



New Zealand Nurses Organisation

PO Box 2128, Wellington 6140

Level 3, 57 Willis Street, Wellington 6011

P +64 4 499 9533

E nurses@nzno.org.nz

W www.nzno.org.nz

ISBN: 978-1-98-856001-4

FREED
TO CARE

PROUD
TO NURSE





CONTENTS

Vision	i
Mission	2
About us	3
Summary of achievements	4
Our strategic outcomes and objectives	4
Our members	9
Financial overview	11
Year in Review	13
Reports	26
President and Kaiwhakahaere co-leaders' report	27
Report from the Chief Executive	28
Te Poari o Te Rūnanga o Aotearoa annual report	30
Membership committee report	32
National Student unit report	33
Regional councils	34
Colleges and sections	41
Governance	53
NZNO Directory	58
Financials	59

Mission

NZNO is committed to the representation of its members and the promotion of nursing and midwifery. NZNO embraces te Tiriti o Waitangi and works to improve the health status of all peoples of Aotearoa New Zealand through participation in health and social policy development.





About us

The New Zealand Nurses Organisation (NZNO) is the leading professional nursing association and union for nurses in Aotearoa New Zealand.

NZNO represents over 50,000 nurses, midwives, students, kaimahi hauora and health workers on professional and employment-related matters. NZNO is affiliated to the International Council of Nurses (ICN), Global Nurses United (GNU), South Pacific Nurses Forum (SPNF) and the New Zealand Council of Trade Unions (CTU).

NZNO promotes and advocates for professional excellence in nursing by providing leadership, research, and education to inspire and progress the profession of nursing. NZNO represents members on employment and industrial matters and negotiates collective employment agreements.

NZNO embraces te Tiriti o Waitangi and contributes to the improvement of the health status and outcomes of all peoples of Aotearoa New Zealand through influencing health, employment and social policy development enabling nursing care provision.

Recognising our members' commitment

We take this opportunity to recognise and acknowledge the countless number of volunteer hours contributed by our members in their work as delegates on regional councils, in college and section committees, in the national student unit, on Te Poari, as part of Te Rūnanga, on the membership committee and board of directors.

We acknowledge the high level of volunteer support from our committed membership. Volunteer support is the backbone of any member-based organisation and NZNO is no exception.

Our strategic outcomes and objectives

NZNO's Strategic Plan 2015–2020 outlines the strategic outcomes and objectives:



Improved health outcomes by promoting excellence in patient care

“Active members participated in the pay equity and safer-staffing strike throughout the Greater Wellington region and Parliament grounds. Promoting excellence in patient care and improved health outcomes has always been the motivation behind these strikes.
– Greater Wellington Regional Council

“CNC met with WorkSafe NZ in February to discuss the outdated Guidelines for the Safe Handling of Cytotoxic Drugs and Related Waste. This is an important document for cancer nursing as it directly impacts on safety at work. WorkSafe NZ has agreed to form a working group to update the guidelines, and CNC will work closely with them.
– Cancer Nurses College

“Conducted a review and update of the CENNZ National Mental Health Triage Tool to ensure best-practice. This is now embedded in New Zealand emergency departments.
– College of Emergency Nurses New Zealand

“Wrote submission for and met with the panel for the Government Inquiry into Mental Health and Addiction.
– Mental Health Nurses Section

“Consultations included family violence legislation, privacy and information sharing, school-based mental health services, draft National Code of Practice for Managing Fatigue and Shift Work in Hospital-Based Nursing.
– Mental Health Nurses Section

“Provided real life examples of working conditions to the industrial side of NZNO to inform the aged care debate with Government and the Aged Care Providers.
– Gerontology Section

“Recognition by Samoan Health Services for nurses who work in their NICU requires specialist knowledge and skills, to help optimise health outcomes.
– Neonatal Nurses College Aotearoa

“Oral and written submissions to PHARMAC regarding the ostomy appliances contract resulted in Stoma Nurses still able to choose from a wide range of products to ensure optimal outcomes for our patients. – Stomal Therapy Section

“... knowledgeable stoma nurses across the country are nearing retirement. With this in mind, in discussion with ARA Polytechnic, they have agreed to develop a New Zealand-based qualification, aimed to be available by 2020.
– Stomal Therapy Section

“As a National Research Section for nursing in New Zealand, our response aligns with the New Zealand Health Strategy that health research should be closer to people's interests and consider the social aspects of people's lives, and work towards outcomes that make an immediate difference to people's health and well-being.
– Nursing Research Section

“Continued to publish Airways newsletter three times a year. This promotes respiratory health which contributes to Respiratory Nurses successes and innovations with in their workplaces.
– College of Respiratory Nurses

“A committee member has been assigned to this task with a goal set to complete two submissions a year.
– College of Child and Youth Nurses



Skilled nurses by contributing to and advocating for the development of nursing education programmes and the ongoing professional development for members

“ NSU partnered with NZNO staff to provide input into the Strategy for Nursing and NZNOs submission on the Reform of Vocational Education. The partnership ensures that student voices are considered and noted.
– *National Student Unit Report*

“ Sharing the knowledge of Te Ao Māori (Māori world view) is instrumental to influence change and strengthen students to become culturally responsive now and into the future.
– *National Student Unit Report*

“ Regional Council members attended the Whakawatea Ceremony at NorthTec and presented gifts to those who completed their Nursing degree.
– *Tai Tokerau Regional Council*

“ Regional Council supported nursing education by distributing study grants to successful applicants; forums and engagement with the professional nurse adviser.
– *Bay of Plenty/Tairāwhiti Regional Council*

“ Hosted the International Conference in Cancer Nursing (ICCN) in Auckland in September. This is a well-respected event within the global cancer nursing community and 16 cancer nurses participated.
– *Cancer Nurses College*

“ Meet with acting MoH Chief Nurse to discuss safety of mental health and addiction nurses and educational preparation of the mental health nursing workforce.
– *Mental Health Nurses Section*

“ Delivery of the Neonatal P.O.I.N.T.S. of Care Neonatal Nurse Education Programme in Samoa.
– *Neonatal Nurses College Aotearoa*

“ The ongoing development of nursing education programmes is critical to us all. Nurses new to the profession and continued professional development for our members, directly affects the provision of healthcare today and into the future. Nursing specialties with provision to upskill is an area of ongoing development and requires structural support and funding for more opportunities to meet demand.
– *Membership Committee Report*

“ Hosted five professional forums, with approximately 40 people attending each forum. The locations vary each year to provide coverage for regional nurses education and for patient care.
– *Midlands Regional Council*

“ Started a piece of work to encourage experienced nurses to consider working in aged care. This is an opportunity to develop clinical skills in a more autonomous environment and work with the wider NZNO media and industrial teams to achieve this.
– *Gerontology Section*

Our strategic outcomes and objectives cont...

“ Over 400 delegates from over 20 different countries registered for 2019 COINN Conference Preparation.
– Neonatal Nurses College Aotearoa

“ Launched a national mentoring and coaching network for our membership.
– NZNO Nurse Managers (NZ)

“ The NZNO Nurse Managers section is moving away from the Nurse Managers title and will embrace Nursing Leadership as its focus. We will be more inclusive and welcome our fellow nursing leaders; nurse specialists, nurse practitioners or any nurse who sees their role as one of leadership into our section.
– NZNO Nurse Managers (NZ)

“ Respiratory Symposium was held in 2018 with the focus on new innovations in respiratory health. The opening speaker was Dr Lance O'Sullivan who spoke about IMOKO, telehealth, particularly for rural areas.
– College of Respiratory Nurse



Strong workforce
by strengthening nursing
workforce planning,
sustainability and leadership

“ Strong attendance at Regional Council from students, who were supported to have a voice; encouraged and supported students who planned some of our Regional Council meetings in the school environment in Rotorua and Whakatāne.
– Bay of Plenty/Tairāwhiti Regional Council

“ Good attendance at the 2018 Convention held in Napier. Ngaira Harker, Nurse Director Māori Health and Shannon Bradshaw, Māori Midwifery Consultant both from HBDHB, discussed their work regarding strategies for increasing Māori workforce and cultural understanding among staff, and to ensure that the Māori voice is heard.
– Te Matau A Māui Regional Council

“ The support shown from nursing colleagues in New Zealand and around the world has been overwhelming and definitely lifts one's spirit at such a difficult time. To receive emails from NZNO co-leaders from international nursing groups showed much compassion and made us all grateful for and appreciate what an international profession we are a part of.
– Canterbury Regional Council

“ Niue Nurses Association hosted 2018 International Nurses Day, May 2018. This was a great networking opportunity.
– Pacific Nursing Section

“ CNC has been in discussion with PHARMAC regarding educational opportunities, and they have agreed to run a Cancer Nursing Study Day as part of their seminar series.
– *Cancer Nurses College*

“ Chair participated in a joint working party (DoMHNS/ Te Ao Maramatanga/MHNS of NZNO) to prepare a discussion paper on the future frameworks for mental health nursing in New Zealand.
– *Mental Health Nurses Section*

“ These grants promote New Zealand nurse researchers' work and their research-related activities through conferences, publication, forums and similar research activities. The grants provide an opportunity for workforce development and visibility of nurse researchers.
– *Nursing Research Section*

“ Membership has increased steadily since members were able to belong to three colleges and sections. A concentrated effort was made to promote membership with positive results.
– *College of Respiratory Nurses*

“ There has been an increase in advertising of Enrolled Nurse positions across New Zealand in most DHBs and in all our health settings, especially advertisements for new enrolled nurse graduates.
– *Enrolled Nurse Section*

“ Presented awards at six tertiary providers of the New Zealand Diploma in Enrolled Nursing programmes, with recognition given for enrolled nurse graduates who demonstrated leadership skills.
– *Enrolled Nurse Section*



Effective organisation
by ensuring NZNO is a healthy and sustainable organisation.

“ There was approximately six percent increase in membership growth to March 2019.
– *Midlands Regional Council*

“ Some of our Regional Council members were or are currently on NZNO National Committees: included BOD, Membership committee, National DHB MECA, Hospice MECA, National student Unit, and the Tumu Whakarae position.
– *Bay of Plenty/Tairāwhiti Regional Council*

“ Undertook member survey to identify current mental health and addiction nursing concerns and prioritised topic areas for the Government Inquiry into Mental Health and Addiction.
– *Mental Health Nurses Section*

“ Committee is clinically and geographically diverse to ensure that we have a wide representation of child health nurses.
– *College of Child and Youth Nurses*

“ The Chairperson presented at the combined NZNO and Etu summit in March 2019 on *The Place of Enrolled Nurses in Aged Care*. ENS has put their support behind the *In safe hands* campaign and would like the staffing standards in aged care reviewed and mandatory. The enrolled nurse is not mentioned in the standards.
– *Enrolled Nurse Section*

In addition to the four strategic outcomes and objectives during the annual planning process for 2018/19, the Board identified three areas that are vital to the success of NZNO. These are:



Creating a legacy of a national nursing association/

organisation that applies an equity lens which is seamless across professional and industrial activities and models a bicultural partnership

“ [NZNO made] 53 submissions this period. ... five to international forums: two United Nations Humans Rights Committees: on the Elimination of All Forms of Racial Discrimination; the Covenant on Economic Social and Cultural Rights; the United Nations Permanent Forum on Indigenous issues; and the international council of nurses.

“ ...national submissions ... covered nursing-related workforce, regulatory, employment, and immigration issues. ... matters of global significant social justice and public health issues...
– Submissions

“ Coverage of the Hui ā tau hikoi in August ... by Māori Television and TVNZ. Radio Waatea and Ngāti Porou Radio continue to follow our news particularly of the kaiwhakahaere involvement in the UN Indigenous Forums.



Regaining relevance to members to further

improve member voice through engagement and participation in professional and industrial activities

“ This year, Te Poari has focused on member engagement and has trialled and rolled out a ngā hapū approach of engagement, that has enabled us to communicate and engage with our members at a local level. The success is evident with the increased engagement of Te Rūnanga members in NZNO activities.

“ NSU leadership continues to be guided by the voices of our membership when they advocate to make a change.

“ Strong attendance at Regional Council from students, who were supported to have a voice

“ Enrolled Nurse Section (ENS) continued to raise the profile of enrolled nursing in New Zealand and to advocate for our enrolled nurse membership and engage with stakeholders.



Retaining financial viability

“ Our financial performance continued to improve ending the year at 31 March 2019 on a positive note. We ended the year with a net financial surplus of \$153,288 (after tax) against a budgeted surplus of \$125,834. After adjustment the surplus increased \$842,876 to \$996,164. The major contributor on the investment portfolio of \$732,876. Reserves remain healthy and ensured a strong financial base for the organisation.

