, to mark her remarkable and unparalleled leadership of the College from its inception until today.

I could list all Jenny's countless, impressive achievements and involvement at the highest levels for nursing, but I will save that for Jenny's friends and colleagues, who have so eloquently contributed to this edition.

I am also very pleased to introduce the second Executive Director of the College; Kate Weston. After many years of working hard to support nurses as a Professional Nurse Advisor (PNA) and then as the lead PNA for the NZNO, Kate brings with her a raft of skills and nursing leadership experience which will be brought to bear at the College. We are delighted to welcome Kate to the College team.

The College is a not-for-profit organisation as you know. We offer and provide a unique service to you, the membership. We aim to be responsive to the changing face of nursing, and to acknowledge all nurses across the sector, including specialty groups within the profession such as self-employed nurses and nurses who work in health policy. The College embraces the diversity across the profession, whether we are providing professional assistance, indemnity insurance or education opportunities and resources. We continue to support the growing NP workforce and our valued collaboration with NPNZ. We also acknowledge and support RN prescribers as numbers continue to grow.

We have committed to developing a nursing voice and presence in health policy and we are proud of our much-valued collaboration with New Zealand Institute of Economic Research (NZIER) who are using their expertise to run health policy workshops which are opening our eyes to the reality of Ministerial and Governmental policy process, and introducing nurses to the language of policy and helping us consider how we could position the profession differently and more effectively.

There are plans in progress to start online self-employment workshops, and more detailed information will be forthcoming, so keep a look out. Also, a shout out to the College Endorsement group. An amazing group of expert nurses who do fabulous work.

Finally,

*Ngā mihi maioha Jenny,  
from all of us.*



### ***Moving House or Changing Job***

**Please remember to update your contact  
details with the College office**

**Email: [admin@nurse.org.nz](mailto:admin@nurse.org.nz)**

# Introducing

## Kate Weston RN MN Executive Director CNA(NZ) Inc.



Kia ora koutou katoa,

I am delighted to be commencing in the role of Executive Director, CNA(NZ). Beginning on the 1<sup>st</sup> of November 2022 I will be working with the College staff, the College Board and College membership, to realise the strategic Plan 2022 to 2025 *To Stand for Nursing – Whata pouheni o Néhi.*

My nursing background spans 4 decades. Beginning at Palmerston North Hospital when nursing education was moving to tertiary education institutions. My hospital trained class and the first Comprehensive nurses in Palmerston North registered at the same time. I went on to complete a Bachelor of Arts (Social Sciences) and then completed a Master of Nursing, both through Massey University.

My clinical nursing practice spanned hospital and community/primary health, leadership and quality management. My specialty focus is Women's health and child health, I spent several years as the Nursing Practice Leader for Child Disability Services at Waitemata DHB, which gave me a greater understanding of the work of nurses who specialise in supporting children with complex needs and their whānau. I was the Quality Manager in child, women and family services for 5 years. Career highlights include the development of secondary services for paediatrics, including a Level 2 Special care baby unit and a paediatric in-patient unit at Waitakere Hospital (West Auckland).

Since 2008, I have been at New Zealand Nurses Organization (NZNO) in the professional services team. I was a Professional Nursing Adviser for 12 years and enjoyed meeting the membership through professional and educational events. The absolute highlight was being on the organising committee with the Neonatal Nurses College of Aotearoa (NZNO) to host the Council of International Neonatal Nurses (COINN) conference in Auckland in 2019. It was a wonderful opportunity to showcase neonatal nursing practice at its best.

Most recently I have been the NZNO Associate Nursing and Professional Services Manager, leading the team of Professional Nursing Advisers and Competency Adviser. I have also been Acting Nursing and Professional Services Manager which included responsibility for Medico Legal team, communications, Kaitiaki Nursing NZ, policy and research and library services.



My passion is to support nurses to be able to give quality care, in an environment that supports safe practice. In my new role as Executive Director, I aim to further this mahi and look forward to continuing to make sure the professional voice of nursing is heard and influences health policy and decision making. I look forward to many new challenges.

## Q&A with our new ED, Kate Weston

### Where and when did you train?

Palmerston North Hospital 1979-1982. Registered General and Obstetric Nurse Programme. I was a student nurse in one of the last hospital-based programmes offered at PNH, as the first ever “polytech” class of Comprehensive Nurses registered at the same time at the end of 1982.

### Other qualifications

After completing the hospital qualification, I enrolled to study for a Diploma in Nursing - quickly upgrading to a BA (Social Sciences) in 1985, as the pathway for university nursing education in Aotearoa was still emerging. I studied extramurally through Massey University, with three young children at the time. I completed the BA in 1997, then in 2003 I completed a Masters of Nursing at Massey University Albany.

### Professional roles

The pandemic response in Aotearoa brought about rapid changes and challenges in health and disability care delivery. During this time, particularly in the early phases in 2020, I was part of a national group working with health unions, DHBs and the Ministry of Health. My role was to advocate for nurses and healthcare workers to be as safe as possible during what was, at that stage, an unknown and rapidly changing situation. I learnt a lot about PPE.

Safe-staffing for nurses has been another major part of my work. I was, for a period the Co-Chair of the Safe Staffing Healthy Workplaces Governance Group. I was also a member of the National Nursing Leadership group (NNLg) subgroup workstreams relating to aged care, new graduates and the staircasing of nursing education as a continuum, especially focusing on transitions between the Diploma of Enrolled Nursing and the interface to the BN programme.

Women’s health and child health has been a career-long interest for me. For over 10 years, I was a member of the Maternity Staffing Advisory Group, which brought together unions, professional organisations, and midwifery leaders to address the deepening crisis in maternity staffing. A career highlight was being part of the organising committee hosting the Council of International Neonatal Nurses (COINN) conference in May 2019. The local and international speakers showcased neonatal nursing practice at its best.



## **Nursing and leadership roles**

Since 2008, I have worked for New Zealand Nurse Organisation (NZNO) - 12 years as a Professional Nursing Adviser (PNA) and the past 2 years as the Associate Nursing and Professional Services Manager, with a period of acting Nursing and Professional Services Manager. A key responsibility was leading the nursing advisers' team, with a focus on providing professional support and advice to nurses. I provided specific support for the leaders of the Women's Health and Neonatal Nurses Colleges (special interest groups of (NZNO). I also provided support for the Pacific Nurses Section, Child and Youth Nurses, and Air and Surface Transport Nurses.

Between 1996 and 2008, I worked for Waitemata DHB.

