



COLLEGE OF NURSES AOTEAROA (NZ) Inc

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Tena koe

Nurse leaders across Aotearoa are deeply concerned about the potential damage to the health system caused by the current and ongoing disruption to recruitment, funding streams and work programmes during a critical period of restructuring in our health system – particularly the impact of this on staff morale, retention, professional development and leadership. Both the [World Health Organisation](#) and the [International Council of Nurses](#) have emphasized the strategic necessity of actively supporting the health and well-being of the health workforce to ensure the sustainability of effective health systems and safe patient care. Aotearoa's own [Te Mauri o Rongo](#) reinforces this commitment by pledging to care for those who care for others.

However, the recent actions by Te Whatu Ora | Health New Zealand undermine these vital commitments. These actions include:

1. The failure to employ new graduate nurses – essential to the sustainability of the nursing workforce.
2. The failure to confirm post graduate funding for registered nurses, affecting the viability of the 2025 Nurse Practitioner Training Programme (NPTP). This will impact the workforce particularly in primary care and aged residential care where they are providing comprehensive general practice services, including in the management of people with chronic longterm conditions, mental health and addiction, and acute/urgent care services, where Nurse Practitioners (NPs) are delivering high quality cost-effective care.
3. Offering voluntary redundancy to all staff currently on an Individual Employment Agreement (IEA), which includes many nurse leaders. This action has caused distress and uncertainty, further destabilizing an already strained and increasingly disrupted health system. Such instability could severely impact the well-being of many nurses in key

leadership roles, ultimately jeopardizing the overall effectiveness and clinical safety of the health system.

We call on Health NZ to consider a longer-term view rather than focusing on immediate fiscal pressures. The disruption caused by implementing wide ranging reform will have far more costly long-term implications on the workforce and patient care. While we have heard the Commissioner's reassurance that frontline services will not be affected and that clinical leadership is a priority, this is not reflected in the reality of what is happening on the ground already. If a longer-term view is not taken, frontline services will continue to be impacted and a generation of nurses will be lost to this country.

Nga mihi nui



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Wharangi Ruamano

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ora ai te iwi



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Tūmuaki Nēhi Aotearoa | HANGAIA NGĀ KAIĀRAHI NĒHI
Nurse Executives Aotearoa | DEVELOPING NEW ZEALAND'S NURSE LEADERS

CC: Hon Minister Reti
Dr Ayesha Verrall
Lorraine Hetaraka, Chief Nursing Officer, Ministry of Health