– excerpt, Chief Executive's report



52,093

WE SUPPORT A LOT
OF MEMBERS

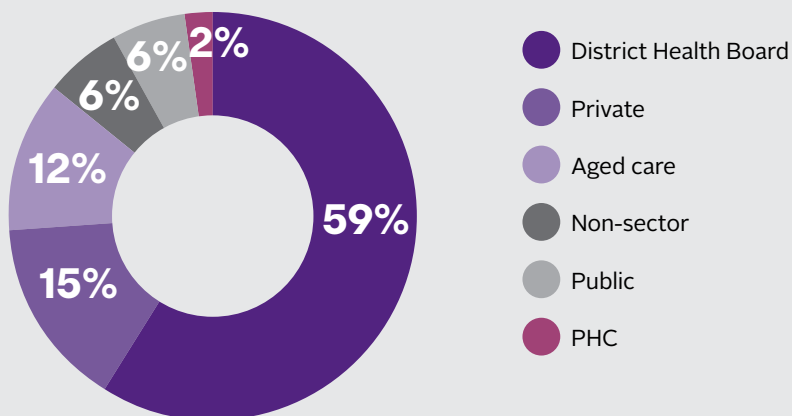
THAT'S AN INCREASE OF

2.7%

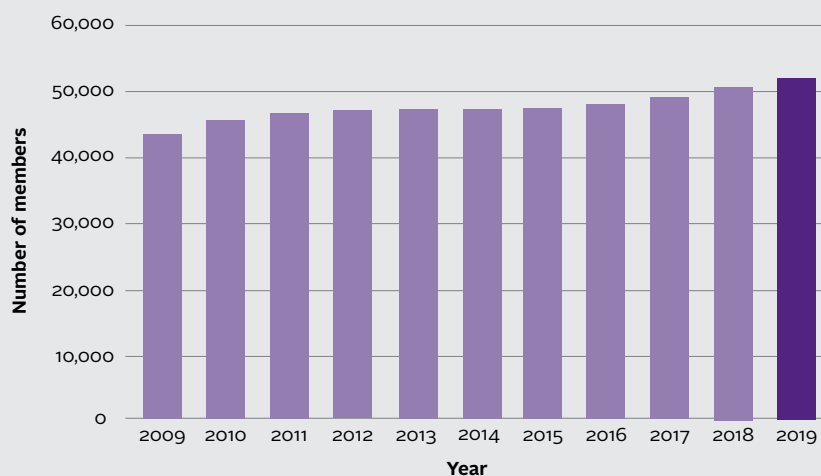
FROM LAST YEAR

Our members

WE REPRESENT A RANGE OF HEALTH SECTORS



OUR MEMBERSHIP CONTINUES TO GROW



OUR MEMBERSHIP IS MADE UP OF

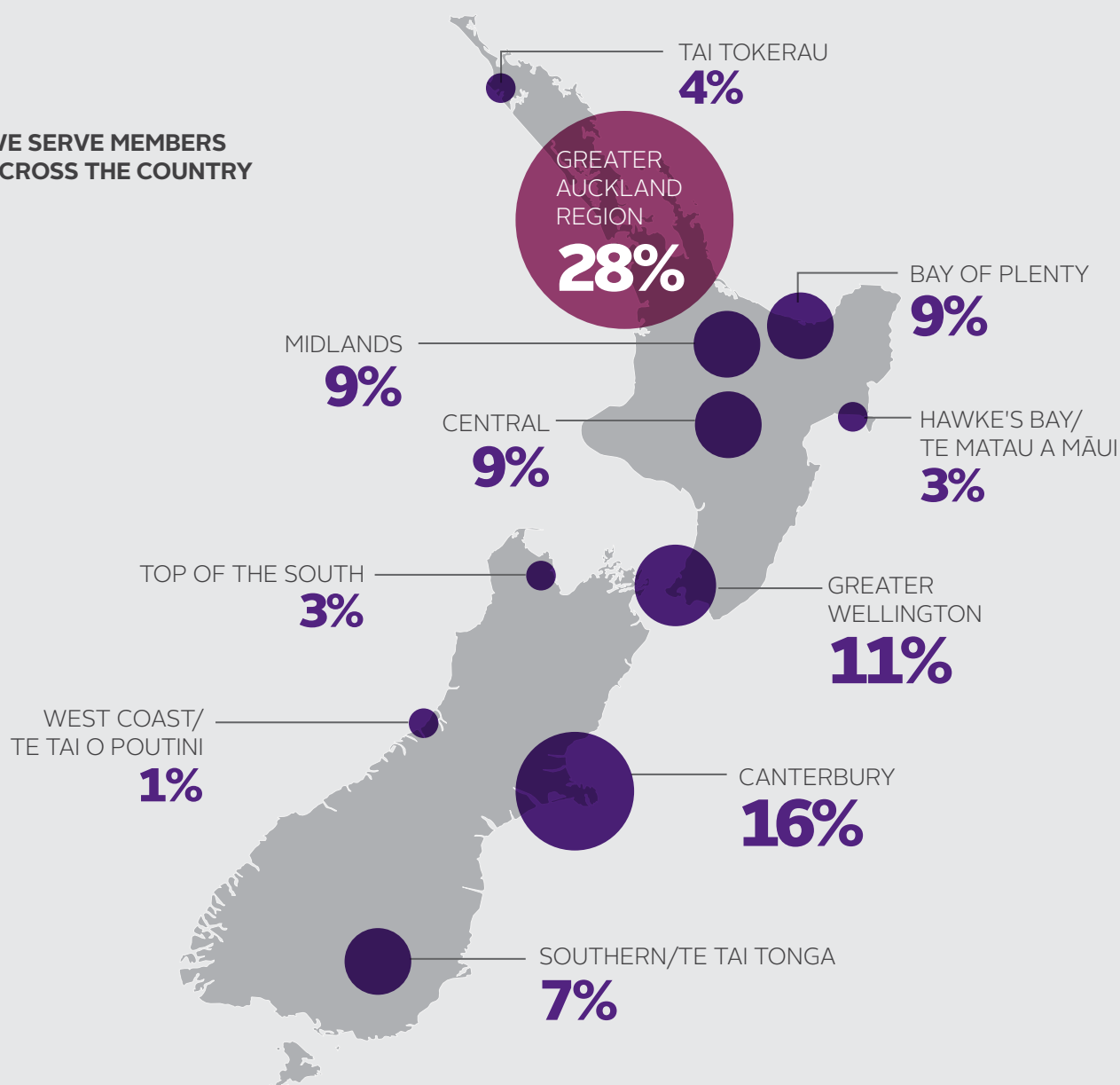


8.5%
MALE

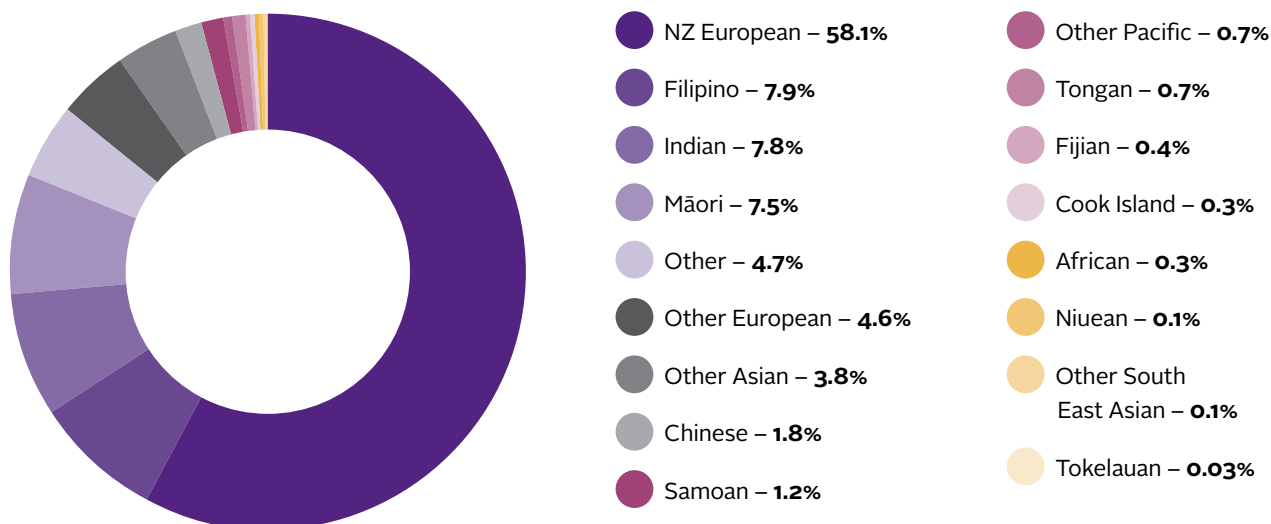


91.5%
FEMALE

WE SERVE MEMBERS
ACROSS THE COUNTRY



OUR MEMBERS ARE FROM DIVERSE BACKGROUNDS



Financial overview

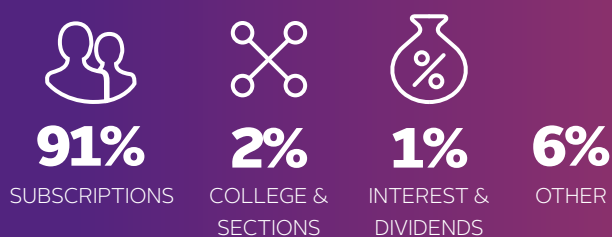
OUR TOTAL INCOME WAS

\$22.6m

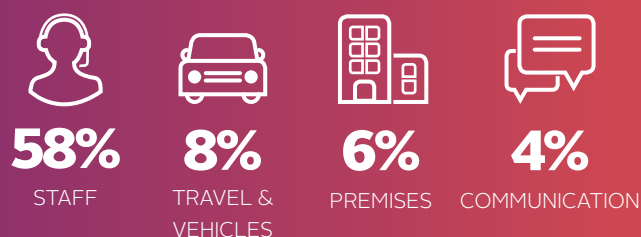
OUR TOTAL EXPENDITURE WAS

\$22.4m

INCOME SOURCES

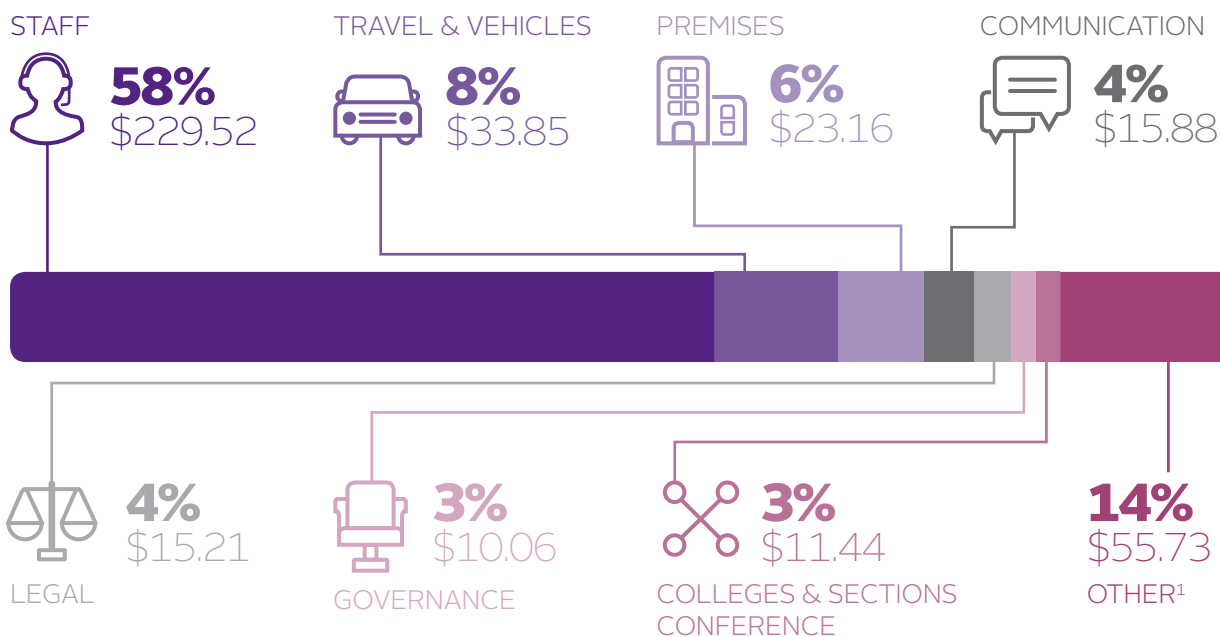


WHERE YOUR MONEY GOES



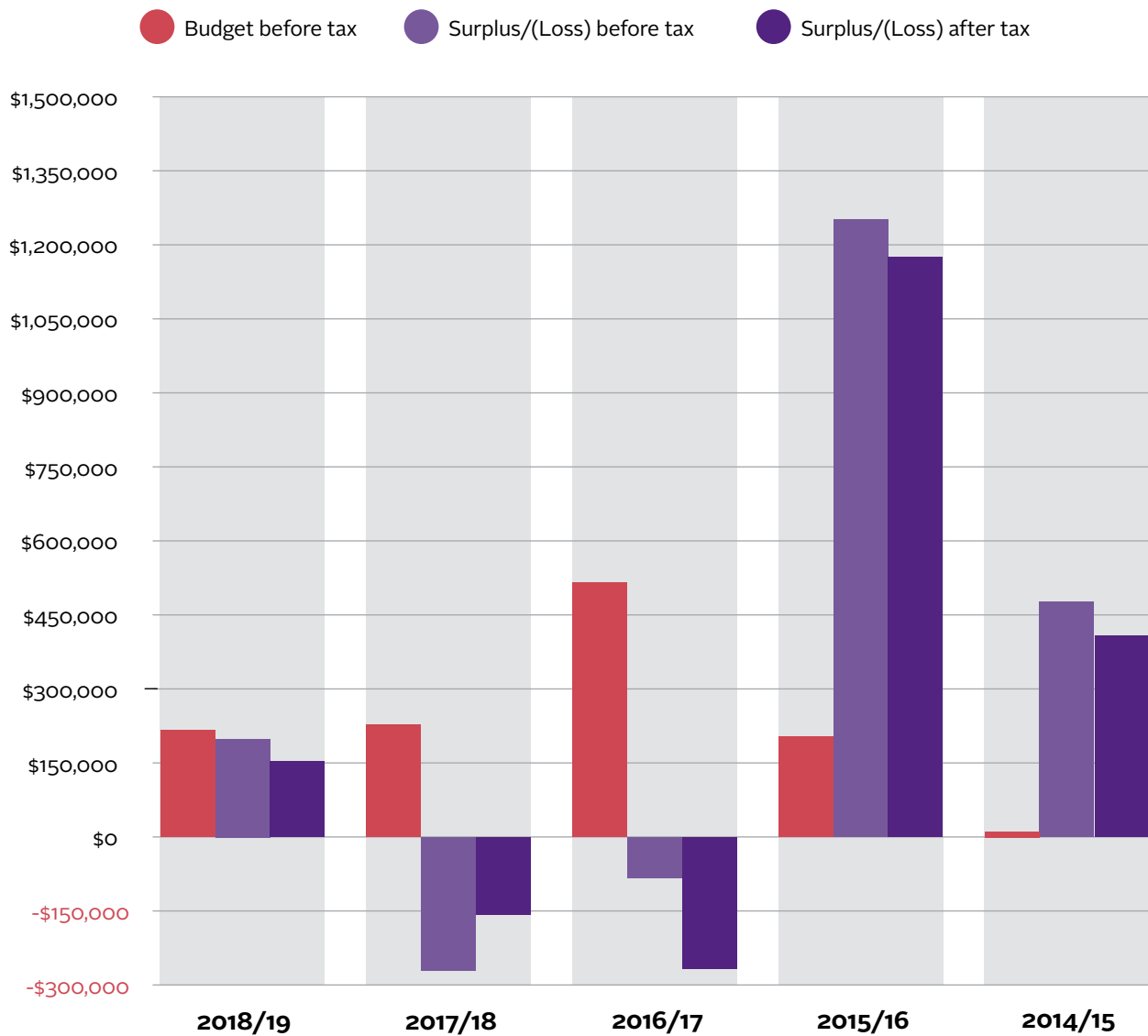
WHERE DOES YOUR MONEY GO?

 **YOUR TOTAL SUBSCRIPTION = \$394.85**



¹ Other includes printing and stationery, consultancy, affiliations, depreciation, computer operations, advertising, and financial, publications and general expenses.

OUR FINANCIAL PERFORMANCE





YEAR IN REVIEW



Year in review – highlights

Professional forums

Professional forums are held biennially and alternate with medico-legal forums which focus on the medico-legal issues that impact nursing practice. In 2019 the professional forum subject was Medication Management. Speakers from the Health Quality Safety Commission, Pharmac, Māori and iwi providers and community pharmacy contributed to an interesting and relevant programme. This forum was offered in five regions, Auckland, Bay of Plenty, Wellington, Christchurch and Dunedin. The total number of attendees was 600 across all forums.

The professional nurse advisers continue to provide professional forums at local and regional levels at the request of members and employers. Topics include documentation, navigating workplace relationships, direction and delegation, professional boundaries and the Nursing Council Code of Conduct.

Presentations

Cookson, D. 'A snapshot of the work of secondary school nurses in New Zealand', NZNO Research Section Forum, 13 November 2018, Dunedin.

Gasquoine, S. and Stewart, A. 'Kicking hornet nests: an occupational hazard?' 29th Networking for Education in Health Care Conference, September 2018, Cambridge, UK.

Gasquoine, S. Writing Submissions, Auckland and Whangārei NZNO Regional Conventions 2019.

Policy presentation at College and Section day 2018.

Oral evidence at the Waitangi Tribunal Court Hearing of the Māori Health Kaupapa Inquiry at Tūrangawaewae marae, Ngāruawāhia, October 2018.

Journal publications

Barrow, M.J. and Gasquoine, S.E. (2018) Encouraging inter-professional collaboration: The effects of clinical protocols. *Journal of Clinical Nursing* 27:3482-3489 DOI: 10.1111/jocn.14591.

Walker L, Clendon J, Willis J. (2018) Why older nurses leave the profession. *Kai Tiaki Nursing Research* 9: pages 5–11.

Research

The research team participated and contributed to nursing research in the following areas:

- Safer Nursing 24/7: Implementing a science-based approach for fatigue risk management in nursing in collaboration with the Massey University Sleep/Wake Centre.
- Violence and aggression against nurses in collaboration with Christchurch Hospital Emergency Nurses.
- National cross-sectional survey of New Zealand student nurses.
- National cross-sectional survey of New Zealand nurses.
- Exploring the role of nurses in New Zealand secondary schools.

Research programme

Eleven requests were received from external researchers to recruit NZNO members for ethically approved research projects. Access to various categories of membership was facilitated for seven research projects.

The HRC-funded Safer Nursing 24/7 study, investigating shift work and fatigue, is concluding this year. A National Code of Practice for Managing Fatigue and Shift Work in Hospital-Based Nursing is an output from the research, and a number of manuscripts arising are being prepared or have been submitted for publication. As an independent validation of the findings of this research, shift work and fatigue was explored in a national cross-sectional survey of New Zealand nurses as part of the Biennial NZNO Employment Survey.

Violence and Aggression against nurses was also part of the Biennial NZNO Employment Survey.

New Zealand studies to date had focused on this issue in Emergency Departments. This work asked nurses about the frequency of exposure to physical, verbal abuse or threat and sexual innuendo in a cross sectional sample of nurses across all practice settings.

The role of nurses in New Zealand secondary schools was explored in a number of schools across the decile range using unidentifiable data from patient management systems. Analyses focused on the most common presenting conditions and on temporal change. This initial work was confounded by the variation in the data collected between clinics and the diversity of patient management systems. The researchers are liaising with the School Based Health Services Team at MOH and SYPHANZ to scope and develop a project focused on the contribution of school nurses to child and youth well-being.

Policy

The Policy team thanks NZNO members for supporting them when responding to our endless requests for feedback. Ngā mihi aroha nunui ki a koutou katoa.

We wish to acknowledge the departure of our longstanding Senior Policy Advisor Marilyn Head who retired in mid-February 2019. Her significant contribution to the NZNO policy work stream and institutional knowledge was outstanding and greatly respected.

Tuhia ki te rangi, tuhia ki te whenua, tuhia ki te ngākau o ngā tāngata, ko te mea nui o te ao, ko te aroha.
Tihei mauri ora!

Write it in the sky, write it in the land, write it in the hearts of the people, the most important thing in the world is aroha.

POLICY ANALYST MĀORI

In addition, the Policy Analyst Māori has ensured a holistic Māori nursing, bicultural, and a Te Ao Māori worldview to a range of submissions on behalf of Te Rūnanga Aotearoa and NZNO. In particular ensuring a Māori hauora, well-being and health equity is included in all internal publications, policies, and in responding to consultation requests from international forums (United Nations Indigenous Forum, ICN) and national Government agencies.

Further, the Policy Analyst Māori has attended meetings and provided briefings to external stakeholders (Ministers, Ministry officials, Māori stakeholders and union colleagues) and internal staff, governance and member groups.

“The total number of attendees was
600
across all forums



The Policy Analyst Māori was privileged to tautoko and support Te Rūnanga members in the preparation, research, peer review and ensuring Māori nursing and Māori health workers perspectives and views were presented in the evidence at the Waitangi Tribunal Māori Health Kaupapa Inquiry. Further, as part of a collective (Dr Heather Came and Professor Tim McCreanor and Kerri Nuku, Kaiwhakahaere) evidence brief in July 2018 and providing oral evidence alongside (Dr Heather Came and Professor Tim McCreanor and Kerri Nuku, Kaiwhakahaere), at the Waitangi Tribunal Court Hearing of the Māori Health Kaupapa Inquiry at Tūrangawaewae marae, Ngāruawāhia, October 2018.

Additional work (alongside the Kaiwhakahaere and external collective Māori nursing rōpū) to progress work with the Nursing Council Board to review the Council governance Māori representation. Future work is planned to review of educational standards of Kawa Whakaruruhau, Māori health, and Treaty of Waitangi.

Submissions

NZNO consulted with members, Te Rūnanga, expert Colleges and Sections, and NZNO staff to inform 84 submissions in the 2018/19 period.

Of the 84 submissions completed, six were to three international entities including; preparing an intervention on Māori nursing for presentation at the United Nations Indigenous Forum 2018, as part of a collective of civil society organisations' response to Aotearoa New Zealand Children's Report Universal Periodic Review to the United Nations Human Rights Council and completing several International Council of Nurses (ICN) surveys and peer reviewing ICN position statements and policies.

At a national level, 17 submissions were to Select Committees, including three oral submissions on the End of Life Choice Bill, (which had received extensive feedback from members), the Coroners (Access to Body of Dead Person) Amendment Bill and National Disaster Resilience strategy. National submissions were made to Government and related agencies and covered nursing-related workforce, electoral, and regulatory issues. Submissions regarding health services focused on mental health and addiction (including the Mental Health Inquiry), cancer, stroke, organ donation, ambulance and paramedicine services. Employment-related submissions included equal pay and immigration issues (skills shortages etc.). Further, matters of social justice included tax reform, child poverty, housing, the welfare system and family justice reform. Public health issues included drinking water quality, climate change, drug and alcohol reform, food regulation and labelling, immunisation and screening. Women's and infant health issues included submissions on SUDI, infant nutrition, assisted reproductive technology and abortion law reform. Occupational health-related submissions were made to ACC and others regarding health and safety at work. Measuring well-being has recently come onto the Government's agenda – we provided feedback on Statistics NZ well-being indicators and the Treasury's Living Standards Dashboard. We also contributed a nursing perspective to submissions on disaster risk prevention and reduction.

Publications

- Upholding Te Tiriti, ending institutional racism and Crown inaction on health equity, New Zealand Medical Journal, 29th March 2019, Volume 132 Number 1492 – Heather Came, Tim McCreanor, Leanne Manson, Kerri Nuku.

The most significant NZNO publications achieved in 2018/19 were revisions of:

- Guidelines for Nurses on the Administration of Medicines.
- Guideline: Social Media and the nursing profession: a guide to maintain professionalism online for nurses and nursing students – 2019.

Library Services

Library Services continued to provide a range of resources including books, journals, articles and databases to staff and NZNO members, along with a weekly e-newsletter that goes to around 250 subscribers. The NZNO Library is the database administrator for the Nursing Research Index database with 22 new records added this year. Analysis continues of subject area gaps in the NZNO library collection (e.g. tikanga, leadership, supervision) and the appropriate books have been purchased. Updated editions of books on patient safety, public policy and Māori health have also been purchased.

Highlights include:

- Continued to update the library resource lists, and includes *Compassion Fatigue, Diabetes Nursing & ICN Publications*.²
- New Margaret May Blackwell Scholarship report added to the NZNO library research and thesis collection *Leadership in developing quality nursing initiatives in New Zealand*.³
- NZNO granted permission to four inquirers/researchers to listen to oral history interviews from the NERF Oral history collection. Alexander Turnbull Library is custodian of this collection.

² *Compassion Fatigue, Diabetes Nursing & ICN Publications*: www.nzno.org.nz/resources/library/resource_lists

³ *Leadership in developing quality nursing initiatives in New Zealand*: www.nzno.org.nz/resources/library/theses

Communications

A new communications and media advisor was appointed in August 2018, therefore this report covers these activities from that time until the end of March 2019. Prior to August 2018 the bulk of the previous communications and media advisors' work centred around the 2017–18 DHB MECA, the strike involved with this, and communications/media issues arising from the bargaining process.

This year we have continued and built on the significant public presence NZNO gained from media attention during the DHB MECA period. Our voice is strong and credible and we are frequently called upon to comment in the media on issues related to nursing, industrial action for other professions – and at times health issues not directly related to nursing. Media releases issued were usually used by the media and taken seriously.

To support media releases and in media-responsive situations, NZNO used its diverse range of media spokespeople including its Chief Executive, managers, staff (industrial/professional advisors and organisers) and delegates who were able to speak with knowledge and authority. The communications and media advisor has provided coaching to spokespeople when needed and provided media training to NZNO groups, such as delegates. Further media training sessions are planned within the organisation, and externally to delegates.

We have achieved a significant level of print/online stories, frequent radio interviews and a good number of television appearances. Considerable work was also done in a number of cases to anticipate and be prepared for media approaches on topical issues, with key messages developed and shared across the organisation as appropriate. This has also enhanced NZNO's stance with the media.

Media campaigns to 31 March 2019 were initiated for issues such as: Conference 2018; the Young Nurse of the Year and other awards; the Pacific Nurses Forum; Pay Equity (and other workplace/employment legislation); the *In Safe Hands* aged care standards report (in collaboration with E tū); the inquiry into mental health report; the Waitani Tribunal claim by Te Rūnanga o Ngā Toa Awhina, violence against nurses and topical issues as they arose.

This year NZNO has changed to a more efficient, less costly media monitoring provider and is using this provider's tools and features to disseminate releases more widely to the media, as well as news summaries to staff.

“84
submissions
completed



Communications has been involved in a number of internal projects to March 2019. These have included author liaison and document development for the *Growing Nurses into Governance Toolkit* (part of the Visibility of Nursing Project); the development of a marketing strategy for the Enrolled Nurse Section and communications plans for Growing Nurses into Governance and the New and Young Members Forum.

This year also saw development commence on both internal and external communications strategies. In terms of internal communications, a weekly short message from the Chief Executive to staff and a regular bi-monthly *Staff News Bulletin* are in place. The bi-monthly *Nursing Pulse*, which is targeted at members, is part of the external communications strategy and has been revamped to be more relevant and of interest to members. It is sent electronically and specifically seeks to demonstrate NZNO's hard work and achievements on behalf of members.

Communications has also been actively engaging with members about a variety of issues including progress and status of pay equity negotiations, changes to the constitution (One Member One Vote) and the independent review of the DHB MECA bargaining process. These campaigns consisted of a series of emails to members as developments occurred or updates were available.

The communications and media advisor and the campaigns advisor also worked with DHB MECA independent reviewer Ross Wilson to set up surveys to gather member and delegate feedback. This involved a full Survey Monkey survey of all delegates and a statistically significant representative sample of members employed by DHBs. A third more brief feedback survey was made available to all members employed by DHBs who had not been invited to participate in the first two surveys.

The communications and media advisor and the campaigns advisor also worked with the reviewer to sort returned data for his analysis. Both advisors worked under a strict confidentiality agreement not to disclose any information from the surveys.

KAI TIAKI

As usual, there were 11 issues of *Kai Tiaki Nursing New Zealand* this year, each with a particular theme. These included midwifery (April), Māori nursing and Māori health (May), Pacific nursing (June) and perioperative nursing (July). The August issue featured extensive coverage of the historic one-day strike on July 12 during negotiations for the NZNO/district health board (DHB) multi-employer collective agreement (MECA). The March 2019 issue featured the NZNO migrant nurses' conference in Auckland. For the first time in the conference's history, a co-editor (Kathy Stodart) attended and covered issues important to this large section of NZNO's membership.

Each year, some months have the same theme: in February it is students; September is mental health; October features coverage of NZNO's annual general meeting, conference and Young Nurse of the Year Award, and November is aged care. The December/January 2018/19 issue covered a number of the significant events of 2018/19, including the historic Waitangi Tribunal inquiry into discrimination and racism in New Zealand's health system (Wai 2575).

The protracted NZNO/DHB MECA negotiations, the member response they provoked and their ultimate outcome were covered extensively during the year, which, at times, was a somewhat fraught exercise.

Discussions about developing a digital version of *Kai Tiaki Nursing New Zealand*, to honour a remit passed at the NZNO 2015 annual general meeting, continued, with a workshop in July. This involved a number of relevant NZNO staff and outside communications consultants. One of the results of the workshop was a decision to undertake a comprehensive survey to determine members' attitudes to digitisation and to provide some readership data. The survey was conducted by way of an anonymous online questionnaire sent to a random sample of 10 per cent (n=4544) of members. We thank principal researcher Jinny Willis for her work on this. The results, gleaned from a 25 per cent response rate, were a heartening endorsement of the readership and relevance of *Kai Tiaki Nursing New Zealand*. Among other things, the results showed that nine out of 10 members read at least some of the magazine every month and 48.6 per cent said they wanted to read it online, 28.1 per cent wanted a printed copy and 23.4 per cent wanted both. Continuing professional development, practice, news and events, letters and professional focus articles were the "top five" most read sections of the journal.

Kai Tiaki Nursing New Zealand's Facebook page following had reached 3,731 by 31 March 2019. Members tend to engage positively with our posts promoting articles in the magazine. We have started using the NZNO website to promote a featured article in each issue. A PDF of the article is posted on the website, and members can follow a link on the Facebook page and read it online immediately.

The print run for the magazine peaked at 48,800 in November. The magazine continues to be produced by four co-editors – Teresa O'Connor, Anne Manchester, Kathy Stodart and Mary Longmore – who share the 2.4 full-time equivalent roles.

The 2018 issue of *Kai Tiaki Nursing Research*, NZNO's annual research journal, was published in September. It featured four research articles, two research briefs, and an article on how to be a peer reviewer. This research publication, edited by Patricia McLunie-Trust and designed by Kathy Stodart, is available in five international databases – four Gale databases, including Academic Onefile, and one Ebsco database (CINAHL Complete). The journal's aim is to encourage and publish research by New Zealand nursing researchers about nursing in the New Zealand context, and to encourage new researchers. Articles undergo rigorous peer review.