I was the Quality-of-Service Manager for Child Women and Family Services for around 5 years. A highlight was my involvement in the development of secondary services for paediatrics, including a Level 2 Special care baby unit and a paediatric in-patient unit in Waitakere Hospital (West Auckland).

This work began when I was a clinical secondee in the late 1990s on the "Waitakere Strategy Project," which was looking at the healthcare services required by the community of West Auckland.

From 1998-2002 I had the privilege of being the Nursing Practice Leader at the Wilson Centre – Child Disability Service. I learnt a great deal from these children, their whānau and the fantastic nurses who provide care to children and young people who have high and complex needs.

In my early career, I worked in hospitals throughout Aotearoa, including Wellington, Hutt Valley, Hawkes Bay and Auckland. I primarily worked in women's and children health. When my children were young, I worked as a practice nurse in various GP practices in Wellington and Auckland.

Outside of nursing, I have served as the Wellington North Parents Centre President. In later years, I was the Chair of the Board of Trustees at Pinehill Primary School and a member of the MOE Future Schooling for Albany project.

## **When and/or why did you decide to become a nurse?**

My mother was a strong role model as a registered nurse and educator - she was a "Tutor Sister" at the Wanganui Base hospital. My maternal grandmother was one of the earliest "trained" midwives in the Taranaki region, working with Dr Doris Gordon - so from childhood I planned on becoming a nurse. I had also planned to become a midwife - that never quite

came to fruition, but I have always maintained a strong interest in women's and children's health.

### **How do you see your role as ED?**

Professor Jenny Carryer has provided exceptional leadership and has ensured that the College of Nurses Aotearoa has a strong professional voice for nursing, having significant influence on policy development affecting health outcome and the profession of nursing.

The ED role is an exciting opportunity to work with members and the Board, ensuring that CAN(NZ) continues to *Stand for Nursing – Whata pouhēni o Néhi*. In an increasingly volatile healthcare environment, characterised by large scale health reform, a strong professional voice for nursing is imperative. I am looking forward to working together on the CNA(NZ) strategic plan 2022-2025. The strategic plan's aim is to support nursing to make the biggest possible difference for the health and wellbeing of Aotearoa, improving health outcomes for the people of Aotearoa. Strong nursing leadership is critical to achieving improved health outcomes. As nurse leaders and as nurses, we have a responsibility to advocate for the profession, for safe high quality nursing care. Promoting equity and commitment to te Tiriti o Waitangi must underpin health policy and care delivery. It is critical that nursing groups work together wherever appropriate to collaborate on approaches to address the challenges facing nursing in Aotearoa.

### **As a significant national nurse leader, what do you see as the current strengths of nursing and where can the profession improve?**

The pandemic response has shone a brilliant light on the versatility, capability, and professionalism of nursing. Nurses have been the backbone of the healthcare pandemic response, in addition to continuing to provide highly skilled care, meeting health needs of patients and their whānau. With a greater focus on equity and access, nurses are well placed to provide holistic care across the lifespan, with new roles emerging in response to changing need. However, nursing is often devalued and reduced to tasks delegated to an unregulated workforce. Substitution is increasingly a strategy to compensate for the serious shortages of nurses in Aotearoa.

Nursing is critical to improving health outcomes. The nursing profession must be valued, and scopes better understood – especially extended practice and Nurse Practitioner roles. Legislation and funding models have not always followed changes in practice, e.g., the End-of-Life Choice Act – disadvantaging healthcare consumers by limiting practitioner choice. Further development, innovation and utilisation of nursing roles is central to a high quality, accessible, equitable and safe health system. It is essential that all nurses are recognised and valued for their contribution, irrespective of the practice setting. Nurses can work anywhere and should be the workforce of choice when policy makers are considering how to



provide cost effective, highly skilled healthcare. As nurses, we need to take every opportunity to promote nursing, to ensure a sustainable future for the profession.

### **What are the important qualities of a national nurse leader?**

Nurse leaders must be passionate about nursing and be able to bring others along with you. They must be strong, visible, relatable, and credible. It is essential to be articulate – speaking with courage and insight, making informed comment on issues affecting healthcare, health outcomes and nursing practice, even when they are the dissenting voice. This is more important now than ever, as Aotearoa goes through health reforms not seen on this scale since the 1990s and the nursing workforce crisis worsens. Having a sound understanding of the sector and ability to work strategically is critical. Nurse leaders must be able to affect positive change – with strong commitment to Te Tiriti o Waitangi underpinning all decisions about health policy. A strong sense of social justice is essential, with an understanding of the socio-political factors affecting the health of the population of Aotearoa. Key issues such as climate change, increasing poverty and inequity are a major concern.

Perhaps the most important quality is being “Real” and having a consistently strong message in support of nurses and the nursing profession.

### **If you were not a nurse, what would you be?**

Growing up in provincial NZ in the 1970s, the vast array of careers for women now available was only emerging – with teaching and nursing as popular choices. Being a lawyer is high on this list. Working alongside Medico-legal lawyers has fuelled an interest and given me a tremendous respect for the profession. Being able to assess the facts of a case and build a solid and rational argument fascinates me, as does understanding the law itself.

***Thanks Kate, we look forward to working with you.***

## A Special Section

Recognising the outstanding contribution of Professor Jenny Carryer CNZM to the College and the wider nursing profession

*This section of Te Puawai contains a selection of letters to Jenny from across nursing. Enjoy....*

### Dr Akisi Ravono PhD

#### Fiji

I pen these words of gratitude and appreciation, and feeling emotional as well, to inform how lucky I have been during the 3.5 years of being a PhD candidate at Massey University, to be supervised by 'the Professor.'

In the middle of a lockdown, in a foreign land, when the world was trying to handle and tackle the coronavirus crisis, I found comfort, in knowing that Professor Carryer was just an email or phone call away. I was supported in the absence of my family who was in Fiji. I have learnt a lot from the Professor. An academic full of knowledge, Professor Carryer is organized and still found time to assist my last-minute requests despite her busy schedule. I praise God for her life because she saw beyond my thoughts!

*She is amazing!*





**Catherine Byrne**  
**Registrar and CEO Nursing Council NZ**

Kia Ora Koutou

On behalf of the Council I would like to thank Jenny for her leadership and contribution to nursing over the years.

Ina te mahi, he mareikura i te ao tapuhi - A knowledgeable and respected nursing leader who has made a significant contribution.