Competency advisory services

The total number of new cases supported by the competency adviser in the 2018/19 year was 35. Ten members were represented at The Nursing Council of New Zealand (NCNZ) reviews and 50 submissions were made to NCNZ. Some members require more than one submission. While numbers are similar to the 2017/18 year there has been a marked increase in the number of submissions to Nursing Council.

Legal statistics

MEDICO LEGAL CASES DURING THE YEAR

During the 2018/19 year, MSC received requests for medico-legal advice from 413 members, an increase from 395 in the previous 2017/2018 year⁴.

Following assignment of these requests to the medico-legal lawyers, in some cases, sufficient advice could be provided during the initial telephone conversation between the medico-legal lawyer and the member. In these cases, no further action was required and a file did not need to be opened.

For the remainder of cases, files had to be opened and a new matter created, usually because more than one-off generic medico-legal advice was required.

In the 2018/19 year, 330 new matters were opened in relation to 363 members. These new matters comprised the following:

- 38 Coronial inquiries involving 50 members
- 70 Health and Disability Commissioner complaints and investigations involving 91 members
- 6 Nursing Council inquiries involving 6 members
- 33 Nursing Council investigations (PCC) regarding conduct or convictions involving 33 members
- 3 Nursing Council Registration Committee matters involving 3 members
- 34 Nursing Council Health Committee matters involving 34 members
- 3 Health Practitioners Disciplinary Tribunal matters involving 3 members
- 1 Human Rights Review Tribunal matter involving 1 member
- 1 High Court judicial review proceeding involving 1 member
- 10 Police inquiries involving 10 members
- 9 Police witnesses involving 9 members
- 4 criminal investigations involving 4 members
- 2 Midwifery Council inquiries involving 2 members
- 8 serious adverse event reviews involving 8 members
- 2 miscellaneous cases involving 2 members.
- 106 new matters had to be briefed to external legal providers, either for workload or conflict of interest issues

“MSC received requests for medico-legal advice from

413

members, an increase from 395 in the previous 2017/2018 year⁴”



In addition to the above new matters, the medico-legal lawyers have a total of 201 ongoing matters which were opened prior to the 2018/19 year. These ongoing matters require varying amounts of work depending on where they are at in the lifespan of the file/proceeding.

Significant amounts of time also has to be spent preparing for and attending various types of hearing. The challenge with hearings is that for every day of the hearing approximately two full days of preparation is required that can be difficult, to find time to do, with existing caseloads. There are also challenges with the hearing itself, as the deadlines on new and other ongoing matters do not stop. This means significant time needs to be spent once the hearing has concluded for the day and any additional preparation for the hearing the following day has been completed (if the hearing is set down for multiple days). This can mean working well into the evening, often for a number of evenings in a row.

In terms of hearing time itself, the medico-legal lawyers have attended the following in the 2018/19 year:

- 9 days for Nursing Council Health Committee meetings
- 17½ days for Nursing Council PCC meetings
- 1 day for Nursing Council Registration meeting
- 4 days for HPDT hearings
- 3 days for an HRRT hearing
- 25½ days for Coronial inquests
- 2 days for a High Court judicial review.

This equates to 124 days of preparation.

As well as individual member case work, the medico-legal lawyers also provide advice, when workloads allow, to NZNO itself.

⁴ These figures do not include cases that were assigned from an organiser or PNA to a medico-legal lawyer

For the 2018/19 year, this has included providing advice to management on the indemnity policy, liaising with MSC in terms of being able to triage members to multiple teams; providing legal advice to the policy team on the Health Practitioners Competence Assurance Amendment Bill and the Therapeutic Products Bill, writing an article in Kai Tiaki and providing training externally.

Since the last annual report, when it was reported that increasing demand in the Auckland area meant that 1.6 FTE medico-legal lawyers were required, the team advertised for and recruited Anne MacGill, who commenced with NZNO on 9 April 2018 and Param Jegatheeson, who commenced with NZNO on 1 October 2018. Both Anne and Param have brought significant experience and expertise to their roles and are welcome additions to the team.

While the addition of Anne and Param allowed the team some breathing room, it was realised that further medico-legal resource would be required to ensure that as few cases as possible were briefed to external legal providers and to enable the medico-legal lawyers more time to engage with the membership, so that members were aware of their legal obligations and other relevant legal issues, before issues arose for individual members.

A request was therefore made for, and the Board agreed to, the appointment of another 1.0 FTE medico-legal lawyer in Christchurch.

EMPLOYMENT CASES

- 12 disputes involving thousands of members
- 12 “other” pieces of work – many potentially impacting all DHB members and others with even wider significance
- 16 personal grievances involving 16 members
- two wage arrears matters involving two members.

Note: In the last 12 months outside counsel was consulted with reference to the DHB MECA, particularly with regard to the risks around strike action. No cases were briefed out for capacity or conflict of interest issues.

Highlights of 2018/19 year:

- A major highlight of the 2018/19 year has been activity arising from NZNO bargaining campaigns and Government-initiated legislative changes.
- NZNO/DHB MECA negotiations during 2018 required significant employment law resource both in terms of strategic support for IST/Management staff and assistance for communications with DHB bargaining representatives relating to the bargaining. Assistance was also given in relation to strike preparation and the compliance issues arising.
- Following the 2017 election there have been a number of legislative amendments to employment relations law, including the Employment Relations Amendment Act 2018 and the Equal Pay Amendment Bill currently before Parliament. The employment law resource has worked closely with the IST to review proposed changes, present to Select Committees on proposed legislation and monitor ongoing developments.

Activity statistics

SUMMARISED STATISTICS



641 calls

AV P/WK CALL VOLUMES



515 calls

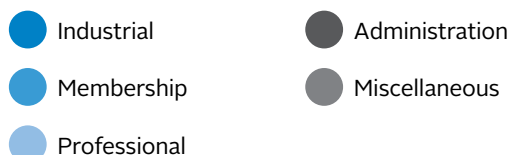
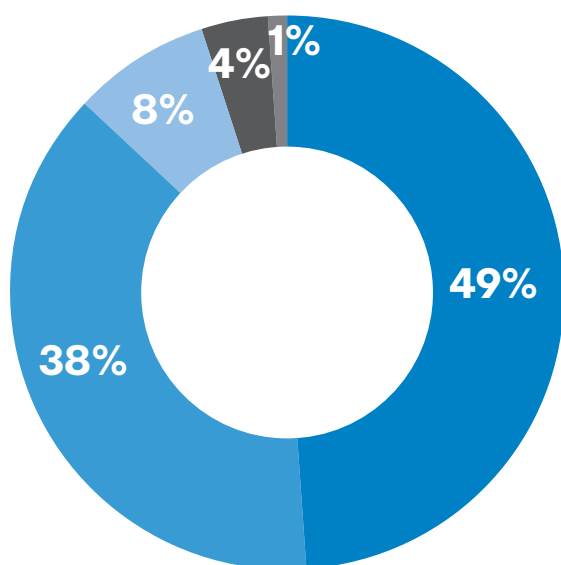
AV P/WK ANSWERED AND TRIAGED BY CALL ADVISERS



162 emails

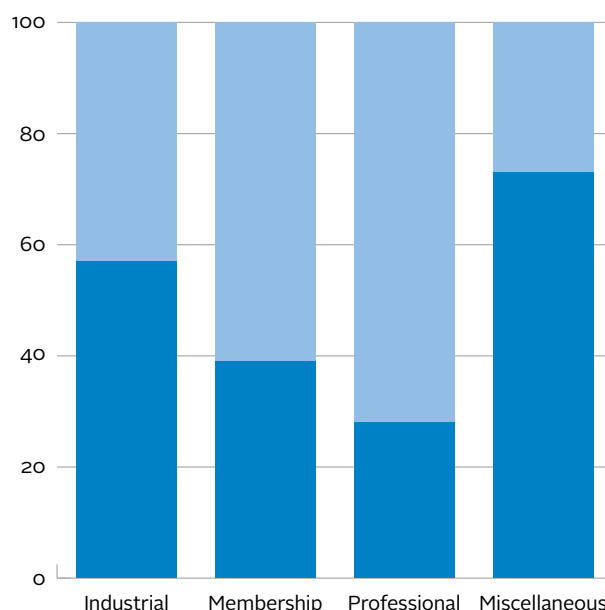
AV P/WK EMAIL VOLUMES

BREAKDOWN OF CALLS PER CATEGORY



- 49% Industrial (36% 2018)
- 38% membership (46% 2018)
- 8% Professional (8% 2018)
- 4% Administration (5% 2018)
- 1% Miscellaneous (5% 2018).

Within the categories, the call advisers provided a complete response to the following:



- Industrial: 57% of total industrial calls (48% 2018)
- Membership: 39% of total membership calls (40% 2018)
- Professional: 28% of total professional calls (30% 2018)
- Miscellaneous: 73% of total miscellaneous calls (90% 2018).

Membership Support Centre

MSC saw unprecedented call and email volumes for the first six months that centred around DHB MECA bargaining enquiries. Almost 22,500 calls were made to the MSC, of which 17,000 were triaged, and an additional 9,500 calls made direct to the membership area in this period. The MSC also received and triaged nearly 6,000 emails during this period.

The communications team developed information to answer the most common enquires, and this was posted on the NZNO Facebook page or NZNO website. A message was also put on the front end of the NZNO phones to keep members updated.

The majority of the enquiries related to eligibility to vote, outcome of voting, members not receiving electronic information, life preserving enquiries, questions that related to eligibility to strike, and ballot papers.

Although the volumes dropped significantly following implementation of the DHB MECA, enquiries in this sector continued into October. The focus of the enquiries was issues around lump sum payments, and the escalation pathway for safe staffing.

While there was a return to business as usual, enquiries were still received in the last three months of 2018 related to collective bargaining in the primary health sector.

The first quarter in 2019 generated an increase in calls in the membership area, particularly from students regarding membership renewals and securing roles as RNs. Requests for confirmation of membership/indemnity were also high.

There was a noticeable reduction in overall calls through the MSC in this first quarter, (*hence the significant reduction in MSC call averages), however a significant rise in the membership area created resource issues on the membership team. This could have been due to the change in the frontline messaging related to subscription payment enquiries. MSC and membership will identify how we can work together more effectively and with what resources, to ensure we continue to provide the best possible service to our members at first point of contact. At the same time, we will work through how outbound calling can also assist in this area on a trial basis.

Although the average grade of service continued to reach 92 percent, there were instances where this fell below the expected grade, particularly during the DHB MECA negotiation period. There were times when calls reached well over 1,000 per week (peaking at 1,436 per week), and at times due to the overload, the phone system was unable to cope with the high demand. Calls made to the 0800 number often didn't reach the Member Support Centre.

Percentages fell below the benchmark across several months, for one or two weeks within each month⁵:

- June/July 2018 – DHB MECA
- December 2018 – staffing issues

Now into its seventh year, the MSC continues to look at how this service can be improved. Staff should receive updated training relevant to any changes in legislation or changes in sector environments that may generate enquiries etc. We need to continue to focus on improvements to systems and processes to ensure we meet the needs of our members.

Organisers

NZNO Organisers' activities included:

- planning, presenting and advocating members issues through collective bargaining, and completing the documentation and implementation of Agreements reached
- responding to management of change proposals, advocating and representing members on individual and group employment issues
- supporting delegate development and participation on workplace committees and regional councils, and campaigning to raise awareness of the issues impacting on our members and through them the health status of our population
- actively engaged in the recruitment of new members.

During the year, 43 percent of all industrial issues that came through Member Support Centre (MSC) were assigned to organisers – approximately 4,247 issues. Most of these were related to bargaining issues (975) mostly related to the DHB sector. Pay and collective agreement interpretations were next (631) with disciplinary issues third (627). This is higher than the previous year and is a trend year on year, and reflects our membership growth.

Member issues are also raised through contact with members at regional councils, regional conventions and workplace and worksite visits, and through delegate referrals and direct contact as part of the member/organiser relationships.

⁵ It is important to note that one day with a very low GOS can bring the average rating down

Pay Equity

Work to progress the NZNO/DHB Pay Equity claim commenced in the last quarter of the reporting period. Our claim was accepted through the 2017/2018 DHB MECA bargaining (raising the claim) which meant we moved into the second phase or stage of the pay equity claim process, and assessing the claim.

This focused on setting up the process as per the terms of reference which were signed off between the parties in late March. We are working with the Public Service Association (PSA) and MERAS (Midwifery Representation and Advisory Service) with whom we have members in common and covered by our claim, and the employer representatives through Technical Advisory Service (TAS).

The assessment stage covers the work of those covered by the claim, and male dominated workforce comparators (via interviews with the job holders of both groups), and then the subsequent analysis of the information gathered. This work will continue through the first and second quarter of 2019, with the claim settlement stage to take place in the third quarter, through to the effective settlement date of 31 December 2019.

Collective agreement bargaining

NZNO has renegotiated around 41 collective agreements in the 2018/19 financial year across the private sector.

In 2018 further electronic surveys were carried out with members to establish what improvements were needed for members to support a proposed MECA given the rejection of the DHB offer late in 2017. Electronic voting was also used for ratification of voting for the first time.

The unusually complex bargaining process involved mediations, an independent panel and facilitated processes through the employment relations authority.

The negotiation team agreed to proceed with the ballot for industrial action for all members covered by the DHB MECA. This was the second-only national industrial action ballot in NZNA/NZNO's history as a union. Due to the timeframe requirements of the Constitution it was decided to proceed with an online strike ballot over a 30 day period (closing 25 May 2018) using electionz.com. The ballot was for two separate 24-hour strikes on 5 July and 12 July 2018.

The offer that immediately followed the Independent Panel Process was rejected by members. A formal notice was issued to DHBs for a 24-hour strike for 5 July 2018 and another 24-hour strike notice was issued a week later for 12 July 2018.

A further offer was made at facilitation that distributed some of cost of settlement across the workforce more equitably. To secure this, the implementation of RN Step 7 was delayed beyond the term of the MECA. The strike notice for 5 July 2018 was withdrawn to enable members to vote on the fourth offer. The offer was rejected by members by a slim majority.

The parties again attended facilitation but were unable to reach agreement without a reconfiguration of the offer.

Strike action proceeded on 12 July 2018 across the country. It was an illustration of the frustrations NZNO members have been experiencing for more than a decade. A sea of purple across the nation called for better pay and safe staffing and safe patient care.

Members stood in unity for a quality public health system, were active, vocal and visible on marches, picket lines and provided for life preserving services. There was strong public and patient support for the action.

DHBs and NZNO subsequently met following the strike and further negotiations were held on 24 July 2018. A fifth offer was negotiated that required additional funding and that offer was ratified by a significant majority of members.

Information Technology Review

The IT strategy work programme is a five year strategy. Following on from NZNO's discussions with a provider in membership systems last year, although delayed, preparations of a business case for the membership system development and website portal development commenced early in 2019. Other work included renewal of Wi-Fi systems in NZNO offices across the country, an upgrade in the management of unsolicited commercial email and electronic processing of credit card transactions.

In exploring options for an e-version of the NZNO magazine Kai Tiaki, the project team surveyed members with the results published in the February 2019 issue of Kai Tiaki. Following those results further work on design and content is progressing.

Visibility of Nursing Project: Nurses making the difference in healthcare

The NZNO Strategy for Nursing was published in March 2018. The Strategy is based on the premise that through investment in nursing and nursing leadership, the removal of structural and fiscal barriers within the prevailing models of care and utilisation of nursing knowledge and skill to the full, a positive impact on personal and population health outcomes for the people of Aotearoa New Zealand can be achieved.

Several work streams identified in the Strategy are in progress:

- Growing nurses into governance – this on-line toolkit provides nurses who might be aspiring board members in any context with a roadmap to developing the necessary skills and acumen for such roles. It draws on a range of examples and resources which include a Māori governance lens.
- Executive Nursing Leadership – this resource is a collaborative project with the College of Nurses Aotearoa. The intention is to promote and support executive nursing leadership across the whole of the health sector. There will be three products:
 - Aspiring nurse leaders – an online resource
 - Current nurse leaders – an online resource
 - CE/Board information on executive nursing leadership – a written communication.
- Entering the profession – this will take a campaign approach with the byline 'Nurses – real heart, real smart. The focus is on promoting the profession of nursing to school leavers and others by emphasising the qualities and attributes of required of a nurse in the 21st century.
- A project on 'A Model of Care for Nursing in Aotearoa' is being prepared.

Policy Remits 2018

There were no policy remits presented for discussion and consideration at the AGM in September 2018.

GENERAL BUSINESS 2018

However there were two items presented and discussed under general business. The first item was received from the College of Emergency Nurses New Zealand. The second item was received from the Greater Auckland Regional Council. In accordance with the meeting procedures for the AGM the items could not be voted upon. Below are the actions underway as at 31 March 2019 in relation to the two items.

COLLEGE OF EMERGENCY NURSES NEW ZEALAND

In August 2018, the College of Emergency Nurses New Zealand (CENNZ) wrote to the Board tabling its concern regarding the escalating exposure of emergency nurses to violence and aggression within emergency departments in New Zealand. The CENNZ committee requested that NZNO prioritise this issue and work towards national strategies which mandate the provision of safe working environments for New Zealand nurses.

As at 31 March 2019 the following work has been undertaken:

- A draft position statement titled 'Violence and aggression towards nurses' has been developed with input from CENNZ and the Mental Health Section.
- Consultation with members, including the College of Nurses Aotearoa and other key partners. The draft position statement is being revised to take into account comments and feedback received through the consultation process.
- An internal project team has been created to work on strategies to 'Address Violence at Work'.
- NZNO highlighted to WorkSafe New Zealand the need to include violence and aggression to its priority list to intervention upon reports of such acts in particular where concerns are reported and escalated by members.

This work is on-going.

GREATER AUCKLAND REGIONAL COUNCIL

In September 2018, the Greater Auckland Regional Council requested a document be tabled at the AGM which set out seven (7) recommendations.

The major focus of discussion was on three recommendations:

- That an external independent evaluation of NZNO's DHB MECA negotiating process and the NZNO Bargaining Policy is conducted.
- The terms of reference for the external independent evaluation include consultation with all NZNO staff and all members covered by the DHB MECA.
- To lead the external evaluation, NZNO contracts an independent person who is widely respected across the union movement, with extensive experience in collective bargaining and gender equity issues, such as former First Union Secretary and Trade Union Federation President Maxine Gay.

As at 31 March 2019 the following work has been undertaken:

- The terms of reference titled 'Independent review into the NZNO/District Health Boards Nursing and Midwifery Multi-Employer Collective Agreement (NZNO/DHB MECA) bargaining process March 2017 to August 2018 and supporting campaigns' were signed off by the Board in February 2018. These were uploaded on the NZNO website in March 2018 together with a FAQ for members.
- The independent review commenced in March 2018 lead by Ross Wilson who was appointed by NZNO through a closed expression of interest process. Ross is the current Board Chair of WorkSafe New Zealand, the Chair of UnionAid and a former President of the New Zealand Council of Trade Unions. He has extensive governance experience and is a lawyer with a strong interest in employment and workplace health and safety.
- The independent review will be completed in the year 2019/20.



REPORTS



President and Kaiwhakahaere

Co-leaders' report

Tēnā koutou katoa

We would like to take the opportunity to acknowledge all the members and the contribution and efforts that you have made to your organisation.

The Board of Directors (BOD) continues to work towards achieving the strategic priorities affirmed by the AGM and meeting the needs of members. We acknowledge our active delegates and representatives and the staff who continue to progress and advance the aspirations of our members.

There is no doubt that this has been an extremely challenging year for many. Overshadowing all else was the DHB MECA bargaining and campaign. As the negotiations progressed and historic strike action ensued, tensions increased, both inside and outside NZNO. The DHB MECA had flow-on effects for members in all sectors, including those in Māori and Iwi Providers who also took historic industrial action.

The BOD response included the re-establishment of the Industrial Action Hardship Fund, to support union members likely to experience hardship as a result of strikes or lockouts. A special meeting of the BOD was called, under Clause 13.2 of the Constitution, to meet with the DHB MECA negotiating team. Following this meeting and debate at the 2018 NZNO AGM, the BOD commissioned an external review of the process.

Another challenge for the BOD has been how to respond to the growth in NZNO membership. The number of members has increased by 2.7 percent in 2018/19, following similarly strong growth of 4.6 percent in 2017/18 and 2.2 percent in 2016/17.

In each of these years, membership fee increases had been held below projected inflation. As highlighted by the BOD in last year's *NZNO Annual Report*, this has affected the BOD's ability to increase staff numbers to match membership growth. In order to ensure manageable staff workloads and satisfactory levels of service to members into the future, the BOD has decided to ask NZNO

delegates at the 2019 AGM to approve a fee increase higher than the projected Consumer Price Index in 2020.

Work has also begun on the review of the *NZNO Strategic Plan 2015-2020*. This will involve wide consultation with people inside and outside of NZNO, with the draft of a new strategic plan to be completed in time for approval at the 2020 AGM.

The year has also seen changes at the Board table. In September, the Board farewelled outgoing Vice-President Rosemary Minto and welcomed Cheryl Hanham to her new role as incoming Vice-President. In November, Andrew Cunningham was elected to fill the resulting vacancy.

Monina Hernandez stepped down from the BOD in December after being appointed to the Nursing Council. Board elections early in the 2019/20 year will bring more changes, with the new BOD taking office at the 2019 AGM.

Through all the changes, the BOD remain committed to advancing the organisational commitment to our vision and mission statement, supported by ongoing professional development.

Leaving No One Behind – Health For All, is such an important theme for the 2019 AGM. The evaluations from last year's AGM and Conference were encouraging and positive, particularly in relation to valuing aged care and the innovation and strength that we bring to the health workforce.

These will continue to be our priorities going forward.