Jenny is an inspirational leader, forward thinking and never afraid to speak out with reason and conviction when required and her contribution to the work of the Council over many years has been considerable and greatly appreciated. Her extensive nursing research and wide range of publications have no-doubt advanced the academic and professional standing of nursing.

A stand-out achievement has been Jenny's commitment to the development of the Nurse Practitioner scope and qualification. She was instrumental in the development of education standards leading to Nurse Practitioner and the positioning of Nurse Practitioners so as to improve access to healthcare especially in primary health settings.

Jenny's leadership of, and contribution to, the National Nurses Leadership Group is significant and her wisdom and knowledge of nursing, policy and the unique political context of nursing has informed many discussions. Her contribution has been crucial to addressing major issues confronting nursing and the wider health care system over many years and she continues to work tirelessly to ensure nursing is positioned positively as a highly regarded and well qualified profession.

Although Jenny is stepping away from her leadership role as Executive Director with the College of Nurses Aotearoa, her leadership and contribution to nursing will continue. We look forward to working with Jenny in the future and continuing our relationship with the College of Nurses Aotearoa.

**Go well Jenny and on behalf of the Nursing Council - Ngā mihi nui**



## **Fiona Cassie**

### **Journalist, NZ Doctor (previously editor Nursing Review NZ)**

I'm guessing I'm not alone in being in awe of Jenny Carryer's energy and commitment to nursing and the College over three decades.

Back in 2002, when I started covering nursing as a journalist, the country had one nurse practitioner and numerous barriers – funding and regulatory – to nursing's potential to deliver care in the way envisaged by the College.

Twenty years later the country has more than 600 NPs and many barriers have been lifted or lowered.

Others have advocated for nursing over those decades but I think I'm pretty safe in saying Jenny is second to none for her passionate tenacity and being a consistent voice.

She has been a savvy, scholarly and generous spokesperson for the profession. She has a gift for answering journalist's questions in pithy soundbites with an astute awareness of a news angle and a possible headline. Her answers are always succinct and true to her evidence-based vision of what is best for nursing and health care.

Also as a journalist if you text Jenny you know she will respond. You may have to wait until she has tramped to the top of a range in the wop-wops and got signal...but she will get back to you! And when she does call she is always a nurse – asking how you are first before getting down to the nitty gritty of answering questions.

Jenny reminded me when we talked last that she is only doffing her College hat and will still be wearing her professorial bonnet. But she is looking forward to more time for her beloved pickleball. As always, in awe of her energy!

*Fiona Cassie was journalist and editor for the former Nursing Review magazine from 2002 to 2019. She is currently a journalist for NZ Doctor.*



## Dr Helen Snell PhD FCNA(NZ) Nurse Practitioner

My first encounter with Professor Jenny Carryer was as a student nurse in 1985 when she was a nursing lecturer at Manawatu Polytechnic. My recollections of that experience were that of a strong advocate for professionalism and the voice of nursing, and for primary health care. That experience instilled in me from the beginning of my nursing career the importance of articulating the discipline of nursing as a distinct and equally important member of the multidisciplinary team. Our paths continued to cross as Jenny became the Professor of Nursing at MidCentral Health in 1999, as a joint position with Massey University. Together with Susan Wood, then Director of Nursing, she resurrected professional nursing practice that had been decimated in the 90s, and stimulated advanced nursing practice, nursing research and critical inquiry for nurses across the district and beyond.

In 1998, Jenny was a key and influential member of the Ministerial Taskforce on Nursing: Releasing the potential of nursing, commissioned by the Minister of Health, the Hon Bill English. Dr Frances Hughes was our Chief Nursing Advisor and among other important outcomes, they drove the nurse practitioner movement in New Zealand. Our paths continued to cross during my Massey University postgraduate studies and in particular when she was my primary supervisor for my PhD in 2011. Her supervision skilfully challenged and stretched me beyond my self-perceived capability and I know she has done the same for many Masters students and PhD Candidates. In addition to Jenny's aspirations for the nursing profession, she sees the potential in individuals and generously gives her time to support, encourage and provide opportunities for nurses to achieve more than they could have imagined for themselves. My enduring impression of Jenny is that she has always actively campaigned for nurses to practise to the top of the scope of their practice with an eloquence of expression second to none. Jenny's commitment to releasing the potential in nurses and nursing has been tireless and genuine.

Jenny has had extensive engagement in health policy and led many national nursing groups such as in 2010, Chairwoman of the National Nursing Organisation's Leadership Group, and in 2015 to 2019 Chair of the health Workforce New Zealand's Nursing Workforce Advisory Group. Jenny is not afraid to be provocative and through this provocation has achieved transformation of nursing and nursing services, in particular primary health care nursing. In recognition of her many years of service to nursing, Jenny was appointed a Member of the New Zealand Order of Merit in the 2000 Queen's Birthday Honours and again in the 2020 New Year Honours, she was promoted to Companion of the New Zealand Order of Merit, for services to health, particularly nursing.

It has been an honour and a privilege to know Jenny in different capacities (student nurse, mentor, colleague, PhD candidate, friend) over the 30 years of my nursing career. I wish her well for her retirement from the College of Nurses Aotearoa after three decades as Executive



Director. I know that Jenny will continue to be a key influencer and driver for excellence in nursing for much time to come.





**Dr Sue Adams RN PhD**  
**Senior Lecturer**  
**Editor-in-Chief**  
**Nursing Praxis in Aotearoa New Zealand**

It is hard to know where to begin; there are so many aspects of Jenny's professional work over a long and productive career that are worthy of mention. Underpinning all is a resolute commitment to nursing; an unwavering belief that nurses are a health workforce, delivering so much and, as a profession, capable of so much more. Nurses, as Jenny often says, are the only health workforce to be widespread, living within all our communities, and with the ability to connect with all individuals and whānau. It is in this space that nursing offers Aotearoa the opportunity to deliver healthcare services that improve health outcomes. Yet all too often, the nursing workforce is undermined and devalued through the enactment of policy.

Jenny has an ability to both idealise, draw on evidence both nationally and internationally, develop strategy, see that accepted into policy, and then to continue to work on its delivery into practice, identifying and overcoming the barriers as they arise. The development of the nurse practitioner (NP) workforce is one incredible achievement. And while many people have been heavily involved in the NP project, Jenny has been a leader and voice for over quarter of a century in Aotearoa, bringing groups together and maintaining the momentum for change and action. Publicly defending the introduction of the NP has been a role Jenny has taken with courage, professionalism. and, at times a ferocity that has been well justified given the defensive position held by the medical professional. It has been a gnarly couple of decades in the public eye and we need to acknowledge Jenny's incredibly ability to front for the profession on radio, television, and other professional and public media, in a timely and responsive way. I remain in awe of her ability to eloquently argue in the face of some of our toughest interviewers. What we can notice here, is Jenny's tenacity and integrity. Her work is about making a difference, supporting change that is grounded in the health and wellbeing of Aotearoa.

Academically, Jenny has been a leader of nursing research in Aotearoa, having supported over 25 nurses to complete their PhDs in a range of topics contributing to evidence on primary health care; long-term conditions and self-management; leadership and management; policy and politics; autonomy in nursing; as well as NP. This NP body of research has substantively contributed internationally, including a series of articles with Australian researchers to develop the education and practice of NPs in both countries.

I was fortunate enough to be one of those nurses who had Jenny as my PhD supervisor. I "chose" Jenny because of how she challenged institutions and their systems, her determination to get through barriers, to think outside the square, and at no time to be hooked into a system that perpetuates inequities and the status quo. I find this liberating. This synergy has lead to our ongoing work in research to promote the value and necessity of



NPs in the workforce. Without question, Jenny has been a phenomenal role model and mentor: What is the problem? What's the solution? Let's do it!

As Executive Director of the College of Nurses Aotearoa (New Zealand), Jenny's role also includes accountability for *Nursing Praxis in Aotearoa New Zealand*. The Journal began in 1985 and continues to develop. For the past four years, I have been chief editor with my colleague, Dr Caz Hales. Significantly, Jenny has enabled the ongoing development of the Journal, taking, as usual, a robust approach to the evidence and working through the necessary governance channels. As a result, the Journal will soon (this next issue) sit on an international platform for the management and publication of journal articles and issues. Aligned with the intent of the College, the Journal will be open-access and free of fees, at least for New Zealand contributors. Again, Jenny's leadership has enabled the progression of the Journal, holding steadfastly to her commitment to the profession of nursing in Aotearoa.



**Dr Deborah Harris**  
**NP, Senior Lecturer**

On behalf of Nurse Practitioners New Zealand, it is my honour to acknowledge your consistent and unfailing support for the Mātanga tapuhi role here in Aotearoa. It is without doubt, that in the minds of many, that without your drive, passion and vision many patients and whanau would not be receiving the access to expert clinical care provided by our Matangi tapuhi.

Thank you so much Professor Carryer.

On a more personal note, you may not recall driving to the Waikato to spend the day with me, soon after I became a nurse practitioner. For me your visit was heart felt. We discussed the importance of the nurse practitioner role and the political influences at play, and the importance of a national organisation for nurse practitioners. All of which you were vastly more aware of than myself. It was the beginnings of the Nurse Practitioners New Zealand.

You have helped to guide my own path in a way that you may be aware of - you shared the following words with me as a novice nurse practitioner, they remain on my office wall and these words have guided my own path;

*“By expanding your knowledge and skills into medicine and thereby acquiring some of that control, you can in fact expand into nursing...//...Less medicine when mixed with more nursing, is probably better healthcare ... By expanding into medicine, you will need more than ever to increase your consciousness of what nursing is all about.”*

Once again, heartfelt thanks from myself and the Mātanga tapuhi whanau.



**Dr Mark Jones PhD FCNA(NZ)  
Co-chair CNA(NZ)**

### **Watch out for Jenny Carryer!**

I've known Professor Jenny Carryer CNZM for some time now – this is the last time she will be referred to like that here, although those post-nominals will get a mention later. Rather, just 'Jenny' will do from hereon in as this reflects for me the no-nonsense kind of person she is.

This may seem a heretical admission but my awareness of Jenny before I came to live in Aotearoa NZ was rather scant and the name was not associated with any particular personage of renown nor influence in my (then) unenlightened consciousness. In fact, she only popped into my frontal lobes following a visit to London by a couple of emissaries of a large NZ based nursing union who happened to be in town and sought me out for a chat over lunch. Whilst I was still engaged as CEO of another organisation it was known to these two that I was due to head to the other side of the world to take up position as Chief Nurse for NZ (or Chief Nurse Adviser as it was initially called).

It seemed the strategy was to fill me in as to how nursing and health care in general was operating over here and of course have me believe the approach of their organisation was the right one. They were not alone in this mission as an Auckland based university had also been in touch offering an adjunct position, likely for the same reason. I was impressed at the outreach and to be honest the brief was useful down the track. Not so much the almost final words uttered at that lunch though – 'Watch out for Jenny Carryer!'.

I didn't really get much more of a sense as to who, why and what this Jenny was that I had to look out for as the two who mentioned her did so almost in hushed tones and some sort of reverential duty. Interest was piqued though and a bit of research (not so easy back then nigh on 20 years ago entailing sufferance of the Beep-boop-bop-beep-eeeekkkkrrr-ding-dang-dong-pshhhhhhhhhhhhhkkkkhhhhhhkkkkhhhh of a 56k dial up internet) revealed Jenny was indeed a force of some intent in common areas of interest such as the development and promotion of the nurse practitioner (NP) role. Along with getting the British Government to see the benefit of allowing nurses to prescribe, advancing nursing practice in general and the NP role in particular had been the focus of much of my decade prior to hearing of Jenny and it looked like we would have much to talk about. But still not sure about the watching out bit.

I didn't have to watch out for too long as a few weeks into my time at Manatū Hauora (nobody called it that when I started there I have to say – let alone me being able to find anyone who could pronounce that iteration) Jenny was in touch to tee up a meeting. Yes, this was to be over lunch – now beginning to see how Kiwis did business. Our venue was to be Astoria on Lambton Quay, Wellington. Sometime later I came to appreciate the location was chosen not just because of good coffee but as the meeting place of politicians and their ilk



intent on doing a deal 'off the premises' of parliament a little way up the road. Anyhow, Jenny arrived and she did seem like someone needing to be watched. An air of authority yet mingled with what I can only describe as motherliness (sorry if that doesn't come across as too PC) seemed to exude. This deduction was shaken soon after as following initial pleasantries I was told Jenny thought it a little wanting the Ministry of Health reached out to the other side of the world and recruited a MAN to my role, eek! The meeting actually went really well and we did indeed share many common interests and opinions on nursing and health care. The eventual verdict from Jenny being that a good choice had likely been made on my appointment and she looked forward to working with me. Seems I had the imprimatur of what I increasingly came to acknowledge as one of the doyen, if not *the*, of NZ nursing. Probably someone to watch out for.