Grant Brookes

President

Kerri Nuku

Kaiwhakahaere

Report from the Chief Executive

The year in review – 2018/19

Tēnā koutou katoa

This last year has been a challenging one dominated in many ways by an unprecedented, complex and tumultuous District Health Board/New Zealand Nurses Organisation Nurses and Midwifery Multi-Employer Collective Agreement (DHB/NZNO MECA) negotiation process and associated campaigns. Despite the setbacks during, and the gains arising, from the DHB/NZNO MECA negotiations, we have continued to focus on responding to, lobbying and advocating on professional and industrial matters impacting on members now and in the future. This annual report covers in brief a snapshot of some of the matters we have confronted on behalf of, and with, members supported by staff and our partners.

It is fitting to acknowledge and thank all our members across all sectors for your work and engagement in NZNO activities by contributing to our responses on matters impacting on your work within the health system. Highlighting the value nursing teams contribute to the health system, health care and health outcomes of New Zealanders was our key focus. Our staff also played a key role. I thank them for rising to the challenges, balancing extraordinarily high workloads in what was a complex year, with many significant reviews initiated by the Government, including some by employers which have the potential to impact on the nursing profession and the future health care delivery environments.

Review of performance

During the past year across all sectors we negotiated 41 collective agreements out of 130 which come-up for negotiation at different cycles and in-between financial years. Membership numbers as at 31 March 2019 reached 52,093 compared to 50,708 as at 31 March 2018 – an increase of 2.7%. Caregiver's membership grew 7.2% to 6,078. The biggest membership growth by numbers was in Registered Nurses which increased 1,282 (3.3%). Other categories fell with students being the largest fall off 7.7%. Members identifying as Māori from 3,785 as at the end of March 2018 to 3,917 – a growth of 3.5%. Members identifying as Indian grew from 3,581 as at the end of March 2018 to 4,066 as at the end of March 2019 – an increase of 13.5%. Our largest increase in numbers was members identifying as Filipino whose membership increased 1,207 from 2,894 as at the end of March 2018 to 4,101 as at end of March 2019 – a growth of 41.7%. This category is the largest behind NZ European followed closely by Indian and Māori.

Our member support centre continued to respond to a significant number of calls from members across all sectors. Member enquiries were triaged and directed to either membership, organisers, lawyers, professional nurse advisors and other staff depending on the nature of the enquiry. The top five (5) enquiries which members called about by sector were:

- Aged Care Sector: hours of work, pay/agreement interpretations, disciplinary, delegate enquiries and bargaining.
- DHB Sector: bargaining, pay/agreement interpretations, leave/holidays, hours of work/rostering and delegate enquiries.
- Primary Health Care Sector: bargaining, pay/agreement interpretations, professional practice, leave/holidays and delegate enquiries.
- Private Health Care Sector: Disciplinary, pay/agreement interpretations, bargaining, industrial and delegate enquiries.
- Public Sector: bargaining, pay/agreement interpretations, professional practice, industrial and professional/legal.

We responded to the Government's work programme, which included employment legislative changes, inquiry into Mental Health and Addictions, review of the health and disability system, the work of the Welfare Expert Advisory Group which provides advice on priority areas for reform of the welfare system, the Waitangi Tribunal Health Services and Outcome Inquiry (Wai2575), the Reform of Vocational Education and the Tax Working Group established to examine further improvements in the structure, fairness and balance of the tax system. This extensive programme of work, combined with employer-led service reviews and services change programmes with an impact on working conditions and environments for nursing, professional practice and on patient and public safety, required on our part greater attention to advocacy and lobbying relevant key stakeholders. A total of 84 submissions were completed and lodged with relevant key agencies. Our publications (which included Kai Tiaki), research, information services through the national library and communications continued to provide a source of information, data and evidence to support the work we do across all sectors and with our key partners.

As can be seen in sections of this annual report members, through the membership committee, Te Poari, regional councils, colleges and sections and the national student unit, have made significant contributions in raising the visibility and profile of the nursing profession. I would particularly like to acknowledge the Cancer Nurses College who hosted the International Conference in Cancer Nursing. This highlights the international dimension of the work of our colleges and sections in areas like patient care and safety, quality improvement, services design, nursing practice and standards, medicines management and technological advances which impact on nursing.

Our financial performance continued to improve ending the year at 31 March 2019 on a positive note. We ended the year with a net financial surplus of \$153,288 (after tax) against a budgeted surplus of \$125,834. After adjustment the surplus increased \$842,876 to \$996,164. The major contributor on the investment portfolio of \$732,876. Reserves remain healthy and ensured a strong financial base for the organisation.

Relationships

With a challenging work programme we experienced significant demand and pressure requiring continued effort to work with and maintain relationships with many of our partners both nationally and internationally. The relationships with key partners helped to inform

some of our responses to the key issues and concerns raised by members. In some instances collective advocacy and lobbying helped to put across some of the industrial and professional, including social justice, issues faced by our members easing some of the pressure we experienced. The impact of our relationships with other unions as members of the CTU, Ministry of Health, District Health Boards, National Nursing Organisations, Health Quality and Safety Commission, PHARMAC and other national agencies should not be underestimated. We valued working with the Minister of Health and the particular attention given into some of our longstanding issues like full employment of all new nurse graduates in a funded nurse entry to practice programme/nurse entry to specialist practice, enrolled nurses supported entry to practice programme and exploring ways of recruitment and retention of nurses in the health system. At an international level we continued to work with the South Pacific Nurses Forum, International Council of Nurses, Global Nurses United and other national nursing associations facing similar challenges to us.

I want to particularly acknowledge the work of our staff across all sectors. You continued to engage with, and work with members, employers and other agencies at times under great pressure and immense workloads. I am humbled by your efforts and resilience. I also acknowledge and thank our members for the tireless extensive volunteer hours to achieve the outcomes and successes covered in this annual report. The key to our work is to contribute to improving health outcomes, having skilled nurses and a strong workforce and organisation.

I would like to thank our Board for its continued support, and our management team for keeping all our activities on track and aligned at an operational level in what was truly a remarkable year.

As we end the year 2018/19, we have embarked on a review of the Strategic Plan 2015/20. Many of the challenges and successes in this annual report, and previous ones, will help to inform the review of process. For now let us build on the performance and successes of 2018/19.

Nāku noa, nā

Memo Musa

Chief Executive

Te Poari o Te Rūnanga o Aotearoa

Annual Report

Tēnā koutou katoa

Te Poari would like to thank and acknowledge all the members across the motu who have been proactive in participating in Te Rūnanga and NZNO hui and conferences. We must ensure our collective obligations, responsibilities and aspirations guide the pathway forward but also in preparing or whakareri for any challenges that we continue to face.

This year, Te Poari has focused on member engagement and has trialled and rolled out a ngā hapū approach of engagement, that has enabled us to communicate and engage with our members at a local level. The success is evident with the increased engagement of Te Rūnanga members in NZNO activities.

Indigenous Nurses Conference 2018 Tai Timu, Tai Pari – Changing Tides

This year's theme "*Tai Timu, Tai Pari – Changing Tides*" echoes the call to change while respecting the constraints or changing platforms. It reminds us, that we must be steadfast in our destination to achieve our goals and always be in a state of readiness for the relentless crashing of the waves onto the shores, pausing to retreat back into the sea, waiting to build up and come again. Kotahitanga, working in unity as one, is our commitment to tautoko and replenish ourselves with inspirational speakers for all who attended or watched the live-streaming.

Tapuhi Kaitiaki Awards

We are proud to announce the inaugural Tapuhi Kaitiaki awards in conjunction with Te Whaioranga/PHARMAC to support Māori Nurse Practitioners and Nurse Prescribers and Matauranga Māori awards.

NURSE PRACTITIONER AND NURSE PRESCRIBING AWARDS

The development of designated nurse prescriber roles means that more nurses will be able to move to prescriber status more quickly. To support this move and to tautoko and manaaki those nurses who wish to complete the additional study and practice, the awards acknowledge those Māori nurses on a professional development journey to become a nurse prescriber.

MĀTAURANGA MĀORI

This is open to nurses who wish to further their study and/or would like to develop an innovative way to assist whānau, hapū and iwi to access and understand their medicines. It is also available to enrolled nurses who wish to study. These awards can be used by the nurses to help support their extra study, work load and whānau commitments.

Te Poari would like to congratulate, whakamihi to the inaugural Tapuhi Kaitiaki award winners: Logan Murray, Pauline Brennan, Margaret Hand, Tiny Ranga, Kelly Macdonald-Beckett, Maria Briggs, Awhina Dixon, Ani Tomoana and Grace Manawatu. Ka mau te wehi!

Waitangi Tribunal Claim, Wai 2575 Kaupapa Māori Health Inquiry

The year was dominated by our support of the Waitangi Tribunal Claim, Wai 2575 Kaupapa Māori Health Inquiry. Te Poari would like to acknowledge, Whaea Hineraumoa Te Apatu for her contribution to make this claim possible. We would also like to whakamihi to those brave and courageous nurses and health care workers – Mairi Lucas, Waiharakeke Winiata, Margaret Hand, Keelan Ransfield, Kelly Macdonald-Beckett, Jessy Tamihana, Liz Harland, Nichola Awatere, Amelia Waaka, Laura Costello, Julia Cowley, Tracey Morgan, and Whaea Nola Tanner – who gave evidence on the health inequalities.

United Nations Permanent Indigenous Forum

Te Poari is incredibly proud of the work that continues with the United Nations Permanent Forum for Indigenous issues as the perpetual issues of inequities within Māori nursing workforce and Māori and Iwi Providers are not fair nor just.

Te Poari continues to advocate for health and well-being of all our people and have been contributors to proposed Government policies and submissions and have presented both oral submissions and media responses.

Contributions were made to:

United Nations Indigenous Forum Intervention 2018

- End of Life Choice Bill oral submission
- Electoral (entrenchment of Māori Seats) Amendment Bill
- Feedback to MoH on National SUDI Prevention Programme Assessment and Care Planning Guidelines

“Me haere tahi tātou mō te hauora me te oranga o ngā iwi katoa o Aotearoa

Let us journey together for the health and wellbeing of the people of Aotearoa”

Rev Leo Te Kira, 15 December 2005.

- Briefing to Minister Jackson on pay parity issues for Māori and Iwi provider workers
- Family Violence Bill
- Family Justice reforms
- Child Poverty Reduction Bill
- Health (National Cervical Screening Programme) Amendment Bill
- Trans-Pacific Partnership Agreement (CPTPP) Amendment Bill
- Minister for Crown Māori Relations on Crown Māori Relations Portfolio
- Treasury living standards Dashboard
- Coroners Access to Body of Dead person Amendment Bill
- Stats NZ Well-being Indicators Aotearoa New Zealand
- CTU response to the Mental Health Inquiry
- Letter to Māori Affairs Select Committee supporting an inquiry into Māori health system review.

Kerri Nuku

Kaiwhakahaere o te Rūnanga o Aotearoa
Tōpūtanga Tapuhi Kaitiaki o Aotearoa

Membership Committee Report

Kia ora koutou katoa!

New members were elected to the Membership Committee this year, and Joe Davies, Ben Peattie along with newer members made valuable contributions actively representing their regions. Joan Knight resigned as vice-chair, and she has been actively involved as leader of several working groups and projects during her tenure. She will continue as the representative for Top of the South. Andrea Reilly, Te Tai Poutini has since been appointed vice-chair.

We continued to improve communications with the Board of Directors (BOD) to support and ensure the members' voices are heard. We met three times a year and provided an environmental report from our regions and groups to support our strategic plan. This reflects the views and interests of our diverse membership and provides the link to local and sector issues.

Highlights include:

- Last year's MECA negotiations and communication consumed much of members and staff time. Considerable feedback was received from the regions and the current review provides an opportunity to reflect and learn.
- Concerns were reported of impact of safe staffing, health and safety, and the provision of excellent patient care on CCDM processes. As a tool, Trendcare can assist but mental health, the prison sector, age care, and the PHC sector, are all experiencing high workload pressures.
- Workplace violence, and the increased effect of violence within our communities adds to the complexities we all face as we aspire to deliver the care that can make a difference. Progress was made with ongoing training, promoting positive workplaces, escalation pathways, patient track, and an increase in permanent staffing.

- Members from all our regions are actively involved in sector development of strategic and regional plans. Equitable health outcomes is firmly on the horizon but we are still to see a measurable impact on health outcomes. Continued influence is vital at Government and regional strategic levels to advocate and provide advice for submissions.
- NZNO can be proud of the growing student membership and their ability to articulate the developments in their sector. The ongoing development of nursing education programmes is critical to us all. Nurses new to the profession and continued professional development for our members, directly affects the provision of healthcare today and into the future. Nursing specialties with provision to upskill is an area of ongoing development and requires structural support and funding for more opportunities to meet demand.

Our ability to work in partnership as a bicultural organisation requires greater commitment, knowledge and understanding, as we continue to build professional relationships and embrace our different worldviews when making decisions. Getting this right will be key to our success.

The impact of *One member One vote* has great potential and it will take considerable advocacy and education through forums and networks to ensure its success. Information about our current work plan is available on our website.

It has been a significant year for our organisation and our nation, as citizens, friends, family, colleagues and health professionals, continue to be challenged. We must remain cognisant of our responsibilities to reflect and evolve while continuing to build resilience and make a positive contribution for all people in Aotearoa.

Nga mihi nui ki a koutou katoa.

Sandra Corbett

Membership Committee Chair

National Student Unit Report

With you from the beginning, strengthening your future

IMPROVED HEALTH OUTCOMES

NSU worked in partnership with NZNO staff to provide extensive input into the revision of the Social Media guidelines. This is integral to ensure not only a strong nursing workforce, but also an educated workforce that supports professional conduct on social media platforms.

SKILLED NURSES

NSU partnered with NZNO staff to provide input into the Strategy for Nursing and NZNOs submission on the Reform of Vocational Education. The partnership ensures that student voices are considered and noted. Tikanga Māori and the integration of te reo Māori needs to be an essential process in the NSU. Sharing the knowledge of Te Ao Māori (Māori world view) is instrumental to influence change and strengthen students to become culturally responsive now and into the future.

STRONG WORKFORCE

NSU committee continues to support the NZNO strategy with the formation of student lead working groups. In 2018 the working groups focused on the NZNO strategy for nursing, NZNO rules and remits, nursing and midwifery student services directory, as well as a presentation to the Nursing Heads of schools on a mentorship programme Tuakana/Teina. The 2019 working groups will focus on postgraduate education funding, NZNO rules and remits, NSU survey, and Kawa Whakaruruhau.

“ **Mā mua ka kite a muri.**
Those who led give sight to those who follow.

Mā muri ka ora a mua.
Those who follow give life to those who lead”

EFFECTIVE ORGANISATION

NSU remains committed to student issues, and to advocate and support members. NSU will continue to ensure that NZNO is a bicultural organisation that is committed to supporting a relationship of not only equality but more importantly, equity for its members.

NSU leadership continues to be guided by the voices of our membership when they advocate to make a change.

Tracy Black

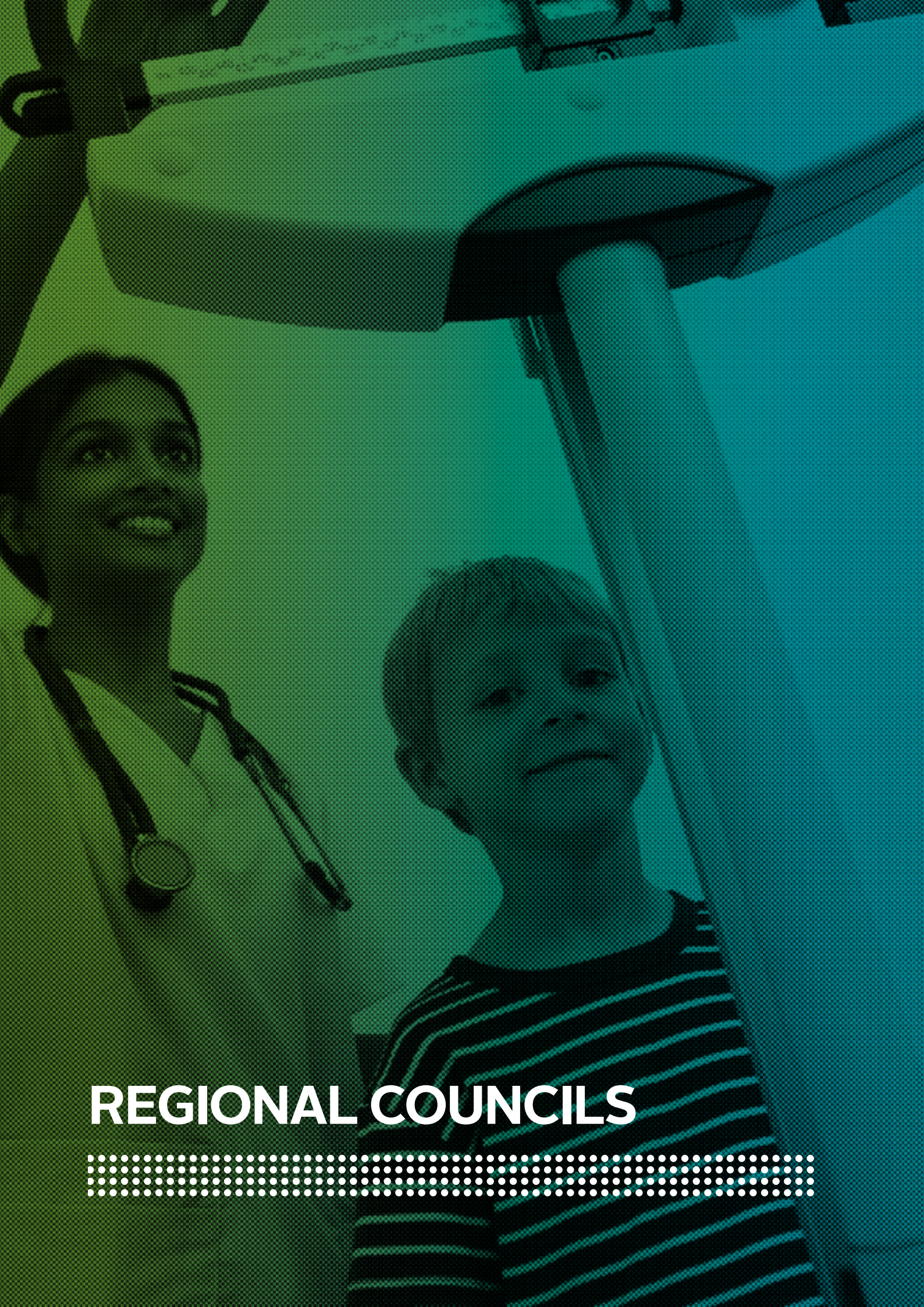
Te Rūnanga Tauira Chair

Tamarah Thomason-Tata

Te Rūnanga Tauira Vice-Chair

Dion Reid

National Student Representative Chair



REGIONAL COUNCILS



Regional Councils

Tai Tokerau

CHAIR: SACHA YOUNG

This year meetings were well attended with participation and support from different sectors and our five student delegates. There was strong student delegate attendance at the National AGM and Conference 2018.

In February the student delegates held an informative NZNO stall at the Whānau Day at NorthTec to welcome Unit 1 students. Talks with Unit 1 and 2 students continued throughout the year with increased NZNO exposure at NorthTec. Regional Council members attended the Whakawatea Ceremony at NorthTec and presented gifts to those who completed their Nursing degree.

Highlights include:

- 2018 Regional Convention was well attended and received positive feedback.
- May Convention will host a panel of NZNO leaders, alongside a line-up of interesting speakers and educational sessions in relation to 'Nurses a Voice to Lead-Health for All'.

- Response to Conference 2018 was positive, with many applications to attend.
- As in previous years, the Regional Council continues to sponsor the International Nurses Day posters which incorporated a few of these people to share their stories at Regional Convention which has been hugely inspirational.
- Our Professional Forums are well supported throughout the year by our NZNO community.

Te Tai Tokerau NZNO sectors remain proactive with full support of the recent launch of the Aged Care campaign *In Safe Hands*; the newly incorporated *One Member One Vote*; Te Rūnanga work with the Waitangi Tribunal; and the wage negotiations and pay equity settlements occurring across the sectors.

Greater Auckland Region

CHAIR: ESTHER LINKLATER

Highlights include:

- appointed Vice Chair, Sela Ikavuka
- reaffirmed Management Committee
- events were calendared for the upcoming year
- regional convention was attended by over 100 attendees
- planned and ran Internationally Qualified Health Workers Conference
- presented three regional awards at Christmas dinner
- Margaret Milligan and Jan Smith continue to be on the National Council of Women
- a busy year with the DHB MECA
- level 1 delegates training days attended by the Chair
- planning midwinter Christmas Hampers for IND celebrations, to the most deserving workplace in North, South, East and West Auckland. Hampers were presented at our Regional Convention in May.

Midlands

CHAIR: DIANE DIXON

Achievements include:

- Marianne Lock stood down as Chair, and Diane Dixon was appointed. Leonie Metcalfe appointed Vice Chairperson; Tracey Morgan replaced Hinemotu Douglas on Management Committee to represent Te Rūnanga.
- Leonie Metcalfe was accepted onto the Membership Committee.
- Delegation of Regional Council members attended AGM/Conference in Wellington and provided positive feedback to Regional Council.
- Promotion of Regional Council to encourage new council members was a priority this year to assist succession planning.
- A number of groups and individuals were recognised with gift vouchers for their exceptional delegate work during the year. There is a small fund for organisers to reward/highlight contributions made by delegates.
- Three e-newsletters were produced this year which covered a wide range of relevant topics and events that happened in the area. Contributions from others are included.
- Two students received education grants of \$200 each this year to assist with books, travel etc. Nurses need to meet the criteria and apply for these grants.
- Hosted five professional forums, with approximately 40 people attending each forum. The locations vary each year to provide coverage for regional nurses education and for patient care.
- There was approximately six percent increase in membership growth to March 2019.
- Presented candles / kite to new Wintec RN graduates at March 2019 graduation ceremony. These candles have a Florence Nightingale quote as a symbol of welcome from NZNO.

Bay of Plenty/Tairāwhiti

CHAIR: NICKI TWIGGE

Highlights include:

- Continue to have active delegates involved to improve conditions for patients and nursing staff: JAG (Joint Action Group) in partnership with the DHB management, two Regional Council delegates on the Focus group looking at Rostering; Bi Partite (which includes all other DHB unions and the DHB management); discretionary sick leave panel. On the industrial side, Regional Council delegates actively involved in: support 2017-2018 DHB MECA, plan and run MECA meetings; MECA negotiations, both in DHB MECA and Hospice. Supported DHB nurses during the strike.
- Regional Council supported nursing education by distributing study grants to successful applicants; forums and engagement with the professional nurse adviser.
- Encouraged membership to read and respond to submissions.
- Some of our Regional Council members were or are currently on NZNO National Committees: included BOD, Membership committee, National DHB MECA, Hospice MECA, National student Unit, and the Tumu Whakarae position.
- Some Regional Council Te R delegates gave evidence to the Crown at the Waitangi Tribunal hearing, October 2018, over health inequities for Māori.
- Strong attendance at Regional Council from students, who were supported to have a voice; encouraged and supported students who planned some of our Regional Council meetings in the school environment in Rotorua and Whakatāne.
- Supported new graduates with attendance at graduation ceremonies and presented graduates with calculators purchased by Regional Council.
- Regional Council members continue to present talks to new graduates and nursing employees in the DHBs about NZNO; shift work, MECA, sick leave, rosters.
- Provided a line-up of interesting speakers at the 2018 BOP/Tairāwhiti/Midlands Regional Convention held at Eagle Ridge, Tauranga in May.
- Held a facilitated team building meeting with presentations on behaviour traits, building trust and respect, listening, and communication.
- Regional Council members continued the tradition to attend and present a wreath on ANZAC day on behalf of Bay of Plenty nurses, in Tauranga, Gisborne and Whakatāne.

Te Matau a Māui

CO-CHAIRS: SANDRA CORBETT AND LIZ BANKS

This year we had co-Chairs of Sandra Corbett, Central Hawke's Bay and Liz Banks, Hastings to strengthen partnerships between Te Poari and lighten the workload of a single Chairperson.

Good attendance at Regional Council meetings, with membership steady at nine members – although it currently stands at 12. Meetings held bimonthly with monthly communication meetings with Co-Chairs.

Continued to have several of our Regional Council Members on NZNO National Committees: Kerri Nuku (NZNO Kaiwhakahaere); Sandra Corbett (Chair, Membership Committee); Tina Konia (Te Rūnanga/Te Poari); Tiara Williams (Te Rūnanga/Te Poari); Dion Reid (Co-Chair of National Student Unit); Tarryn Worsley (HBDHB Delegate Convenor).

Highlights include:

- Hosted a technology forum in June with over 50 people in attendance. Ann-Marie Cavanagh the Chief Technology and Digital Services Officer for the Ministry of Health and Anne Speden, Chief information Officer at HBDHB provided insight into the implications of digital health care now and for the future.
- Good attendance at the 2018 Convention held in Napier. Ngaira Harker, Nurse Director Māori Health and Shannon Bradshaw, Māori Midwifery Consultant both from HBDHB, discussed their work regarding strategies for increasing Māori workforce and cultural understanding among staff, and to ensure that the Māori voice is heard.
- Christmas newsletter (Christmas message, updates and invite to Regional Council meetings) to DHB and all members outside of DHB.
- Facebook page set up to strengthen online communications with members.
- Honorary Membership submitted and approved for Cath Hellyer who has been an active NZNO member for over 50 years.

Central

CHAIR: TRISHA HURLEY

This was a challenging year with DHB MECA negotiations, and many were heavily involved working with DHB managements to provide life preserving services for our one day of National Strike.

Highlights include:

- International Nurses Day, with strong support of rallies held around our regions as well as supporting the NZNO campaign of *Hear our voices*
- Continue to meet bi-monthly at Whanganui Hospital on Saturday mornings. Welcomed new members and farewelled council members who left for Australia.
- Council members Karen Naylor and Andrew Cunningham on NZNO BOD, and Jenny Rae on the Membership Committee.
- Hosted successful Convention May 2018 with good representation from all the sectors.
- With very limited funds made available, Central Region Scholarship supported two applicants with grants towards their study.
- Strong demand for delegates across the region who wished to attend the AGM – we had a waiting list in the event of a delegate pulling out.
- Continued to attend and present gives at nursing graduate ceremonies in New Plymouth, Whanganui and Palmerston North.
- Actively responded to various consultation documents.

Greater Wellington

CHAIR: REREHAU BAKKER

Greater Wellington had a vast increase of delegates attending our bi-monthly meetings in Wellington. A contributing factor to the success and high attendance at these meetings is the positive partnership and participation of as we work alongside Te Rūnanga Te Upoko O Te Ika a Maui, Greater Wellington Region.

Activities include:

- A management committee was formed within Regional Council and proved successful in the support of our new chair, and working in collaboration with NZNO. Provided a strong workforce within Regional Council by strengthening the nursing workforce with planning, sustainability and leadership.
- Many of our delegates attended the NZNO AGM and 2018 conference where we heard and were inspired by some fantastic, heart felt speakers. Some of the speakers were skilled nurses who contributed to and advocated for the development of nursing education programmes with on-going professional development of members.
- Active members participated in the pay equity and safer-staffing strike throughout the Greater Wellington region and Parliament grounds. Promoting excellence in patient care and improved health outcomes has always been the motivation behind these strikes.
- Annual planning day was held in December at our final meeting for the year. Our Regional Council has been very proactive and involved to determine what direction the Regional Council should take in next year. This planning ensures the effectiveness of and provides evidence that NZNO is a healthy and sustainable organisation.
- The participation of our active and lively student nurses was greatly appreciated especially with promotion of NZNO, delegate training and inviting new membership with Whitireia Polytechnic's orientation days.
- Regional Council has also built a positive working relationship with Te Rūnanga O Te Upoko O Te Ika a Maui, consistent with our support in the preparation of their regional wānanga.
- Our NZNO administrator continues to hold bookings for our Sounds Cottage in the South Island that Regional Council holds stewardship over.

Top of the South

CHAIR: JOAN KNIGHT

Operational plans linked aims together to deliver the greatest effect for our membership. We prioritised member education forums to connect directly with members across the region. Membership numbers within the region remain stable with an expected drop in students between December and February. There was a reduction in diversity and number of group representation on council particularly over the latter half of the year.

Highlights include:

- *Nurses a Voice to Lead – Health is a Human Right* was the theme for three events:
 - **International Nurses Day Forum:** Local nursing presenters spoke in relation to their areas of healthcare delivery including aged care, hospice, and public settings at Blenheim PHO Hub.
 - **Regional Convention:** A panel of seven speakers presented on the reality in the Top of the South, and the ability to deliver health services in public and private settings from a South Island-wide, regional, and community perspective. Also highlighted were the new Structural Diagram and changes to AGM remit voting.
 - **Annual Dinner Forum:** Local speakers, recipients of educational funding, were joined by the Kaiwhakahaere Kerri Nuku and President Grant Brookes. Attendees appreciated the opportunity for interaction with our leaders.
- NZNO 101: Four forums highlighting Structural Diagram, AGM Voting changes, member participation, and services available within the organisation.
- Professional forums: *Alcohol Use Magnifying out – broader perspective of alcohol's impact on society* and *Professional Supervision – an important way for nurses to care for themselves* with local nursing presenters.
- Support for PNA forums at Nelson and Wairau.
- Three newsletters informed members from a regional and national perspective.
- Decreased income led to a reduction in available education funds, however less completed applications means a surplus going forward.
- Regular agenda slot at DHB Workplace Committee meetings.
- Catering support for DHB MECA strike action.

Canterbury

CHAIR: CHERYL HANHAM

This year Canterbury Regional Council worked with Ruth Te Rangi, Te Rūnanga chair Otautahi and met bi-monthly with 16-25 delegates from across the health arena and out of town in attendance. Canterbury Regional Council Management team met alternately from Canterbury Regional Council to ensure correspondence, financials and education funds are discussed. A planning meeting was held in the Christchurch office to set out the budget and yearly plan.

Highlights include:

- Brought back a tradition of guest speakers from various health professionals at the start of our meetings. A Registered Nurse attended the last meeting, who champions Advanced Care Planning in Canterbury.
- Delegates attend membership committee, national delegates committee, National Council of Women, on Board of Directors, National Student Unit vice chair and Te Poari. This dedication has ensured Otautahi is well represented and able to share information with our members.
- This year we changed our newsletter to members to email format and thanks go to the Christchurch administration team for ensuring distribution.

- Canterbury Regional Council also acknowledges Andy Lea for his commitment to the Canterbury Regional Council over the years.
- Ran another successful convention, celebrated International nurses day with the wreath laying at the earthquake memorial wall and later a movie celebrating health/woman.
- We said farewell to long-standing delegate and Enrolled nurse Deborah Urquhart as she retires.
- The recent terrorist event in Christchurch demonstrated what an amazing team of nurses we have in Canterbury and the wonderful community as we all stand together.

The support shown from nursing colleagues in New Zealand and around the world has been overwhelming and definitely lifts one's spirit at such a difficult time. To receive emails from NZNO co-leaders from international nursing groups showed much compassion and made us all grateful for and appreciate what an international profession we are a part of.

Southern

CHAIR: BARBARA FINDLAY

Highlights include:

- Held a successful Southern Regional Convention in Dunedin April 2018 which was well attended by delegates and members from around the region.
- Celebrated International Nurses Day 11 May 2018 in workplaces around the region.
- Published quarterly newsletters that introduced and farewelled regional members, and reported on recent events, and advertised upcoming events.
- Welcomed Te Rūnanga representative Matewai Ririnui from Invercargill to Southern Regional Council.

- SRC delegation attended NZNO AGM/Conference in September 2018.
- Linda Smillie and Rosemary Brooke received awards in recognition of their services to NZNO.
- Held a Professional Issues Seminar 27 October 2018 which was well attended by delegates and members from around the region.
- Provided feedback on NZNO consultation and submission requests.
- Distributed funds from the Ngaio Fulton Trust to applicants.

Other Regional Councils

West Coast/Te Tai o Poutini



COLLEGES AND SECTIONS



Colleges and Sections

Pacific Nursing Section (PNS)

CHAIR: ESETA FINAU

Malo e lelei, Talofa lava, Kia Orana, Ni sa bula, Namaste, Taloha ni, Fakaalofa lahi atu, Kam na mauri, Halo olaketa, Kia ora and Greetings to you all!

Highlights and achievements include:

- Members participated in the International Qualified Nursing Conference March 2019.
- Niue Nurses Association hosted 2018 International Nurses Day, May 2018. This was a great networking opportunity.
- Mary Kata was appointed as Chief Nursing Officer, Cook Island.
- TNA of New Zealand hosted the 5th International Tongan Nurses Conference in Tonga 6–10 March 2019. Keynote Speaker was Kaiwhakahaere Kerri Nuku.
- Executive committee celebrated our PNA Margaret Cain at its February 2019 meeting for her years of service and support. Margaret has moved a new position.

- PNS Symposium *Cultural Health is a Human Right* and AGM were held in November 2018 at MIT Pasifika Community Centre. Symposium Guest Speaker was Janet Bidois Chief Legal Advisor, Human Rights, and Tuilama Lina-Jodi Samu, Pacific Advisor Human Right.
- SPNF Conference hosted by Cook Island Nurses in October was a great network opportunity.
- Acknowledge the ongoing support from Pasifika Medical Association (PMA) Board and CEO Debbie Sorensen and Malo áupito Margaret Cain, Professional Nurse Advisor

A focus for next year will be the registration process for overseas registered nurses, section funding activities, and establish support networks for Pacific students within the schools of nursing.

Aotearoa College of Diabetes Nurses (ACDN)

CHAIR: TRICHA BALL

ACDN continues to support consistent diabetes nursing for people in New Zealand. In response to membership reviews and comments a more accessible accreditation process will be implemented for the October round of applications. The details of the process will be presented at the 2019 AGM.

Highlights include:

- Congratulations to the 23 nurses who achieved accreditation in 2018.
- National Committee sought feedback from Central North Island primary health care nurses to help reduce isolation for the 430 members who work in isolated areas.
- Feedback was incorporated in the regional workshop in Rotorua, November 2018.
- Further regional meetings in other areas may be offered in the future as resources allow.

Cancer Nurses College (CNC)

CHAIR: KIRSTIN WAGTEVELD (UNAH)I

The chairperson, secretary and vice secretary all completed their terms and two committee members were appointed, with a third to be seconded.

The commitment from the outgoing committee of Joseph Mundava, Judy Warren and Moira Gillespie, is acknowledged.

CNC met with WorkSafe NZ in February to discuss the outdated Guidelines for the Safe Handling of Cytotoxic Drugs and Related Waste. These were first produced by the then Department of Labour in 1997 and have not been updated since. This is an important document for cancer nursing as it directly impacts on safety at work. WorkSafe NZ has agreed to form a working group to update the guidelines, and CNC will work closely with them.

Work was completed on the guidelines for *Closed System Transfer Devices in Chemotherapy 2017* which has been endorsed by the Medical Oncology Working Group. CNC will lobby PHARMAC to ensure we are included in consultation as part of their DHB hospital medical devices procurement initiative. Closed System Transfer Devices are infusion devices designed to protect nurses from exposure to hazardous substances.

Other highlights include:

- Now have in excess of 600 members and continue to work on strategies to grow the membership.
- Communicate directly with members via our Cancernet quarterly newsletter, Facebook, website, and by email regarding committee activities.
- Members receive a monthly update on topics relevant to cancer nursing in New Zealand through the snippets newsletter.
- CNC continues to support cancer nurses to take part in professional development opportunities.
- A contract with Roche helps fund educational grants (\$10,000) and sets aside additional funds each year for the purposes of grants.
- CNC awarded a record 30 grants, totalling \$18,521 in 2018.
- Hosted the International Conference in Cancer Nursing (ICCN) in Auckland in September. This is a well-respected event within the global cancer nursing community and 16 cancer nurses participated.

- Feedback from the organising committee suggested that this was one of the best attended and most successful conferences in recent years.
- CNC has been in discussion with PHARMAC regarding educational opportunities, and they have agreed to run a Cancer Nursing Study Day as part of their seminar series.
- CNC BGM/conference will be held in conjunction with the New Zealand Society of Oncology conference this year in Wellington 25–26 October. There will be combined sessions, with breakaway nursing sessions and teaching opportunities.
- The Knowledge and Skills Framework for cancer nursing in New Zealand was audited in 2018 and is subsequently undergoing review by a number of committee members.
- CNC will provide input into the health policy that impact on Cancer Care and Cancer Nursing.
- The National Standards for Antineoplastic Drug Administration are under review with a process to be finalised. This is a pivotal document for cancer nursing in New Zealand.
- Representatives from the Ministry of Health are regularly invited to committee meetings to discuss CNC concerns.
- CNC has ongoing representation on national groups including the Medical Oncology Working Group, the Radiation Oncology Working Group, the Haematology Working Group.
- CNC members participated in working groups on Closed System Transfer Device, the Safe Handling of Monoclonal Antibodies and National Survivorship Project amongst others.
- CNC made written submissions on topics relevant to our professional interests.
- CNC has a Memorandum of Understanding with the Cancer Nurses Society Australia (CNSA).

College of Air and Surface Transport Nurses (COASTN)

CHAIR: TONI JOHNSTON

The focus this year has been the formation of a working party to establish national standards of practice of transport nurses across New Zealand. The working party alleviates the need for individual service having their own, and consists of representation of most areas across New Zealand, with the exclusion of a private operator. National and international services were canvassed for their current entry criteria for flight/transport teams, along with yearly practice maintenance requirements. This was in an effort to formulate standards that would be achievable, acceptable and applicable to all services. This project will be ongoing for at least the next 18 months.

Ministry of Health (MoH) continues with its Air Ambulance review. Phase II is focused on the inter-hospital transfer (IHT) section of the industry, and several COASTN members have participated in the national meetings in Wellington. This process remains a work in progress with a more focused/smaller group set up to continue discussions between individual services (both DHB and private operators) and MoH. It is hoped that this will result in a more structured and integrated service with the pre-hospital aspects of the Air Ambulance service.

Two committee members are part of the MBIE committee, formed to rewrite NZS8156, previously known as the national ambulance standard. Part of this undertaking proved particularly contentious within the medical fraternity, who struggled to reach agreement over which college would be responsible for accrediting/credentialing medical staff involved in PHRM (pre hospital and retrieval medicine). After many rewrites section 9 of the standard (pertaining to PHRM and IHT personnel specifications) was changed to be less prescriptive until college consensus is achieved. This was the first review of this standard for 10 years so commitment was sought that it be reviewed again within two-to-three years.

In an endeavour to grow membership and network with members more often, the yearly COASTN symposium held by the Waikato Flight team in November 2018, will be followed by the 2019 event. This will be hosted by the Southern Critical Care (Dunedin ICU) team in Dunedin in November. The committee continues to support these endeavours and strives to increase the profile of the flight/transport specialty as a career option across nursing in New Zealand.

College of Critical Care Nurses (CCCN)

CHAIR: STEVE KIRBY

Achievements include:

- Regional/rural education days for CCCN members were delivered successfully in Whangārei March 2019. Discussion for the day addresses the deteriorating patient and physiology to help in the assessment of these patients.
- Completion of the position statement from the CCCN on education standards for critical care nurses. This is supported by the updated version of the education standards for the critical care nurse.
- ANZICs conference in Auckland in April 2018 had the highest attendance yet with the focus on the paediatric patient.

- Dr Alison Pirret is our representative on the EAG of the deteriorating patient. Leah Hackney represents the college on the ANZICs health quality and safety committee.
- CCCN has a representative on the World Federation of Critical Care Nurses, with well-established links with the World Federation of Paediatric Intensive and Critical Care Societies, Australian College of Critical Care Nurses and the International Critical Care Nurses Organisation.
- Three editions of our newsletter Critical Comment were distributed to our members during the year which delivered content to inform and keep our members abreast of information and education opportunities.

College of Emergency Nurses New Zealand (CENNZ)

CHAIR: JO KING

The College of Emergency Nurses New Zealand (CENNZ) has worked to operationalise its strategic vision of being the leading authority for emergency nursing in New Zealand. Key activities included to increase submission contributions, engage with key stakeholders and external agencies and strengthen national emergency nursing networks.

Improved Health Outcomes

- Conducted a review and update of the CENNZ National Mental Health Triage Tool to ensure best-practice. This is now embedded in New Zealand emergency departments.
- Active to provide representation at a national level on issues that impact on health outcomes and emergency nursing. This included submissions on:
 - Major Trauma Destination Policy
 - Regulation of Paramedics
 - SNOMED data set
 - Social Media Guidelines (NZNO)
 - National Health Index (NHI) system
 - NP Education and Evaluation Strategy
 - Living Standards Dashboard (Treasury)
 - Position Statement Violence and Aggression (NZNO)
 - Stroke Clot Retrieval Pathway.

Skilled Nurses

- Provision of the National Triage Course remains the core business of CENNZ.
- Allocated funding for post-graduate study, education, course and conferences.
- Continue to support the delivery of the international trauma course (TNCC) and emergency paediatric course (ENPC).

Strong Workforce

- The 27th CENNZ Emergency Nurses National Conference and AGM was held in Napier in September 2018, with the theme *Connected: strong connections, giant gains*.
- A CENNZ remit to develop an Emergency Nurse Leadership Grant for education and training was adopted at the 2018 AGM. CENNZ will work to establish this.
- Supported CENNZ national networks of Advanced Emergency Nurses (AENN), Clinical Nurse Managers (CNMN) and Nurse Practitioners (NPN). This enabled collaboration on clinical, professional and leadership issues.
- CENNZ worked to establish its social media platforms, Twitter and Facebook, to increase member engagement and communication.
- CENNZ Emergency Nurse Journal transitioned to an electronic format to positive feedback.

Effective Organisation

- Developed and implemented of a National Triage Instructor Handbook.
- Recruited triage instructors.
- Engaged with NZNO to advocate for the urgent prioritisation on work to address violence and aggression experienced by nurses in the workplace.
- Engaged with WorkSafe NZ to highlight concerns around the escalating incidents of violence and aggression in the workplace.
- Surveyed emergency nurses on their experiences of violence and aggression to aid the understanding of this issue and obtain data.
- Optimised media opportunities to speak on the challenges of workplace violence and aggression that is experienced by nurses.

Women's Health College

CHAIR: DENISE BRAID

The driver for the last few years has been to become a college. This year's ambitious focus was to finish projects and wait for results of written and oral submissions.

Highlights include:

- Legislation was passed to allow victims of family violence 10 days paid leave from work. This is a huge step to help people have some time to put things in place for themselves and their family without having to miss out on salary or wages, or use up annual leave.
- PHARMAC confirmed it will not fund Mirena for contraception. General Practitioners, Family Planning, Royal Australasian College of Obstetricians and Gynaecologists (RANZCOG), along with Women's Health College of NZNO, all put in submissions to request this funding. There is a petition from Orna McGinn, which asks the House of Representatives to urge PHARMAC to fully fund Mirena IUS for all women who request it. This closed on 30 May 2019.

- We await the outcome of the Law Commissions review on whether Abortion becomes a health issue and is removed from the Crimes Act 1961. A presentation by Ann Simmons provided an update.
- The *Standards for Nurse Colposcopist Training and Clinical Training Programme Recommendations*, are ready to be signed off at this AGM. We meet with Dr Gary Fentiman at the Ministry of Health last year to get National Cervical Screening Programmes and RANZCO's approval for the document. This was a huge project.
- This was a challenging year for the health industry with industrial action from nurses, midwives and junior doctors. NZNO and MERAS have settled and nurses and midwives will receive pay increases, with Pay Equity settlement in December.

We acknowledge the horrific terror attack in Christchurch on 15 March 2019. Our thoughts go to the Muslim community for their loss and to the nurses, doctors, police and ambulance staff who were first responders, caring for all those affected.