And that was that really. As I got stuck into what was to begin a pretty solitary and on occasion lonely existence in government policy circles, Jenny was always there for advice or to spar with as the nursing agenda was slowly but surely pushed forward. Apart from a significant blip when a Minister insisted we bring back the role of the Enrolled Nurse (a project controversial enough for us to mention it only by the shorthand of 'BBTEN') when Jenny came to see me as some sort of Antichrist in doing his bidding. But such was the role of a senior public servant and we got over that, at least I think we did.

Her passion is such that many times opponents to policy platforms she has taken have had nowhere to go other than mount an ill-informed defence based only on historical precedent and the way things have always been done. They of course forget that one has to watch out for Jenny Carryer!

Fortunately, and you will have to believe me here, the Jenny Carryer factor did pervade the Ministry. I don't think the initial motherliness I had sensed ever came over there, likely the feeling was of a lioness at the head of a profession she knew were needed and not to be overlooked, someone willing to take a stand for what she believed in and not allow 'nursing' to be picked off by anyone. It was both reassuring and on occasion amusing as health policy was being discussed in te Manatū Hauora when I was asked what Jenny would think or do in response to a proposed direction of travel – the wise knew to watch out for Jenny Carryer.

Moving on from the Ministry when I was working offshore for another government (Western Australia) and getting stuck into university academia as a change of direction, Jenny was always there. I had a sense that now I was the one being watched (over). I came to see Jenny as a reassuring presence and I am sure as many will testify someone who is always there to listen, offer advice and solace when needed.

Returning home after a few years in the big western isle, I had the interesting experience of becoming Jenny's boss, not just once but actually in two guises. First off, having reintegrated into NZ nursing as Associate Head of School with Massey I was elected to the board of the College. Now this was an organisation as we know that Jenny had built from scratch, of



course enlisted the assistance and drive of like-minded individuals, but in reality, creating a driving force for nursing in our country through her dedication and determination. As the College grew, she morphed into the role of Executive Director and as we now celebrate, took the organisation from strength to strength provided support for a particularly driven cadre of nurses and a source of significant influence in health care policy, practice and education for 30 years – that cannot be overlooked.

Of course, board member I may have been but there was no sense of being a boss, rather the relationship between board and our Executive lead was the one I had always experienced in working with Jenny – an approach through which passions were harnessed, evidence garnered and honed, and those within nursing ready to push onward given the armour and weaponry with which to do so.

I had a second go at being Jenny's boss.

As Head of School for Nursing at Massey the chain of command was clearer. But of course, that expression was so not as it was, nor should be. I probably signed off some travel requests and the like, with reminders of reporting deadlines and other business necessities, but I found myself yet again in the same old relationship with Jenny. Now she was seemingly someone who could supervise more PhD students than anyone else, whilst conducting her own research and yet again sharing her philosophy on the true utility of nursing, particularly in a primary health context. Again, there was no status thing here, rather Professor Jenny in this guise made a significant contribution to the team and provided pertinent advice (even when I didn't ask for it!). At Massey I saw the totality of why Jenny had to be watched – she led the College, provided the academic grunt to underpin any argument needing to be advanced to bring nursing to the fore, and nurtured others who would one day aspire to do likewise.

Jenny's commitment to our profession has verged on all consuming. Back in my days at the Ministry she was always there with something to say, something to suggest, something to promote, add, critique, champion, and of course oppose. She is the same in the College space, there to engage with media, promote a cause, push a point of principle and strive for the right of people to get the best possible support of nursing even when others fight such a thing whilst really knowing it to be the only solution. She has never told me this, but I reckon she must have been 'so over it' at times. Yet she kept going.

Funnily enough she is human though. The latest foray into the world of Pickle Ball (I had to look it up too) on the back of training in the home garage gym conversion does give a glimpse into something other than nursing occupying her world. World's do collide too. An enduring memory must be after me staying the night at Jenny's home following some meeting or other, she, her husband and I all got out of bed (separate ones – well mine was) early morning and sat glued to the TV in our jammies watching Team NZ bring it home in the final race of the America's cup. For one moment just sitting there watching Jenny out of

The corner of my eye brought an inner chuckle as to how she used to worry me to death if I thought I wasn't living up to expectation.

So, there you have it, my glimpse into a couple of decades on watch, being watched, and ever watchful with Jenny. As you will likely read elsewhere in these pages she deserves the accolade following her name and reputation that goes before it.

I count Jenny as an exemplary colleague, leader and confidante, and am honoured to have her as a friend. Don't think that I am lapsing into pseudo-obituary though. Despite her threat on telling me she was actually retiring from the College into a possible world of afternoon Mah Jong sessions, the message remains the same:

**Watch out for Jenny Carryer. She's a force to be reckoned with and has not done her dash just yet!**





Associate Professor Kathy Holloway RN PhD FCNA(NZ)  
Victoria University, Wellington

## **Jenny is.....**

**J**udicious as a wise woman who has  
generously shared her knowledge and  
expertise,  
**E**xpert in nursing leadership, scholarship,  
health policy and politics,  
**N**urse leader extraordinaire both of and for the  
profession,  
**N**ifty in her sporting expertise with table tennis  
and pickle ball success,  
**Y**outhful in her intellectual curiosity and  
commitment to generating scholarship and  
scholars

*Thank you Jenny*





**Catherine Cooney RN MNZM FCNA FCSHM**  
**College Censor**  
**President ACHSM – Aotearoa**

Tēnā koe Jenny,

I am writing as a Fellow of the College of Nurses Aotearoa and on behalf of the Australasian College of Health Service Management – Aotearoa, to acknowledge your significant leadership of the nursing profession in New Zealand over the past 30+ years.

The leadership knowledge, skill and attributes that you have consistently applied, along with your deep nursing and health sector knowledge and experience, has been exemplary throughout your tenure and through the many changes, reforms and challenges that have occurred during that period, not the least of which has been the 2020-2022 pandemic. Through your unwavering and courageous leadership, and your ability to work collaboratively with Politicians, Government agencies, other Colleges and Associations, the Nursing Council Regulatory Authority and the wider health and disability system the nursing profession has advanced significantly thus creating many new opportunities for nurses to contribute to the health outcomes and wellbeing for all in Aotearoa.

The College of Nurses Strategic Plan says *To fulfil our purpose we need to:*

- Be courageous leaders and voices for nursing
- Facilitate and model our contemporary commitment to biculturalism and Te Tiriti o Waitangi
- Speak with expertise and grounded insight of the requirements for nursing practice at its most impactful
- Build strong support and learning networks with our members
- Work with other leaders to shape our health system, funding and policies to enable nurses to make their best contribution

Throughout your time as the College Executive Director, you have consistently exemplified each of these attributes Jenny and have at all times upheld the value and contribution of nurses and the nursing profession both in the present and for the future. You have also set the standard for other Colleges to learn from and to aspire to in their leadership, advocacy and contribution on behalf of their profession.

It has been an absolute privilege to be your colleague for the past 30+ years Jenny and thank you for the privilege of being the College Censor for the past 10 years. I, along with members of ACHSM – Aotearoa wish you all the very best for your future including for your work in the governance roles you hold.

**Cathy**

Rhoena Davis NP  
Co-chair College of Nurses

### Whāia te iti kahurangi ki te tūohu koe me he maunga teitei

To aim high, for what is truly valuable - to be persistent and don't let obstacles stop you from reaching your goal.



Jennifer Carryer is a nurse who is known by many of her peers as a lady who works with passion and tenacity – and her achievements are such that reflects intelligence, mastery and aspiration. Personal observations over the past year that has enabled many nurse leaders to grow

- Clinical governance and leadership
- I have observed her abilities to conduct extensive research and publication in the areas of primary health services, development of the Nurse Practitioner role and long-term condition management.
- Clinical pathways to address nursing issues and resolution

As the College ED Jenny has place a POU into the health arena

- The Nursing Expert Advisory Group to the MOH (2003-2006)
- The PHO Establishment Taskforce (2005-2007)
- The Nurse Practitioner Development and Employment Group for the Minister of Health (2005)
- Primary Health Care Advisory Council to the Minister of Health (2007-2009)

I would like pay tribute to Jenny for supporting and enabling Māori leadership within Nursing. She is known by many leaders, who espouse Jenny's tenacity to ensure that the nursing profession is reflected as a body of knowledge, well skilled and a discipline who aspires for



client safety and clinical excellence. She has trained, mentored, sought, and groomed Māori to undertake high level nursing positions within the Ministry of Health, NZ Nursing Council District Health Boards and Primary Health Agencies.

She is an outspoken and strong advocate for nursing and is not afraid to challenge and debate with academic intelligence the realities of primary health care nursing and nursing as a profession. We wish Jenny well in her retirement – however knowing Jenny – she will still offer her advice when needed.

**Ko te pae tawhiti whaaia kia tata, ko te pae tata whakamaia kia tina**

*Seek out distant horizons, and cherish those you attain*



**Dr Rhonda McKelvie RN PhD**  
**Senior Lecturer**

Jenny is an inspirational holder of knowledge, history and experience in nursing, the healthcare context in Aotearoa-NZ, as well as engagement with international collaborations working on key issues for nursing including the likes of missed nursing care.

Jenny is a facilitator and enabler of connections to support research endeavours, to build networks, to push boundaries, to get nurses at all the tables and influencing in all the places we should and could be.

She has always struck me as someone who wants to raise nursing's bar, extend the territory, and claim new realms and all with the absolute commitment to highly educated, highly prepared and highly professional nurses in these places.

Nurses and nursing can always think, act and aim for bigger in professional influence, scale and reach, and it strikes me that this is something Jenny has always advocated for, and it is something she is succession planning towards as she passes the baton to the next people to take up the journey.

Happy trails, and bike rides, and adventures Jenny .  
All the very best for your next chapter

Warm regards

*Rhonda*



**Professor Stephen Neville RN PhD FCNA(NZ)  
Fellow and Life Member  
College of Nurses Aotearoa (NZ)**

Tēnā koe Jenny

I pen this letter in recognition of your esteemed presence as a nurse, leader, academic and influencer. As I reflect on my relationship with you, both personally and professionally, I realise the significant influence you have had on my career. This message is therefore my personal tribute to you, as well as a heartfelt thank you.

I have been thinking about when I might first have met you? That I am not a 100% sure, but I am guessing it is nigh on 30 years. As an undergraduate student at Massey University, I remember the 'chatter' about a new member of staff, Jenny Carryer and what a great teacher she was. When I did attend one of your presentations, I was not disappointed. At that point in my career, I never considered nursing practice to be anything more than 'doing'. You introduced me to the critical paradigm and that nursing needed educated and politically capable people who could effect change, ultimately improving the wellbeing of our communities.

Inspired by your critical leanings, I applied to become a member of the College of Nurses Aotearoa (NZ) (CNA(NZ)) which in turn gave me access to Nursing Praxis in New Zealand (Praxis). This was a transformative moment for me. Your leadership as Executive Director of CNA(NZ) has been extraordinary. In those early years, the success of CNA(NZ) relied on your good will and dedicated passion for ensuring the nursing voice was heard at all levels of policy and practice. Central to all of your work has been ensuring the utilisation of nursing knowledge and skills to positively impact the wellbeing of the public of Aotearoa.

Jenny, you were instrumental in tirelessly lobbying for the first major review of nursing. This resulted in the then Health Minister, Bill English, launching a Ministerial Taskforce on Nursing. You recognised the significant untapped potential within nursing that could be harnessed and better utilised. I was fortunate enough to be with you at many of those Taskforce meetings, and if you remember many were highly charged and at times volatile. I always sat in awe of your ability to articulately promote nursing despite fierce resistance from others, including Brenda Wilson from the New Zealand Nurses Organisation, who at the time I found terrifying!

As we know, a key outcome of the Ministerial Taskforce on Nursing was the development of advanced nursing practice roles and the subsequent introduction of Nurse Practitioners. Since that time, you have worked tirelessly to promote Nurse Practitioners as a legitimate and integral part of the health workforce. You have always challenged deeply entrenched and frequently malicious, hegemonic and archaic notions of nursing's place in the health sector. The tenacity with which you championed the Nurse Practitioners was, and still is, remarkable.



Your leadership in developing contemporary primary health services is also significant. You were a driving force behind the development and publication of the Primary Healthcare Strategy in 2001. Under your leadership, the CNA(NZ) published the Primary Healthcare Nursing Strategy. This advocated for primary health care nurses to utilise their extensive knowledge and skills to enhance health and prevent unnecessary hospital admissions. I remember you being incensed that some primary health care nurses spent most of their time as receptionists and 'tea makers' for 'their' doctor!