Mental Health Nurses Section (MHNS)

CHAIR: HELEN GARRICK

Improved Health Outcomes

- Wrote submission for and met with the panel for the Government Inquiry into Mental Health and Addiction.
- Consultations included family violence legislation, privacy and information sharing, school-based mental health services, draft National Code of Practice for Managing Fatigue and Shift Work in Hospital-Based Nursing.
- Provided media responses to mental health service deficits.

Skilled Nurses

- Meet with Nursing Council representatives and management to discuss the impact on clinical practice of the lack of mental health and addiction nursing theory and clinical practice in undergraduate nursing programmes.
- Meet with acting MoH Chief Nurse to discuss safety of mental health and addiction nurses and educational preparation of the mental health nursing workforce.
- Meet with PHARMAC representative regarding psychiatric medication availability and implications for service users.

- Planning for August 2019 MHNS Forum on the future of mental health and addiction nursing.

Strong Workforce

- Meet with HQSC and DHB mental health management representatives to discuss the implications of the Zero Seclusion initiative for mental health nurses.
- Chair participated in a joint working party (DoMHNS/Te Ao Maramatanga/MHNS of NZNO) to prepare a discussion paper on the future frameworks for mental health nursing in New Zealand.
- Provided multiple media responses to requests for information on violence and aggression towards nurses in mental health services.

Effective Organisation

- Undertook member survey to identify current mental health and addiction nursing concerns and prioritised topic areas for the Government Inquiry into Mental Health and Addiction.
- Mental health nursing newsletter continues to be well received by nurses.

Gerontology Section

CHAIR: BRIDGET RICHARDS

Highlights include:

- November conference in Hamilton addressed some of the subjects often not considered by those working with older adults. These include drug and alcohol dependency, sexuality and intimacy, as well as the usual topics of palliative care and long-term condition management.
- Provided real life examples of working conditions to the industrial side of NZNO to inform the aged care debate with Government and the Aged Care Providers.
- Delivered the monthly newsletter to our section members. The committee will continue to develop the knowledge and skills framework to provide easy point of access for members to upskill and undertake professional development.
- Started a piece of work to encourage experienced nurses to consider working in aged care. This is an opportunity to develop clinical skills in a more autonomous environment and work with the wider NZNO media and industrial teams to achieve this.
- Planning for conference on 4–5 May 2020 is underway. The working title is *Sex, drugs and light sabers: May the force – be there*.

Neonatal Nurses College Aotearoa (NNCA)

CHAIR: GINA BEECROFT

NNCA and NZNO will host the Council of International Neonatal Nurses (COINN) International Conference to be held in Auckland, May 2019. The theme is *Enriched Family-Enhanced Care, Whānau/Ko e Fakakolua 'o e Famili (Share the Care)*.

This is an unprecedented event in our college history and an invaluable and unparalleled opportunity to showcase and promote neonatal nursing on a global level. So this year energy and expenditure has primarily focused on conference preparation, and being in the most financially sound position possible to be able to support our memberships' attendance.

Highlights and activities include:

Improved Health Outcomes

- Consultation, representation and feedback is underway into the MoH Neonatal Review and National Neonatal Service Specification Review: Ongoing national issues of overcapacity, and overcrowding and outdated specification that no longer reflect current work practices.
- Delivery of the Neonatal P.O.I.N.T.S. of Care Neonatal Nurse Education Programme in Samoa.
- Recognition by Samoan Health Services for nurses who work in their NICU requires specialist knowledge and skills, to help optimise health outcomes. Invitation to assist.
- Delivered the programme that provides the foundational components of neonatal nursing care.

Skilled Nurses

- Over 400 delegates from over 20 different countries registered for 2019 COINN Conference Preparation.
- NNCA sponsored registration for delegate from every New Zealand NICU, plus over 20 other scholarships for conference attendance.
- Successful Symposium and AGM Hamilton Sept 2018. In lieu of conference, elected to hold a symposium due to commitments to COINN Conference.

Strong Workforce

- Hosted an extended and new forum as requested by membership, to support and develop these groups who are under increased and new challenges.
- Clinical and Management Forum and Neonatal Nurse Practitioner/CNSAP Forum will be held in Hamilton.

Effective Organisation

- Feedback provided on a number of submission giving neonatal nursing perspective.
- Maintenance and development of Newsletter and Facebook

NZNO Nurse Managers (NZ)

CHAIR: SARAH TWEEDALE

Highlights include:

- The stability of the Committee enabled us to work through and deliver on our planned goals for the year.
- Held two educational forums in Palmerston North and Whangārei due to a greater presence in the regional centres.
- Tailored conferences, electronic literature and resources as well as forums and workshops met the needs expressed by our membership.
- Planned and subsidised two mentoring and coaching workshops in May and June 2019.
- Allocated and received our full Educational grant funding for 2018/19.
- Launched a national mentoring and coaching network for our membership.
- Held Annual Conference in Napier in November 2018 with another scheduled in Auckland in November 2019. Topics and speakers will be in line with requests from our Membership surveys.
- Committee held our work and goals up against NZNO four pillars as our litmus test to ensure our direction is true and sustainable.

Improved Health Outcomes

There is no doubt that strong leaders with integrity are the backbone of every organisation and nursing is no exception. The NZNO Nurse Managers section mission is to support and develop leadership skills, to equip our nursing leaders to be the best and most effective possible, and in turn bring about the best possible outcomes for our patients. We provide resources and coaching to encompass the many facets of leadership, for example recruitment, supporting staff, managing a diverse workforce and growing a team.

Skilled Nurses

The NZNO Nurse Managers section is moving away from the Nurse Managers title and will embrace Nursing Leadership as its focus. We will be more inclusive and welcome our fellow nursing leaders; nurse specialists, nurse practitioners or any nurse who sees their role as one of leadership into our section.

Strong Workforce

Nursing leadership across our nation, in primary, secondary, rural, community, private and aged care, have many unique but also many common challenges when it comes to workforce planning and sustainability. This is frequently an 'on top' topic for our nursing leaders. The NZNO Nurse Manager section recognises this and will provide support in both main and regional centres. We provide literature, collegial networking and formal coaching and mentorship workshops. While this contributes a small amount of what is needed, the connections and resources are high quality and well received by our members.

Effective Organisation

To ensure sustainability, we use our resources wisely, and while financially healthy we re-invest back into our membership whatever we gain from conferences. Our focus is our membership, to provide them with what they need.

Stomal Therapy Section

CHAIR: LEANN THOM

The College of Stomal Therapy Nurses has continued to be a lead voice for Stoma Nurses across New Zealand. Much of our work has focused on succession planning within our field.

Highlights include:

- Held a two-day conference in October 2018 in Auckland, attended by over 100 delegates, with national and international speakers.
- Offered the Bernadette Hart Award to Nurses within the college. Members can apply for this award which is to be used in relation to Stomal Therapy nursing practice.
- Presentation at conference of the *Liberty Nurse Presenter Award* for the best nurse and a *Liberty Publishing Excellence Award* awarded for excellence in a published article in the *Outlet* magazine.
- *Outlet* magazine continues to be produced three times a year. It remains an educational resource sent out as a hard copy publication to our 197 members.

- Oral and written submissions to PHARMAC regarding the ostomy appliances contract resulted in Stoma Nurses still able to choose from a wide range of products to ensure optimal outcomes for our patients.
- Work continues to develop our knowledge and skills framework.

With the lack of Stomal Therapy qualifications in New Zealand there is a concern for the college that many nurses have been unable to undertake study in the field of Stomal Therapy. While it is possible to complete a distance qualification in Australia, the cost of this, now over \$14,000, has been unaffordable for many nurses. It has become increasingly difficult to gain funding for study from District Health boards which means that we have a lack of nurses doing their postgraduate study in Stomal Therapy. This is of particular concern as knowledgeable stoma nurses across the country are nearing retirement. With this in mind, in discussion with ARA Polytechnic, they have agreed to develop a New Zealand-based qualification, aimed to be available by 2020.

Gastroenterology Nurses College

CHAIR: KAREN CLARKE

Highlights include:

- The College actively seeks to support nurses into specialist practice and provides expert contacts for those who wish to progress their career in gastroenterology.
- Education funding is available to encourage growth of gastroenterology knowledge with grants increased to reflect increased costs.
- Continued support of the Gastroenterological Nurses College of Australia fundamentals of Endoscope Reprocessing workshops in Auckland, Wellington and Christchurch. Nurses, SSD, HCA, and technicians are encouraged to attend.
- The Annual Gastroenterology Charge Nurse Managers study was rebranded to Endoscopy Leaders and Managers Study Day to encourage a broader range of attendees – those who have management responsibilities but not the title of charge nurse.
- Held the annual combined conference in November with a full academic programme for both nurses and consultants. The conference funds international expert nurses in gastroenterology specialties to share knowledge and practice experience. The intent is to improve patient care and keep New Zealand up-to-date with best practice and new ideas from larger centres.
- This is an opportunity for nurses to present papers and posters which attract prizes and encourage quality improvement and academic writing activities.
- Carried out a varied communications plan that included the NZNO managed webpage, membership email list, college moderated Facebook group page to widen the information sharing, and the *Tube* quarterly journal which is now delivered electronically.
- Membership continues to increase as people become aware of the college.
- Gastroenterology Nurses College AGM held in November during conference to maximise attendance. Lorraine Ritchie resigned as NZNO PNA, Julie Anderson was appointed as PNA, with three new committee members voted in.

Nursing Research Section

CHAIR: DR JED MONTAYRE

Improved Health Outcomes

- Submitted a response to the 2018/19 Health Research Council consultation on New Zealand's health research priorities.
- As a National Research Section for nursing in New Zealand, our response aligns with the New Zealand Health Strategy that health research should be closer to people's interests and consider the social aspects of people's lives, and work towards outcomes that make an immediate difference to people's health and well-being.
- Contributed to the green paper proposed to the Ministry of Health on Hepatitis C Elimination National Action Plan 2030.

Skilled Nurses

- Facilitated a Research Forum in November 2018 in Dunedin where novice and experienced nurse researchers participated.

- The Forum facilitated presentation of research projects being undertaken by nurse researchers and was followed by discussions and research advice from experienced researchers.
- The Forum promoted skill development of new researchers and provided the opportunity to engage nurses in contemporary research dialogue.

Strong Workforce

- The Section has actively allocated an annual budget to the Research and Scholarship grants since 2018 with grants call open twice a year.
- These grants promote New Zealand nurse researchers' work and their research-related activities through conferences, publication, forums and similar research activities. The grants provide an opportunity for workforce development and visibility of nurse researchers.

Effective Organisation

- Membership has steadily increased since March 2018.

College of Respiratory Nurses

CHAIR: MARILYN DYER

Improved Health Outcomes

- Held a Respiratory Symposium in April 2018, to promote the importance of Respiratory health for the New Zealand population.
- Continued to publish *Airways* newsletter three times a year. This promotes respiratory health which contributes to Respiratory Nurses successes and innovations with in their workplaces.

Skilled Nurses

- Promoted and encouraged continued education on respiratory health via their website and newsletter.
- Active promotion for nurses to become members of the College, to receive all the latest news and research on respiratory health.
- Respiratory Symposium was held in 2018 with the focus on new innovations in respiratory health. The opening speaker was Dr Lance O'Sullivan who spoke about IMOKO, telehealth, particularly for rural areas.

Strong Workforce.

- Membership has increased steadily since members were able to belong to three colleges and sections. A concentrated effort was made to promote membership with positive results.
- Promoting strong membership ensures nurses receive the latest research, and data to assist in future planning.
- Encouraged Government to prioritise policies for better Respiratory Health for the New Zealand population.

Effective organisation.

- With NZNO support and encouragement, the College continues to be committed to work towards improved Respiratory Health throughout New Zealand.

Enrolled Nurse Section

CHAIR: ROBYN HEWLETT

Enrolled Nurse Section (ENS) continued to raise the profile of enrolled nursing in New Zealand and to advocate for our enrolled nurse membership and engage with stakeholders.

There has been an increase in advertising of Enrolled Nurse positions across New Zealand in most DHBs and in all our health settings, especially advertisements for new enrolled nurse graduates.

Highlights and achievements:

- 41st Annual Enrolled Nurse Section NZNO Conference *The Challenge of Change*, held in Hamilton May 2019, hosted by Midlands Regional Enrolled Nurse Section.
- Continued the connections with international nursing groups, the Registered Practical Nurses Association of Ontario.
- National committee has developed *Barriers for Enrolled Nurses* which is a living and working document.
- The Chairperson presented at the combined NZNO and Etu summit in March 2019 on *The Place of Enrolled Nurses in Aged Care*. ENS has put their support behind the *In safe hands* campaign and would like the staffing standards in aged care reviewed and mandatory. The enrolled nurse is not mentioned in the standards.
- Updated the ENZ pamphlet in 2018/19 which was launched at our 2019 Conference.
- Working on a strategic marketing plan with NZNO.
- ENS Pānui continues to develop and is now disseminated to MoH, Nursing Council New Zealand, Aged Care sector group NZNO, Directors of Nursing and Nurse Executive groups. Some stakeholders also contributed articles. This is an opportunity to showcase enrolled nursing in New Zealand and enrolled nurses are encouraged to submit profiles, share their stories and articles of interest. Positive feedback to the Pānui was received.
- Presented awards at six tertiary providers of the New Zealand Diploma in Enrolled Nursing programmes, with recognition given for enrolled nurse graduates who demonstrated leadership skills.

Perioperative Nurses College (PNC)

CHAIR: JOHANNA MCCAMISH

Highlights and achievements include:

- Perioperative Nurses College Strategic plan
 - developed the PNC strategic plan to align with NZNO's strategic plan
 - developed themes of membership sustainability and environmental concerns, cultural recognition, safe staffing and undergraduate and new graduate learning and teaching opportunities were all taken into consideration
 - document supports and highlights perioperative nursing
 - plan will include what activities we will consider that will meet the NZNO four pillars.
- The Dissector
 - committee support the publication of the Perioperative Speciality
 - issues published throughout the 2018/19 year reflect the perioperative specialty areas of practice from theatre nursing, post anaesthetic care nursing to medical imaging nursing
 - the journal continues to be internationally recognised.
- Professional Development Committee
 - committee works alongside the national committee to support practice within the perioperative environments promoting excellence in patient care
 - updating standards and providing advice supports nursing practice and the PNC.

Infection and Prevention Control Nurses College

CHAIR: CAROLYN CLISSOLD

Highlights and achievements include:

- Held Annual Conference in Lower Hutt which was attended by 120 IPC and budding IPC nurses.
- Contributed to the position statement with the Australasian Society of infectious Disease on Carbapenamase Resistance bacteria and the NZ Antimicrobial Resistance Action Plan.
- Contributed to national committees:
 - Health Antimicrobial Resistance Group – a MoH run committee that looks at controlling antimicrobial resistance in NZ
- ACC and HQSC committees on preventing hospital acquired infection
- procurement committees such as those on gloves and other personal protective equipment, and national standards such as the amendment to the Sterile reprocessing standard (AS/ NZ 4187), 2014. Continued to work at regional level to provide regional meetings and study days for members.
- Provided an online forum where members can ask questions and get responses from other members.

College of Child and Youth Nurses (CCYN)

CHAIR: OLIVIA SANDERS

Improved Health Outcomes

- Reviewed the way the College deals with submissions and consultations.
- A committee member has been assigned to this task with a goal set to complete two submissions a year.
- Newsletter commenced in October 2018.
- Plan is in place to support *Strategy for Nursing* action points. These are addressed through our work plan for the year

Skilled Nurses

- Commenced revision of knowledge and skills framework.
- Symposium held in November 2018 in Auckland.
- Planning commenced for symposium 2019.
- Worked with Marilyn Head regarding secondary school nurses.

Strong Workforce

- Scholarship given to two students to attend the symposium.
- Granted scholarship for a CCYN member to attend a conference.
- Planning underway for CCYN membership survey.

- Discussions commenced for students to be associate members of CCYN.
- Continued to have discussions with key stakeholders in the revision of the Child Health Knowledge and Skills Framework.

Effective Organisation

- Committee roles discussed and confirmed for 2019.
- Committee is clinically and geographically diverse to ensure that we have a wide representation of child health nurses.
- Won the 'presentation' at the Colleges and Section day 2018.
- Completed review of the journal and associated Section levy.
- Decision made that neither of remained viable and contributed to the significant reduction in College members.
- As a member-focused college, the levy was dropped as it was impacting on our membership numbers.
- Journal will be discontinued, but SNIPS and the newly revised newsletter will be our focus for the coming year.
- Symposium was based on feedback from CCYN members.

Other NZNO Colleges

College of Primary Healthcare Nurses



GOVERNANCE



Governance

Board Members

Leadership elections were held in 2018 following which Grant Brookes was elected as President, Cheryl Hanham as Vice President, Kerri Nuku as Kaiwhakahaere and Titihuia Pakeho as Tumu whakarae. The outcome of the leadership election took effect at the AGM. A Board by-election was held in July 2018 following Cheryl Hanham's election as Vice President. This created a vacancy on the Board. Andrew Cunningham was elected as a Board member which took effect in December 2018. In December 2018 Monina Hernandez resigned from the Board. This created a vacancy on the Board which remained unfilled to 31 March 2019.

- Grant Brookes – President
- Kerri Nuku – Kaiwhakahaere
- Rosemary Minto – Vice President to September 2018
- Cheryl Hanham – Vice President from September 2018
- Titihuia Pakeho – Tumu Whakarae
- Juliet Manning
- Cheryl Hammond
- Cheryl Hanham to September 2018
- Eseta Finau
- Maria Armstrong
- Karen Naylor
- Monina Hernandez – to December 2018
- Andrew Cunningham – from December 2018

Board Committees

AUDIT & RISK COMMITTEE

Cheryl Hammond, Juliet Manning, Cheryl Hanham, Maria Armstrong, Monina Hernandez*, Karen Naylor (from December 2018), Kerri Nuku (ex officio), Grant Brookes (ex officio).

* to December 2018

GOVERNANCE COMMITTEE

Juliet Manning, Cheryl Hanham, Sandra Corbett, Shannon Lake, Grant Brookes, Kerri Nuku

CHIEF EXECUTIVE'S EMPLOYMENT COMMITTEE

Rosemary Minto*, Cheryl Hanham (from September 2018), Eseta Finau, Titihuia Pakeho, Maria Armstrong.

* to September 2018

BOARD COMMITTEES AND THEIR ROLES

The NZNO Constitution requires the establishment of the Membership Committee and Te Poari o Te Rūnanga o Aotearoa. The Constitution gives the Board the power to establish other committees of the Board for a particular purpose. The Board has established an Audit and Risk Committee, a Governance Committee and a Chief Executive Employment Committee.

Te Poari o Te Rūnanga o Aotearoa (Te Poari)

The functions of Te Poari are to support the Board by working in partnership to achieve the NZNO strategic aims in giving effect to te Tiriti o Waitangi and by working with the Board to give full recognition of the Memorandum of Understanding of July 2000 between

Te Rūnanga o Aotearoa and the NZNO. The aim of Te Poari's advice must be to ensure that NZNO processes reflect and uphold Tikanga Māori, and articulate Te Rūnanga regional issues.

Membership Committee

The functions of the Membership Committee are to support the Board by working in partnership to achieve the NZNO strategic aims in giving effect to the te Tiriti

o Waitangi. The aim of the Membership Committee's advice is to ensure that the needs of the membership are canvassed and known, and articulated to the Board.

Audit and Risk Committee

The Audit and Risk Committee has been established for the purpose of providing advice and recommendations assisting the Board in discharging its responsibilities with respect to overseeing all aspects of financial and non-financial reporting, control and audit functions and organisational risk. The Board has delegated to the Audit

and Risk Committee the function of providing advice and recommendation to the Board to assist in the proper auditing of its financial affairs, liaison with the external auditors, the annual accounts, financial scrutiny, insurance contracts, debt funding and risk management.

Governance Committee

The purpose of the Governance Committee is to assist the NZNO Board to improve its effectiveness and continuing development. This includes activity such as recommending to the Board any policies and processes designed to provide for effective and efficient governance, including but not limited to recommendations for:

- Evaluation and professional development of the Board and individual Board members

- Evaluation and professional development of the President and Kaiwhakahaere
- Recommending to the Board plans for Board member education, including new member orientation
- Overseeing the Board's self-assessment and improvement process every one or two years
- Recommending, via the Board, to the NZNO membership the competencies and attributes the Board is seeking ahead of Board nominations/elections

Chief Executive Employment Committee

The Chief Executive Employment Committee has been established for the purpose of providing advice and recommendations assisting the Board in discharging its employment responsibilities in respect to the Chief Executive and on general remuneration issues. The Board has delegated to the Chief Executive Employment Committee the functions of providing

advice and recommendations to assist the Board in making decisions on all employment issues relating to the Chief Executive and on general remuneration issues. The Convenor shall call a meeting of the Committee if requested by the Board or at the request of the Chief Executive.

Being a good employer

NZNO adheres to good employer requirements, and actively maintains and implements programmes and policies to promote equity, fairness and a safe and

healthy working environment. NZNO has systems and processes to retain its status as an accredited Living Wage Employer.

Workforce profile

INVESTMENT IN STAFF

NZNO believes in investing in employee professional development as part of our efforts to ensure that we have an effective organisation.

At NZNO we have approximately 134 employees and over the last financial year NZNO has invested **\$80,206** in employee development which can be broken down as follows:

- Staff Professional Development Fund (PDF) \$35,397
- Staff personal development/training outside of PDF \$35,189
- Professional memberships \$9,620.

The return on this investment in professional development is more effective and better trained employees, a more loyal workforce leading to less turnover and higher staff engagement.

EQUAL PAY

Statement on Equal Pay (comparison of salary costs by gender for the same roles).

Using the Statistics NZ methodology for the pay equity measure and the hourly rates for NZNO identifying the median, the gender pay gap is zero as both males and females' median are \$45.10 per hour pay rates.

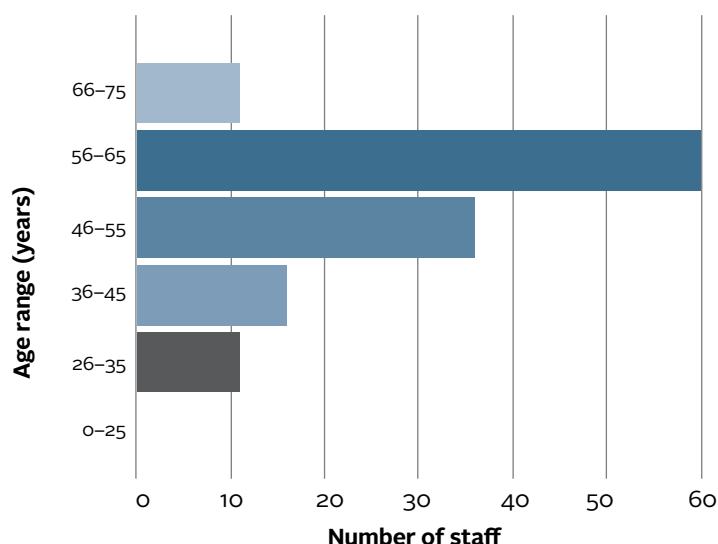
The NZNO staff male/female gender split is:



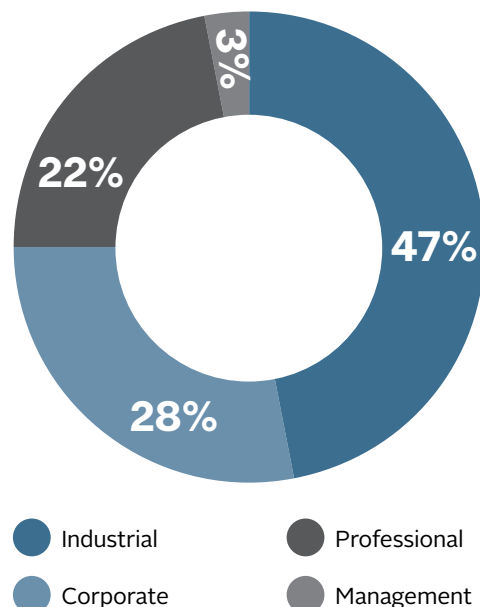
Males and females' median paid \$45.10 per hour



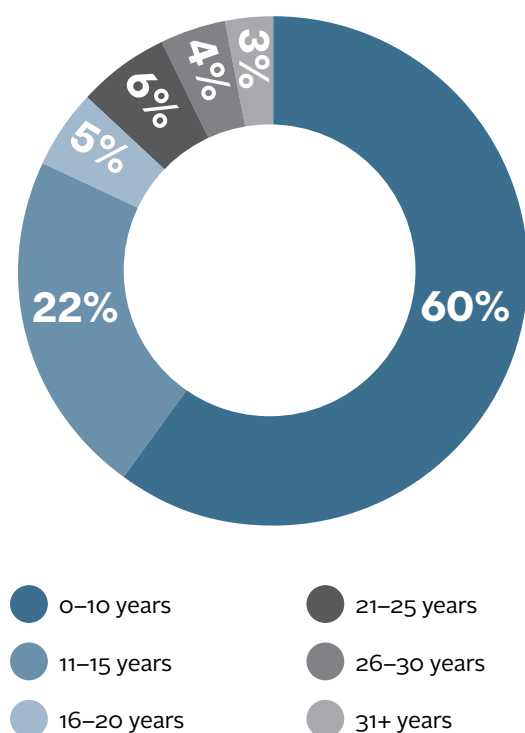
The age profile of all staff who have provided information (including permanent and casual staff):



The NZNO staff is made up of:



NZNO enjoys a relatively stable staff complement with 40% of staff employed for longer than ten years:



During the year, the number of employees who received remuneration and other benefits in their capacity as employees of NZNO, the value of which was or exceeded \$50,000 was as follows:

Remuneration Ranges	2018/19	2017/18
\$50,000 to \$59,999	11	12
\$60,000 to \$69,999	26	20
\$70,000 to \$79,999	16	11
\$80,000 to \$89,999	18	24
\$90,000 to \$99,999	27	19
\$100,000 to \$109,999	9	14
\$110,000 to \$119,999	17	11
\$120,000 to \$129,999	1	3
\$130,000 to \$139,999	1	3
\$140,000 to \$149,999	0	0
\$150,000 to \$159,999	1	4
\$160,000 to \$169,999	2	0
\$170,000 to \$179,999	0	0
\$180,000 to \$189,999	0	0
\$190,000 to \$199,999	0	0
\$200,000 to \$209,999	0	0
\$210,000 to \$219,999	1	0
\$220,000 to \$229,999	0	1
Total	130	122

NZNO Directory

Board Members

Grant Brookes

President

Cheryl Hanham

Vice President

(from September 2018)

Kerri Nuku

Kaiwhakahaere

Titihuia Pakeho

Tumu whakarae

Juliet Manning

Cheryl Hammond

Eseta Finau
Maria Armstrong
Karen Naylor
Andrew Cunningham

(from December 2018)

Rosemary Minto

Vice President

(until September 2018)

Monina Hernandez

(until December 2018)

Management Team

Memo Musa

Chief Executive

Cee Payne

Industrial Services

Manager

David Woltman

Manager Corporate

Services

Mairi Lucas

Manager Nursing and

Professional Services

(from January 2019)

Glenda Alexander

Associate Industrial

Services Manager

Hilary Graham-Smith

Associate Professional

Services Manager

Gerard Stack

Senior Advisor,

Human Resources

(resigned January 2019)

National Office

Physical Address

Crowe Horwath House
Level 3, 57 Willis Street,
Wellington 6011

Postal address

PO Box 2128
Wellington 6140

Auditor

Deloitte

Wellington

Bankers

ANZ

Wellington



FINANCIALS





Independent Auditor's Report

To the Members of New Zealand Nurses Organisation Incorporated

Opinion

We have audited the financial statements of New Zealand Nurses Organisation Incorporated (the 'Organisation'), which comprise the statement of financial position as at 31 March 2019, and the statement of comprehensive revenue and expense, statement of changes in members funds and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements, on pages 62 to 76, present fairly, in all material respects, the financial position of the Organisation as at 31 March 2019, and its financial performance and cash flows for the year then ended in accordance with Public Benefit Entity Standards Reduced Disclosure Regime.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing ('ISAs') and International Standards on Auditing (New Zealand) ('ISAs (NZ)'). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

We are independent of the Organisation in accordance with Professional and Ethical Standard 1 (Revised) *Code of Ethics for Assurance Practitioners* issued by the New Zealand Auditing and Assurance Standards Board and the International Ethics Standards Board for Accountants' *Code of Ethics for Professional Accountants*, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Other than in our capacity as auditor and the provision of taxation advice, we have no relationship with or interests in the organisation. These services have not impaired our independence as auditor of the organisation.

Board of Directors' responsibilities for the financial statements

The Board of Directors are responsible on behalf of the Organisation for the preparation and fair presentation of the financial statements in accordance Public Benefit Entity Standards Reduced Disclosure Regime, and for such internal control as the Board of Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors are responsible for assessing the Organisation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intend to liquidate the Organisation or to cease operations, or has no realistic alternative but to do so.



**Auditor's responsibilities
for the audit of the
financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and ISAs (NZ) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the External Reporting Board's website at:

<https://www.xrb.govt.nz/standards-for-assurance-practitioners/auditors-responsibilities/audit-report-8>

This description forms part of our auditor's report.

Restriction on use

This report is made solely to the Members, as a body, in accordance with the constitution of New Zealand Nurses Organisation Incorporated. Our audit has been undertaken so that we might state to the Members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Members as a body, for our audit work, for this report, or for the opinions we have formed.

Deloitte Limited

Deloitte Limited
Wellington, New Zealand
4 July 2019

Statement of Comprehensive Revenue and Expense

For the year ended 31 March 2019

Previous Year		Notes	Actual	Budget
\$			\$	(Unaudited) \$
REVENUE				
19,454,643	Member Subscriptions		20,519,703	20,024,074
85,322	Bargaining Fees		211,000	340,000
227,619	Magazine Advertising & Subscriptions		197,867	268,500
229,436	Sponsorship		392,773	30,000
204,911	Registrations		206,862	84,160
119,513	Interest Received		126,439	125,948
122,133	Dividends Received		97,707	115,000
51,392	Rent Received		47,548	53,414
751,763	Colleges & Sections Conference Income		405,089	817,875
168,801	Other Income	1	392,691	242,680
21,415,533	Total Revenue		22,597,679	22,101,651
EXPENDITURE				
138,876	Advertising & Marketing		145,799	133,416
464,731	Affiliations & Subscriptions		480,150	472,800
806,115	Colleges & Sections Conference Expenses		649,129	744,910
878,885	Communications		901,461	787,436
398,192	Computer Operations		454,329	410,106
333,159	Consultancy		319,270	294,435
171,369	Depreciation & Amortisation	10,11	168,138	192,760
166,911	Donations & Grants		165,295	152,250
134,975	Financial	4	181,102	142,197
477,046	General		556,058	528,249
529,494	Legal		863,285	292,469
592,403	Members		570,946	481,636
468,501	Motor Vehicles		466,229	518,022
1,378,090	Premises		1,314,118	1,330,718
538,486	Printing & Stationery		569,402	541,905
73,126	Publications & Books		123,633	68,530
12,638,081	Staff		13,026,176	13,275,009
1,497,507	Travel & Accommodation		1,455,067	1,508,969
21,685,947	Total Expenditure		22,409,587	21,875,817
(270,414)	Surplus/(Deficit) from Operations before Taxation		188,092	225,834
(113,881)	Income Tax	3	34,804	100,000
(156,533)	Surplus/(deficit) from Operations after Taxation		153,288	125,834
Other Comprehensive Revenue and Expense				
228,952	Gain on revaluation of available-for-sale financial assets		732,876	170,000
110,000	Gain on revaluation of shares in Fifty-Seven Willis ST Limited		110,000	-
338,952	Total Other Comprehensive Revenue and Expense		842,876	170,000
182,419	Total Comprehensive Revenue and Expense		996,164	295,834

The accompanying accounting policies and notes form part of these financial statements

Statement of Changes in Members' Funds

For the year ended 31 March 2019

Previous Year	Notes	Actual	Budget (Unaudited)
\$		\$	\$
12,033,583	Balance as at 1 April 2018	12,216,002	12,161,375
	Total Comprehensive Revenue and Expense for the year		
(156,533)	Surplus/(Deficit) from Operations after Tax	153,288	125,834
	Other Comprehensive Revenue and Expense		
228,952	Gain on revaluation of available-for-sale financial assets	732,876	170,000
110,000	Gain on revaluation of shares in Fifty-Seven Willis ST Limited	110,000	-
338,952	Total Other Comprehensive Revenue and Expense	842,876	170,000
182,419	Total Comprehensive Revenue and Expense	996,164	295,834
12,216,002	Balance as at 31 March 2019	13,212,166	12,457,209

Represented by:

Statement of Changes in Accumulated Fund

For the year ended 31 March 2019

Previous Year	Notes	Actual	Budget (Unaudited)
\$		\$	\$
9,118,969	Balance as at 1 April 2018	8,925,110	9,500,556
(156,533)	Surplus/(Deficit) from Operations after Tax	153,288	125,834
(37,326)	Transfer to Colleges & Sections Fund	(2,634)	-
-	Transfer to Hardship Fund	(102,930)	-
8,925,110	Balance as at 31 March 2019	8,972,834	9,626,390

Statement of Changes in Colleges and Sections Fund

For the year ended 31 March 2019

Previous Year	Notes	Actual	Budget (Unaudited)
\$		\$	\$
1,649,201	Balance as at 1 April 2018	1,686,527	1,565,406
37,326	Transfer from Accumulated Fund	2,634	-
1,686,527	Balance as at 31 March 2019	1,689,161	1,565,406

Statement of Changes in Hardship Fund

For the year ended 31 March 2019

Previous Year	Actual	Budget (Unaudited)
\$	\$	\$
- Balance as at 1 April 2018	-	-
- Initial transfer from accumulated fund	100,000	-
- Donations and external contributions	20,746	-
- Hardship fund payments	(17,816)	-
- Balance as at 31 March 2019	102,930	-

Statement of Changes in Asset Revaluation Reserve

For the year ended 31 March 2019

Previous Year	Actual	Budget (Unaudited)
\$	\$	\$
1,265,413	Balance as at 1 April 2018	1,265,413
228,952	Gain on revaluation of available-for-sale financial assets	-
110,000	Gain on revaluation of shares in Fifty-Seven Willis ST Limited	-
1,604,365	Balance as at 31 March 2019	1,265,413

The accompanying accounting policies and notes form part of these financial statements

Statement of Financial Position

As at 31 March 2019

Previous Year		Notes	Actual	Budget (Unaudited)
\$			\$	\$
MEMBERS' FUNDS				
8,925,110	Accumulated Fund		8,972,834	9,626,390
1,686,527	Colleges & Sections Fund		1,689,161	1,565,406
-	Hardship Fund		102,930	-
1,604,365	Asset Revaluation Reserve		2,447,241	1,265,413
12,216,002	TOTAL MEMBERS' FUNDS		13,212,166	12,457,209
CURRENT ASSETS				
3,354,211	Cash & Cash Equivalents	5	3,186,554	3,613,093
717,887	Term Deposits		700,767	736,989
448,566	Accounts Receivable	6	382,573	706,864
147,935	Taxation Receivable	3	69,743	-
4,668,599	Total Current Assets		4,339,637	5,056,946
	Less			
CURRENT LIABILITIES				
572,248	Income in advance		281,752	541,771
19,547	Monies held in trust		19,547	19,547
93,760	Bequests		93,760	93,760
1,071,366	Accounts Payable	7	1,119,792	1,577,619
1,291,370	Employee Entitlements	8	1,376,579	1,197,615
3,048,291	Total Current Liabilities		2,891,430	3,430,312
1,620,308	NET CURRENT ASSETS		1,448,207	1,626,634
NON CURRENT ASSETS				
7,653,110	Investments Portfolio	9	8,824,534	7,692,138
2,560,000	Shares in Fifty-Seven Willis ST Limited	9	2,670,000	2,570,000
-	Loan Receivable	14	8,000	-
777,381	Property, Plant & Equipment	10	724,256	1,006,223
12,473	Intangible Assets	11	20,788	42,936
11,002,964	Total Non Current Assets		12,247,578	11,311,297
	Less			
NON CURRENT LIABILITIES				
407,270	Employee Entitlements	8	483,619	480,722
407,270	Total Non Current Liabilities		483,619	480,722
10,595,694	NET NON CURRENT ASSETS		11,763,959	10,830,575
12,216,002	NET FUNDS EMPLOYED		13,212,166	12,457,209

The accompanying accounting policies and notes form part of these financial statements

Statement of Cash Flows

For the year ended 31 March 2019

Previous Year	Notes	Actual	Budget (Unaudited)
\$		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash was provided from:			
19,505,545	Member subscriptions	20,410,173	20,254,650
1,670,811	Receipts from customers	1,788,215	541,040
117,390	Interest received	127,826	95,640
122,133	Dividends received	97,707	120,000
51,392	Rent received	47,548	53,414
-	Income tax received	43,387	-
21,467,271	Total cash inflows from operating activities	22,514,856	21,064,744
Cash was disbursed to:			
12,488,247	Payments to Employees	12,527,018	12,762,780
9,166,263	Payments to Suppliers	9,614,315	7,826,706
90,147	Income Tax Paid	-	100,000
21,744,657	Total cash outflows from operating activities	22,141,333	20,689,486
(277,386)	Net Cash Flows from Operating Activities	373,523	375,258
CASH FLOWS FROM INVESTING ACTIVITIES			
Cash was provided from:			
4,282,764	Sales/Maturities of Investments Portfolio	1,001,087	2,200,000
4,282,764	Total cash inflows from investing activities	1,001,087	2,200,000
Cash was disbursed to:			
161,308	Purchase of Property, Plant and Equipment	104,402	398,700
-	Provision of Loan	8,000	-
3,684,789	Purchase of Investments Portfolio	1,424,724	2,200,000
10,000	Purchase of Intangibles	22,261	60,000
3,856,097	Total cash outflows from investing activities	1,559,387	2,658,700
426,667	Net Cash Flows from Investing Activities	(558,300)	(458,700)
149,281	Net (Decrease)/Increase in Cash	(184,777)	(83,442)
3,922,817	Add Opening Cash Brought Forward	4,072,098	4,433,524
4,072,098	Ending Cash Carried Forward	3,887,321	4,350,082
Ending Cash is represented by:			
3,354,211	Cash & Cash Equivalents	3,186,554	3,613,093
717,887	Term Deposits	700,767	736,989
4,072,098	Ending Cash Carried Forward	3,887,321	4,350,082

The accompanying accounting policies and notes form part of these financial statements

Statement of Accounting Policies

For the year ended 31 March 2019

REPORTING ENTITY

The New Zealand Nurses Organisation Incorporated (NZNO) is a nursing union incorporated under the Incorporated Societies Act 1908.

NZNO represents the interest of its members including nurses, midwives, students, kaimahi hauora, health care workers and allied health professionals.

The principal activities of NZNO are to provide professional support and representation of its members.

NZNO is a public benefit entity for the purposes of financial reporting in accordance with the Financial Reporting Act (2013).

The national office of NZNO is at Level 3, 57 Willis Street, Wellington. Regional offices are located in Whangarei, Auckland, Hamilton, Tauranga, Palmerston North, Wellington, Nelson, Christchurch and Dunedin.

The financial statements were authorised for issue by the Board of Directors on 4 July 2019.

STATEMENT OF COMPLIANCE

The financial statements have been prepared in accordance with Generally Accepted Accounting Practices in New Zealand ("NZ GAAP"). The financial statements comply with Public Benefit Entity International Public Sector Accounting Standards ("PBE IPSAS") and other applicable financial reporting standards as appropriate that have been authorised for use by the External Report Board for Not-For-Profit entities.

For financial reporting purposes of complying with NZ GAAP, NZNO is a public benefit not-for-profit entity and is eligible to apply Tier 2 Not-For-Profit PBE IPSAS on the basis that it does not have public accountability and it is not defined as large.

MEASUREMENT SYSTEM

The accounting principles recognised as appropriate for the measurement and reporting of earnings and financial position on a historical cost basis are followed by NZNO, except Fifty-Seven Willis ST Limited and investments held with ANZ Private Bank Limited which are recognised at fair value.

FUNCTIONAL AND PRESENTATION CURRENCY

The financial statements are presented in New Zealand dollars, which is also the functional currency. The figures are rounded to the nearest dollar unless otherwise specified.

ACCOUNTING POLICIES

The following accounting policies which materially affect the measurement of financial performance and financial position have been applied:

BUDGET FIGURES

The budget figures shown in the Statement of Comprehensive Revenue and Expense were approved by the Board of Directors before the financial year and opening balances represent reforecast amounts at the time of approval. The budget figures are not audited.

REVENUE

All revenue is recognised when earned and is reported in the financial period to which it relates.

An exchange transaction is one in which NZNO receives assets or services, or has liabilities extinguished and directly gives approximately equal value (primarily in the form of cash, goods, services, or use of assets) to another entity in exchange.

All revenue is considered to be from exchange transactions.

INTEREST REVENUE

Revenue is recognised as interest accrues using the effective interest method.

PROPERTY, PLANT AND EQUIPMENT

All Property, Plant and Equipment are stated at cost less accumulated depreciation.

When an item of Property, Plant and Equipment is disposed of, a gain or loss is recognised in the Statement of Comprehensive Revenue and Expense and is calculated as the difference between the sale price and the carrying value of the item.

DEPRECIATION

Depreciation is provided on a straight line basis on all property, plant and equipment, at a rate which will allocate the cost of the assets to their estimated residual value over their useful lives.

The useful lives and associated depreciation rates of major classes have been estimated as follows:

Asset	Depreciation rates
Leasehold Improvements	4% – 13.5%
Equipment	13.5% – 40%
Furniture	8.5% – 25%
Fixtures & Fittings	17.5% – 25%
Other	1%

Statement of Accounting Policies (continued)

For the year ended 31 March 2019

INTANGIBLE ASSETS

Intangible assets include computer software which are not integral to the operating systems of the computer and server equipment. They are amortised on a straight line basis over three years.

An impairment loss is recognised where indicators of impairment are evident.

ACCOUNTS RECEIVABLE

Accounts Receivable are stated at their estimated net realisable value; being amortised cost less impairment losses.

All Accounts Receivable are considered to be exchange transactions.

EMPLOYEE ENTITLEMENTS

Provision is made for employee entitlements provided in NZNO's Staff Collective Agreement as currently in force. An obligation is recognised when the employee provides the service in exchange for the entitlement even though the entitlement may only vest and be payable in the future.

Entitlements that are expected to be settled within one year of reporting date, such as annual leave are measured at nominal values on an actual entitlement basis at current salary levels.

Entitlements that are payable beyond one year, such as long service and retirement leave, have been calculated on an actuarial basis based on the present value of expected future entitlements.

Other employee entitlements are accounted for when due or when a known or anticipated liability exists.

GOODS AND SERVICES TAX (GST)

The Financial Statements are prepared on a GST exclusive basis, except that Accounts Receivable, Accounts Payable and operating lease commitments which are stated inclusive of GST.

TAXATION

The income tax expense charged to the Statement of Comprehensive Revenue and Expense includes both the current year's provision and the income tax effect of:

- Taxable temporary differences, except those arising from initial recognition of assets that are not depreciated; and
- Deductible temporary differences to the extent that it is probable that they will be utilised.

Taxation is provided on the comprehensive method and deferred tax is recognised if material.

OPERATING LEASES

Operating lease payments, where the lessor effectively retains substantially all the risks and benefits of ownership of the lease items, are charged as expenses in the periods in which they are incurred.

COMMITMENTS

Future payments are disclosed as commitments at the point a contractual obligation arises, to the extent that they are equally unperformed obligations. Commitments relating to employment contracts are not disclosed.