I thank you for taking the time to mentor and support me in my career development as a nurse leader. I was the first doctoral student you supervised and my journey through that process was more than I expected. I learned how to think and write so that by completion I was well equipped to start my career as an academic, researcher and leader. I also benefitted from your commitment to supporting the career development of others. You challenged me to be clear about what my career aspirations were and then provided me opportunities to achieve those goals.

Jenny, you really are remarkable. You will be missed and I will miss you. However, you now have many opportunities to enjoy other endeavours, knowing your legacy will continue. I hope that on reflection, you recognise your contribution and achievements, as we do. All the very best Jenny.

Ngā mihi mahana

*Stephen*

## Rebecca Sinclair RN Public Health OraTaiao rep

I am so immensely grateful for the warm words of encouragement and astute wisdom from Jenny over many years. It was with her guidance in 1997 that I found my way to nursing and I wouldn't be where I am now in my life and career if it wasn't for Jenny. I am so grateful for the standard she has set for nursing and her clear communication about the role of nursing in Aotearoa.

It was also with Jenny's support that the College of Nurses became professional members of OraTaiao: NZ Climate & Health Council and supported the Health Professionals Joint Call for Action on Climate Change and Health.

Thank you, Jenny, for all you have contributed to the College and the inspiration you have given to myself and so many others.

*Aroha nui, Rebecca*



OraTaiao  
NZ Climate & Health Council

### Healthy Planet, Healthy People

We are health professionals advocating for immediate, equitable action on climate change. We centralise Te Tiriti O Waitangi to protect the health of all.

**Combating climate change has many health benefits**

- Healthy, sustainable food systems that foster food sovereignty, protect health and the environment.
- Safe and accessible footpaths, cycleways and public transport reduce emissions and improve health outcomes.
- Accessible and well-insulated homes cut emissions and reduce illness associated with cold, damp housing.

**TAKE ACTION!** visit [orataiao.org.nz](https://orataiao.org.nz)

▶ **JOIN US!** become a member

▶ **DONATE!** fund advocacy led by health professionals



## And the last word goes to .... Professor Jenny Carryer CNZM

In the last 20-25 years nursing has made huge inroads into workforce flexibility and readiness to take on new roles, aligning our education both undergraduate and postgraduate with anticipation of health system need. The Ministerial taskforce of 1998 was extremely perceptive of forthcoming challenges including particular workforce shortages and changing demographics, and the taskforce laid a solid framework for planning for the future. This was quickly built upon when the primary health care nursing advisory group to the Ministry of Health undertook significant work to prepare nursing for the goals and aspirations of the PHC strategy (2001). This work culminated in the well named document “Investing in Health” which outlined the strategic goals for releasing the potential of primary health care nursing.



As nurse leaders at the time, we read the international literature, considered workforce demographics and laid the foundations for the Nurse Practitioner starting in 1998. In the intervening years it has been a constant struggle to acquire sector recognition and more than shoe-string funding to support implantation and uptake. Now as demand for NPs outstrips availability, we regret unnecessary delays.

The nursing expert advisory group to Health Workforce New Zealand made many strategic recommendations for workforce development (over several years) anticipating current and future needs. Sadly, none of these recommendations were ever seriously considered let alone implemented despite numerous writing of papers and many and expensive earnest meetings.

At this point in time as I leave the College after 30 years of leadership I reflect on many years of effort and wonder at what has been achieved. The answer is a great deal and yet not much at all as some big things have not changed. Critically I have come to recognise that nursing does not independently pull many of the levers that would implement and fund our own strategic planning.

Just as the position of nurse advisor is now recognized as a difficult role because no-one is compelled to act on the advice received, nursing is similarly positioned. Advising from a nursing perspective is, as always, a strange position of full accountability with limited control over the implementation or outcomes. Much high-level nursing advice falls on the ears and pens of an ever-changing sea of bureaucracy who may well hold quaint and limited views about nursing.



The persistent lack of overt and realistic valuing of nursing (by the media, by management, by employers and by the health bureaucracy) has a pervasive impact on nursing as a discipline and on individual nurses in many settings. Whilst many are not affected and rise above this phenomenon, I think it is demoralising and also somewhat infantilising of the profession as a whole. I think it holds many nurses back from being strong, autonomous, professionals who are not afraid to speak, to critique, to contribute and to lead. I am constantly shocked by the number of nurses in postgraduate study who tell me they are too afraid to critique or speak publicly.

This is a significant impediment to the professional contribution that nursing could and should make to shaping health service delivery and to the job satisfaction that many nurses experience as lacking.



As I step away from this leadership position I would argue as I have in many settings that the health sector is long overdue to see nursing as a resource for investment not a cost to be pruned. It's time to move on from the very gendered notions that nursing is an unseen unheard worker bee in the background of patient and community care.

Not only will such a change contribute to health service design and delivery it will make nursing a much more appealing career for bright young people who are more likely to seek out an occupation that offers visibility, a voice and media representations of power and value and meaning.

*Jenny*

# HINZ

## Nursing and Midwifery Special Interest Group (HiNZ NMI)

There are nurses and midwives in varied healthcare roles across New Zealand who are interested in how to make the best use of technology to support their practice. This could be in clinical practice, education, management or in research – wherever there are nurses and midwives. The Nursing and Midwifery Special Interest group has brought people with this shared interest together to learn from and to share with each other about advances, opportunities and how to overcome challenges in health informatics.

Health Informatics, or more specifically nursing and midwifery informatics, can be defined as the integration of the science that underpins nursing and midwifery practice with its information and knowledge and their management with information and communication technologies (ICT) to promote the health of people, families and communities world-wide (based on the International Medical Informatics Association Nursing Informatics (IMIA NI) group definition, 2009). In New Zealand, the Ministry of Health website uses the term 'digital health', which they define as "the use of digital technologies and accessible data, and the associated cultural change it induces, to help New Zealanders manage their health and wellbeing and transform the nature of health care delivery" (<https://www.health.govt.nz/our-work/digital-health>).

The Nursing and Midwifery Special Interest group (HiNZ NMI) has been a part of Health Informatics New Zealand (HiNZ) for over 20 years. This group's aim is to bring nurses and midwives who are working in an informatics role, or have an interest in health informatics or digital health, together. The group's purpose is to encourage nurses and midwives to engage with health informatics, acknowledge excellence in this field, strengthen the visibility of informatics, and advance nursing and midwifery practice in relation to informatics, data and digital health.