FINANCIAL INSTRUMENTS

NZNO is party to financial instruments as part of its normal operations. These financial instruments include bank accounts, accounts receivable, accounts payable and investments. All financial instruments are recognised in the Statement of Financial Position and all revenues and expenses in relation to financial instruments are recognised in the Statement of Comprehensive Revenue and Expense.

Non-derivative financial instruments are initially recognised at fair value. Financial assets are derecognised if NZNO's contractual rights to the cash flows expire or if the organisation transfers the financial asset to another party without retaining control. Financial liabilities are derecognised if NZNO's obligations under the contract expire or are discharged or cancelled.

Cash and cash equivalents are designated as "Loans and Receivables". They are subsequently recognised at amortised cost using the effective interest rate method. They comprise cash on hand, cash held in bank accounts, demand deposits and other highly liquid investments in which NZNO invests as part of its day-to-day cash management.

Certain term deposits are designated as "Loans and Receivables" and are subsequently recognised at amortised cost using the effective interest rate method, which closely approximates fair value.

NZNO has designated its Investments Portfolio as being investments "Available-for-Sale" on the basis that NZNO intends to hold long-term but which may be realised before maturity and shareholdings that are held for a strategic purpose.

These investments are subsequently recognised at fair value based on quoted market values supplied by ANZ Private Bank Limited. Fair value gains and losses are recognised in other comprehensive revenue and expense, except for impairment losses, which are recognised in surplus or deficit.

On recognition, the cumulative gain or loss previously recognised in other comprehensive revenue and expense is reclassified from equity to the surplus or deficit.

Statement of Accounting Policies (continued)

For the year ended 31 March 2019

Financial liabilities are classified as financial liabilities measured at amortised cost. Financial liabilities are subsequently measured at amortised cost using the effective interest rate method.

The investment in Fifty-Seven Willis ST Limited is recorded at fair value as determined by an independent registered valuer. Revaluation gains and losses are included in the Statement of Changes in Members' Funds.

IMPAIRMENT

The carrying amounts of NZNO's assets are reviewed at each balance date to determine whether there is any indication of impairment. If any such indication exists, the asset's recoverable amount is estimated.

If the estimated recoverable amount of an asset is less than its carrying amount, the asset is written down to its estimated recoverable amount and an impairment loss is recognised in the Statement of Comprehensive Revenue and Expense.

The estimated recoverable amount of assets is the greater of their fair value less costs to sell and value in use. Value in use is determined by estimating future cash flows from the use and ultimate disposal of the asset and discounting these to their present value using pre-tax discount rate that reflects current market rates and the risks specific to the asset. For an asset that does not generate largely independent cash inflows, the recoverable amount is determined for the cash generating unit to which the asset belongs.

JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets and liabilities, income and expenses. Actual results may differ from these estimates.

The estimates and underlying judgements are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Judgements made by management in applying accounting policies that have a significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year relate to the following in particular:

- Employee long service entitlements. The key assumptions in the calculation are:
 - the probabilities of withdrawal from service have been provided through actuarial valuation.

- discount rates are the average risk free rate over 20 years
- the inflation rate is the average rate over the past four quarters of this year
- Revaluation of Fifty-Seven Willis ST Limited
 - Significant assumptions applied in determining the fair value of Fifty-Seven Willis ST Limited are disclosed in note 9.
- Estimating useful lives and residual values of property, plant and equipment
 - At each balance date, the useful lives and residual values of property, plant and equipment are reviewed. Assessing the appropriateness of useful life and residual values estimates requires a number of factors to be considered, such as physical condition of the asset, expected period of use of the asset group and expected disposals proceeds (if any) from the future sale of the asset.

STATEMENT OF CASH FLOWS

Operating Activities include cash received from all income sources of NZNO and records the cash payments made for the supply of goods and services.

Investing Activities are those activities relating to the acquisition and disposal of Non Current Assets.

COMPARATIVES

Comparative information is consistent with current year classifications.

CHANGES IN ACCOUNTING POLICIES

There have been no changes in accounting policies during the period.

Notes to the Financial Statements

For the year ended 31 March 2019

1 OTHER INCOME

Other income includes management fees in regards to administrative services provided to Nurses Education and Research Foundation. Furthermore it consists of royalties from customers who have access to the Kai Tiaki Magazine on their website, recoveries of legal costs, donations and realised gains and losses on the Investments Portfolio.

2 KEY MANAGEMENT PERSONNEL REMUNERATION

NZNO's key management personnel are:

- The Board of Directors, including the President and Kaiwhakahaere
- Chief Executive
- Senior Management Team

The Board of Directors are not remunerated with the exception of the President and Kaiwhakahaere who are remunerated as per their contractual agreement with NZNO.

The Chief Executive and Senior Management Team are employed as employees of NZNO on normal employment terms.

Remuneration paid to and number of persons or full time equivalents of key management personnel is presented below:

	Actual	
	Remuneration	Full-time
	\$	equivalents
Board of Directors including President and Kaiwhakahaere	236,368	11*
Chief Executive	215,942	1
Senior Management Team	750,356	5

	Previous Year	
	Remuneration	Full-time
	\$	equivalents
Board of Directors including President and Kaiwhakahaere	265,106	11*
Chief Executive	221,442	1
Senior Management Team	824,463	6

*Full-time equivalents have not been able to be determined for the Board of Directors as they do not have set hours instead the number of individuals has been disclosed.

Board Members are reimbursed for wages lost due to attendance at Board meetings as per the Member Leave Without Pay Policy.

Notes to the Financial Statements (continued)

3 INCOME TAX

NZNO is assessed on all income and expenditure not directly related to its activities with members.

The Income Tax expense has been calculated as follows:

3.1 Income tax recognised in surplus/(deficit) from operations

	Actual	Previous Year
	\$	\$
Current tax – in respect of current year	14,194	1,625
Current tax – in respect of prior years	20,610	(115,506)
	34,804	(113,881)

The income tax expense for the year can be reconciled to the surplus/(deficit) from operations before taxation:

	Actual	Previous Year
	\$	\$
Surplus/(Deficit) from Operations before Taxation	188,092	(270,414)
Tax calculated at 28%	52,666	(75,716)
Plus/(Less) tax effect of:		
Non assessable income	(5,819,242)	(5,492,468)
Non deductible expenses	5,752,586	5,552,060
Imputation credits	(20,062)	(22,594)
PIE tax charge	48,246	40,343
Prior period adjustment	20,610	(115,506)
Tax expense	34,804	(113,881)

3.2 Income tax recognised in other comprehensive revenue and expense

	Actual	Previous Year
	\$	\$
Current tax – available-for-sale financial assets	7,762	2,204
Current tax – in respect of prior years	-	(6,152)
	7,762	(3,948)

3.3 Current Income tax Payable/(Receivable)

	Actual	Previous Year
	\$	\$
Opening Balance	(147,935)	56,093
Over/(Under) Provision from Prior Years	20,610	(121,658)
Current Taxation	21,956	3,829
Payments Made	(45,790)	(86,199)
Refund Received	81,416	-
	(69,743)	(147,935)

No Deferred Tax liability or asset arises as NZNO is assessed only on non-member activity and there are no material temporary differences between the carrying amount and the tax base for the relevant assets and liabilities.

Notes to the Financial Statements (continued)

4 FINANCIAL EXPENSES

Financial expenses include the following:

	Actual	Previous Year
	\$	\$
Auditor's remuneration – audit services	32,000	30,000
Auditor's remuneration – taxation services	43,825	11,300
Bad and doubtful debts	7,816	-
Loss on disposal of property, plant and equipment	2,635	-
Other	94,826	93,675
	181,102	134,975

5 CASH AND CASH EQUIVALENTS

	Actual	Previous Year
	\$	\$
Petty Cash	4,400	4,400
General	1,000	19,927
Subscriptions Trust	10,000	76,554
Call	1,629,198	1,361,542
Sounds Cottage	1,047	1,972
Colleges & Sections Accounts	1,031,391	1,063,463
Portfolio Cash Account	509,518	826,353
	3,186,554	3,354,211

6 ACCOUNTS RECEIVABLE

	Actual	Previous Year
	\$	\$
<i>Accounts Receivable comprises of:</i>		
Sundry Receivables	113,544	282,836
Provision for doubtful debts	(7,816)	-
Interest Accrued	6,535	7,922
Prepayments	270,310	157,808
	382,573	448,566

	Actual	Previous Year
	\$	\$
<i>Movement in the provision for doubtful debts</i>		
Balance as at 1 April 2018	-	-
Increase in allowance	(7,816)	-
Accounts written off during the year	-	-
Reversal of impairment losses on receivables	-	-
Balance as at 31 March 2019	(7,816)	-

Notes to the Financial Statements (continued)

7 ACCOUNTS PAYABLE

	Actual \$	Previous Year \$
<i>Accounts Payable comprises of:</i>		
Trade Payables	439,846	435,786
Accrued Expenses	496,451	398,275
Goods and Services Tax	183,495	237,305
	1,119,792	1,071,366

8 EMPLOYEE ENTITLEMENTS

	Actual \$	Previous Year \$
Balance as at 1 April 2018	1,698,640	1,590,461
Additional provision	1,460,861	1,250,621
Amounts used	(1,289,701)	(1,137,344)
Unused amounts reversed	(9,602)	(5,098)
Balance as at 31 March 2019	1,860,198	1,698,640
This is represented by:		
Current Liabilities:		
Annual Leave	1,065,500	977,037
Long Service Leave	177,250	227,734
Retirement Leave	133,829	86,599
Total current portion	1,376,579	1,291,370
Non Current Liabilities:		
Long Service Leave	318,533	205,575
Retirement Leave	165,086	201,695
Total non current portion	483,619	407,270
Total Employee Entitlements	1,860,198	1,698,640

9 INVESTMENTS PORTFOLIO AND SHARES IN FIFTY-SEVEN WILLIS ST LIMITED

NZNO's investments portfolio is managed by ANZ Private Bank Limited. Its market value is \$8,824,534 (2018: \$7,653,110).

Whilst some of the investments will mature within 12 months, they will be reinvested and are not used within the normal operating cycle. They are therefore classified as non-current assets.

NZNO owns shares in Fifty-Seven Willis ST Limited, a body corporate. The ownership of these shares provide an effective perpetual ownership/occupation right to Levels 3, 5 and some basement car parking at 57 Willis Street. Membership in Fifty-Seven Willis ST Limited is based on the floor space that NZNO owns.

Levels 3 and 5 were valued at 31 March 2019 by Nathan Stokes & Associates (Independent Registered Valuers). This valuation indicates the value of the floors in 57 Willis Street, is \$2,670,000 (2018: \$2,560,000). The valuation is based on the net annual estimated income being capitalised at a risk rate of 11% (2018: 11%) established from an analysis of sales of similar properties.

The valuation includes a loan of \$675,872 (2018: \$675,872) to Fifty-Seven Willis ST Limited which represents the amount paid by NZNO as its proportionate share of the net amount required to purchase the freehold land on which the building stands.

Notes to the Financial Statements (continued)

10 PROPERTY, PLANT AND EQUIPMENT

Assets	Actual				Accumulated Depreciation \$	Net Book Value \$
	Opening Cost \$	Additions \$	Disposals \$	Closing Cost \$		
Leasehold Improvements	683,669	28,528	(4,243)	707,954	(204,135)	503,819
Equipment	1,450,753	40,318	(69,675)	1,421,396	(1,273,697)	147,699
Furniture	323,532	18,392	(2,397)	339,527	(309,611)	29,916
Fixtures & Fittings	191,418	14,337	(7,638)	198,117	(165,891)	32,226
Other	7,111	-	-	7,111	(1,881)	5,230
Colleges & Sections	102,424	2,827	-	105,251	(99,885)	5,366
Total	2,758,907	104,402	(83,953)	2,779,356	(2,055,100)	724,256

Assets	Actual			
	Opening Balance \$	Accumulated Depreciation Charged \$	Disposals \$	Closing Balance \$
Leasehold Improvements	178,387	27,836	(2,088)	204,135
Equipment	1,249,806	93,566	(69,675)	1,273,697
Furniture	293,745	17,563	(1,697)	309,611
Fixtures & Fittings	161,814	11,235	(7,158)	165,891
Other	1,810	71	-	1,881
Colleges & Sections	95,964	3,921	-	99,885
Total	1,981,526	154,192	(80,618)	2,055,100

Assets	Previous year				Accumulated Depreciation \$	Net Book Value \$
	Opening Cost \$	Additions \$	Disposals \$	Closing Cost \$		
Leasehold Improvements	683,669	-	-	683,669	(178,387)	505,282
Equipment	1,440,191	116,191	(105,629)	1,450,753	(1,249,806)	200,947
Furniture	310,980	12,552	-	323,532	(293,745)	29,787
Fixtures & Fittings	163,360	28,295	(237)	191,418	(161,814)	29,604
Other	7,111	-	-	7,111	(1,810)	5,301
Colleges & Sections	98,154	4,270	-	102,424	(95,964)	6,460
Total	2,703,465	161,308	(105,866)	2,758,907	(1,981,526)	777,381

Assets	Previous year			
	Opening Balance \$	Accumulated Depreciation Charged \$	Disposals \$	Closing Balance \$
Leasehold Improvements	147,952	30,435	-	178,387
Equipment	1,261,405	94,030	(105,629)	1,249,806
Furniture	280,345	13,400	-	293,745
Fixtures & Fittings	157,668	4,383	(237)	161,814
Other	1,739	71	-	1,810
Colleges & Sections	92,377	3,587	-	95,964
Total	1,941,486	145,906	(105,866)	1,981,526

Notes to the Financial Statements (continued)

11 INTANGIBLE ASSETS

Assets	Actual				Accumulated Amortisation	Net Book Value
	Opening Cost	Additions	Disposals	Closing Cost		
	\$	\$	\$	\$	\$	\$
Computer Software	424,462	22,261	(94,280)	352,443	(331,655)	20,788
Total	424,462	22,261	(94,280)	352,443	(331,655)	20,788

Assets	Actual			
	Opening Balance	Accumulated Amortisation Charged	Disposals	Closing Balance
	\$	\$	\$	\$
Computer Software	411,989	13,946	(94,280)	331,655
Total	411,989	13,946	(94,280)	331,655

Assets	Previous year				Accumulated Amortisation	Net Book Value
	Opening Cost	Additions	Disposals	Closing Cost		
	\$	\$	\$	\$	\$	\$
Computer Software	414,462	10,000	-	424,462	(411,989)	12,473
Total	414,462	10,000	-	424,462	(411,989)	12,473

Assets	Previous year			
	Opening Balance	Accumulated Amortisation Charged	Disposals	Closing Balance
	\$	\$	\$	\$
Computer Software	386,526	25,463	-	411,989
Total	386,526	25,463	-	411,989

12 HARDSHIP FUND

An initial Hardship Fund contribution of \$100,000 was approved by the Board on 13 March 2018. The purpose of the fund is to provide support for members affected by hardship brought about by industrial action.

13 ASSET REVALUATION RESERVE

The Asset Revaluation Reserve records movements in the fair value of the investments portfolio and shares held in Fifty-Seven Willis ST Limited.

14 TRANSACTIONS WITH RELATED PARTIES

NZNO undertakes transactions with other Unions, District Health Boards, Nursing Council of New Zealand and the Ministry of Health. These transactions are carried out on a commercial arm's length basis and it is considered that these do not fall within the scope of related party disclosures.

NZNO is one of the four unions which set up Industry Retirement and Insurance Services Limited. This company

is a retirement and insurance scheme for union members. It has not been consolidated or equity accounted in NZNO's financial statements because it was set up solely to benefit the union's members and there are no benefits to NZNO. Upon winding up, the residual assets of Industry Retirement and Insurance Services Limited are allocated to the members.

The extent of the transactions between NZNO and Industry Retirement and Insurance Services Limited are the contribution to their staff's employers' contribution and one employee is a director of Industry Retirement and Insurance Services Limited. All transactions are carried out at arm's length.

NZNO is one of the five unions which set up Workers Educational Trust (WET). This trust is to provide training to union members for worker health and safety representatives as required by the Health and Safety at Work Act 2015. It has not been consolidated or equity accounted in NZNO's financial statements because it was set up solely to benefit the union's members and there are no benefits to NZNO. Upon winding up, the residual assets of WET are allocated to the members.

Notes to the Financial Statements (continued)

During the year a loan of \$8,000 was extended to WET. The loan is unguaranteed and interest is payable at the rate (if any) specified by NZNO on 28 February in any year. No interest rate was specified by NZNO for the year ended 31 March 2019. The loan is fully repayable by 18 December 2023.

NZNO provides administrative services to Nurses Education and Research Foundation and Nurses Trust Management. These are related parties because the President and Kaiwhakahaere of NZNO are Trustees on both of these Trusts. Nurses Education and Research Foundation paid \$55,371 including GST (2018: \$48,595) to NZNO and there was \$2,055 due to NZNO at year end (2018: \$Nil). Nurses Trust Management paid \$30 including GST (2018: \$1,391) to NZNO and there were no balances outstanding at year-end (2018: \$Nil).

NZNO owns shares in Fifty-Seven Willis ST Limited and David Woltman (Key Management Personnel) is a member of the Board of Fifty-Seven Willis ST Limited. NZNO has paid

\$132,473 excluding GST (2018: \$126,646) to Fifty-Seven Willis ST Limited as part of a proportionate share of expenses and outgoings incurred by Fifty-Seven Willis ST Limited in repair, maintenance and insurance of the building and the provision of services therein.

15 CONTINGENT LIABILITIES

NZNO carries professional indemnity insurance on behalf of its members, to give comprehensive cover defending accusations or claims related to professional duties of members resident in New Zealand. In addition, NZNO itself indemnifies members for legal and professional fees in respect of such accusations or claims.

NZNO has been notified of contingent liabilities for potential legal claims plus associated legal fees in respect of three staff either previously or currently in the employ of NZNO. NZNO will defend any action brought against it and no provision has been made in the financial statements as the outcomes of potential legal action are not certain (2018: None).

16 FINANCIAL INSTRUMENTS

NZNO is party to financial instrument arrangements as part of its everyday operations. These financial instruments include Cash & Cash Equivalents, Term Deposits, Accounts Receivable, Loans Receivable, Investments Portfolio, shares in Fifty-Seven Willis ST Limited and Accounts Payable.

The carrying amount of financial assets and financial liabilities are as follows:

	Actual \$	Previous Year \$
<i>Loans and Receivables:</i>		
Cash & Cash Equivalents	3,186,554	3,354,211
Term Deposits	700,767	717,887
Accounts Receivable	112,263	290,758
Loan Receivable	8,000	-
<i>Available for Sale:</i>		
Investments Portfolio	8,824,535	7,653,110
Shares in Fifty-Seven Willis ST Limited	2,670,000	2,560,000
<i>Financial Liabilities measured at amortised cost:</i>		
Accounts Payable	(1,119,792)	(1,071,366)

Notes to the Financial Statements (continued)

17 COLLEGES AND SECTIONS

NZNO Colleges and Sections represent the special interests of members.

Colleges and Sections	Opening Funds \$	Plus Income from other sources \$	Plus National Office Funding \$	Less Expenditure \$	Equals Surplus/ (Deficit) \$	Equals Closing Equity \$
COASTN	19,168	33,269	11,812	47,844	(2,763)	16,405
Cancer	104,305	3,418	18,630	67,098	(45,050)	59,255
Child & Youth	54,382	5,994	8,622	15,615	(999)	53,383
Critical Care	50,726	11,944	13,608	14,048	11,504	62,230
Diabetes	46,988	4,102	16,767	17,001	3,868	50,856
Emergency	175,752	181,829	4,144	179,969	6,004	181,756
Enrolled	111,129	73,815	6,714	89,105	(8,576)	102,553
Gastroenterology	87,608	39,592	11,526	34,564	16,554	104,162
Gerontology	98,736	45,495	9,850	63,298	(7,953)	90,783
Infection	136,606	175,499	3,239	142,694	36,044	172,650
Mental	18,143	228	15,626	13,848	2,006	20,149
Neonatal	147,946	19,497	12,364	24,806	7,055	155,001
Nurse Managers	61,992	39,019	11,735	54,730	(3,976)	58,016
Pacific	8,211	425	5,595	8,536	(2,516)	5,695
Perioperative	281,870	215,298	10,208	240,682	(15,176)	266,694
Primary Healthcare	75,374	4,030	17,797	34,725	(12,898)	62,476
Research	35,131	941	13,203	13,475	669	35,800
Respiratory	64,097	15,458	9,871	25,398	(69)	64,028
Stomal	70,678	57,966	6,818	54,667	10,117	80,795
Women's Health	37,685	49,935	13,477	54,623	8,789	46,474
	1,686,527	977,754	221,606	1,196,726	2,634	1,689,161

18 OPERATING LEASES

NZNO has operating lease commitments, which are lease agreements for office accommodation, motor vehicles and photocopiers.

The value of lease commitments are:

	Actual \$	Previous Year \$
Less than 1 year	1,223,782	1,300,299
Later than 1 year and less than 5 years	2,998,236	3,095,213
Later than 5 years	339,511	745,561
	4,561,529	5,141,073

19 SUBSEQUENT EVENTS

There were no material events subsequent to balance date (2018: \$nil).

Statement of Responsibility

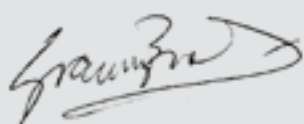
for the year ended 31 March 2019

The Board and Management of The New Zealand Nurses Organisation Incorporated acknowledge responsibility for the preparation of the Financial Statements and the judgements made therein.

In the opinion of the Board and Management of The New Zealand Nurses Organisation Incorporated:

- The internal control procedures are considered to be sufficient to provide a reasonable assurance as to the integrity and reliability of the Financial Statements; and
- The financial statements have been prepared in accordance with New Zealand Equivalents to International Financial Reporting Public Benefit Standards reduced disclosure regime and fairly reflect the financial position, results of operations and cash flows of The New Zealand Nurses Organisation for the year ended 31 March 2019.

The financial statements were authorised for issue on 4 July 2019.



Grant Brookes
President



Kerri Nuku
Kaiwhakahaere



Memo Musa
Chief Executive