Membership to the HiNZ NMI group is free and anyone with an interest is welcome to join us. The group is led by a 10-member executive representing nurses and midwives from throughout New Zealand. We email out a newsletter every 6 weeks where we showcase news and events, interest pieces on informatics and publications and contributions from the nursing and midwifery community are welcomed.

You can view past newsletters and sign up to the newsletter [here](#). As part of HiNZ Digital Health week there is an eHealth Nursing and Midwifery Workshop on 6<sup>th</sup> December. You can find out more register for this event [here](#).

Emma Collins  
Chair HiNZ NMI



Photo from left;  
Emma Collins, Kate Yeo, Angela de Zwart, Sally Britnell, Elf Eggimann, Michelle Honey, Lucy Westbrooke, Morgan Hamilton. Absent: Deb Boyd and Roseanne Sadd

# MedSafetyWeek

Every report of a suspected side effect helps to improve the safety of medicines for everyone

The seventh annual [#MedSafetyWeek](#) starts on 7 November and runs until 13 November. The goal is to encourage everyone to report suspected side effects of medicines. This year's global event involves medicines regulators from 82 countries worldwide. It focuses on the important role that every healthcare professional, patient, and carer has in reporting suspected side effects and contributing to medicines safety.

All medicines may cause side effects in some patients, so there are steps in place to monitor safety after the medicines are placed on the market. Safety monitoring aims to gain more information about known side effects and identify new ones. Medicine regulators like Medsafe have systems to detect and analyse possible safety issues and prevent harm to future patients.

## Why report?

You contribute to medicines safety when you report suspected side effects to the Centre for Adverse Reactions Monitoring (CARM). Medsafe and CARM use information from these reports to learn more about the safety of a medicine. If a new side effect is identified or there is new information about a known side effect, Medsafe can act when necessary to help protect patients from harm. See the [Medsafe Safety Communications](#) for examples of Medsafe's actions when new safety concerns were identified.

## How to submit a report

The easiest way to submit a report is online at [nzphvc.otago.ac.nz/reporting/](https://nzphvc.otago.ac.nz/reporting/)

Anyone can submit a report. You don't need to be certain that the medicine caused the reaction – just suspicious.

## What to include in a report

There are just 4 essential components of a valid report:

- at least one patient detail (eg, name, initials, gender, date of birth, age)
- adverse reaction(s)
- suspect medicine(s)
- reporter details.

Providing additional information is optional but valuable for the evaluation of safety concerns. All patient information is carefully protected. Some examples of helpful details include:

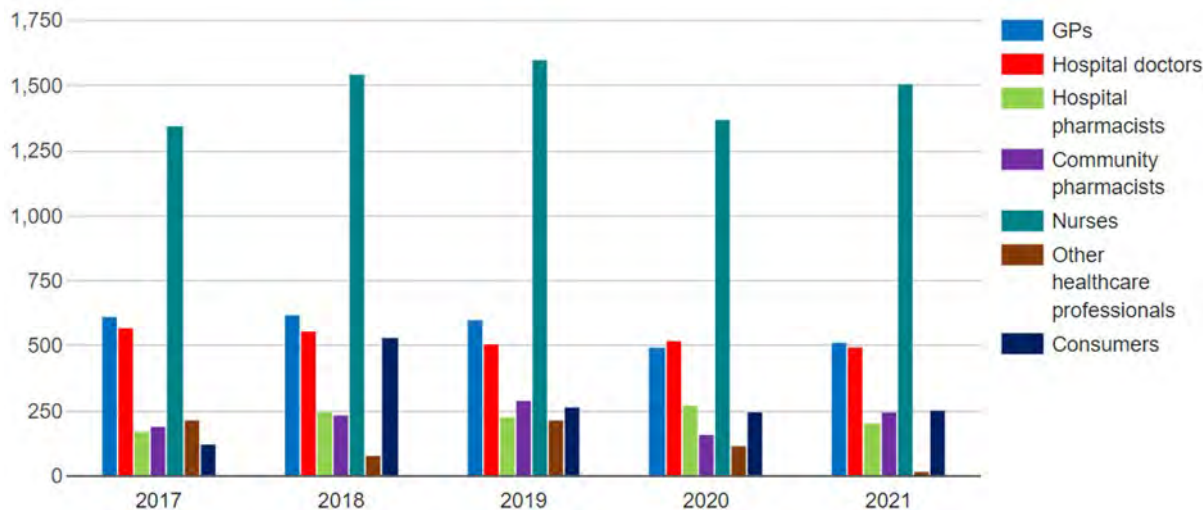
- the dose and brand of the suspect medicine(s)
- any concomitant medicines, over-the-counter, herbal or alternative medicines
- dates medicines were started and stopped
- details and date of onset of the adverse event
- relevant medical history
- any available information on the outcome for the patient.

**Nurses are valued contributors to medicines safety**

Nurses play an important role in the safety monitoring of medicines, as patients are known to discuss suspected adverse reactions with their nurse. Nurses are also well-placed to educate patients about reporting.

As shown in the graph below, nurses submit more suspected adverse reaction reports than any other type of healthcare professional. Nurses are indispensable contributors to the safety monitoring of medicines.

**Number of suspected adverse reaction reports received from healthcare professionals and consumers, 2017 to 2021.**





## LARC Train-the-Trainer Courses

In 2022, Health New Zealand contracted NZCSRH to provide long-acting reversible contraceptives (LARC) training support. LARCs are the most modern and effective reversible forms of contraception. The aim of this initiative is to increase workforce capability in primary care and improve access to LARCs.

As part of this contract NZCSRH are providing train-the-trainer courses in long-acting reversible contraception (LARC) procedures for health practitioners who are competent in these procedures as per the Long-Acting Reversible Contraception: Health Practitioner Training Principles and Standards and want to train others. The aim of the course is to fulfil the requirement to "have training and/or experience in adult education and/or clinical training and/or relevant train-the-trainer approaches

NZCSRH are working in co-operation with the Royal New Zealand College of General Practitioners to provide this LARC training service.

For eligibility and fees go to:

**<https://nzcsr.org.nz/LARC-TTT-Training/10934/>**



# *College of Nurses Aotearoa (NZ) Inc Life Members*



<u>Name</u>	<u>Date Awarded</u>
<i>Judy Yarwood</i>	<i>October 2014</i>
<i>Dr Stephen Neville</i>	<i>October 2015</i>
<i>Taima Campbell</i>	<i>October 2015</i>
<i>Professor Jenny Carryer</i>	<i>October 2022</i>



Te Puawai

