

NZMSA SC MEETING MINUTES

Team Name: NZMSA Steering Committee Meeting
Chairperson: Thomas Swinburn
Date: 1/6/2023
Time: 19:00
Scribe: Lorna Pairman

AGENDA:					
1	Call to order, roll call, apologies, confirm minutes, conflicts of interest, action points	2	Director Updates	3	Financial advocacy townhall
4	Discussion of RDA proposal for TIs to be reclassified as employees	5	CRM update	6	
PRESENT:					
1	Thomas	2	Patrick	3	Denver
4	Indira	5	Lizzie	6	Jenny
7	Duncan	8	Lorna	9	Hela
10	Divyashri	11	Rosie	12	
APOLOGIES:					
1	Nick	2	Olivia	3	
ABSENT:					
1	Monica	2	Kate	3	Ora
4	Isaac				
AMENDMENTS TO THE PREVIOUS MINUTES					
1. In the future, meeting minutes will be published on the NZMSA website for transparency. – <i>Tom to follow up</i> 2. Action point: Indira to create a list of petitions and campaigns that NZMSA can sign onto and distribute for consultation among the Steering Committee. – <i>Indira has started this, and has 3-4 petitions/campaigns on it</i>					
Moved that the minutes from previous meeting dated along with any amendments be accepted as a true and correct record: Motion accepted: Indira Seconded: Duncan No objections to previous meeting minutes Carried					
MATTERS ARISING					
Item #:	Agenda Item	Detail			
1	Call to order, roll call, apologies, confirm	<ul style="list-style-type: none"> Applications for 2023 Equity Advisory Board are now open. Indira to contact RMSAs to get the contacts for 			

	<p>minutes, conflicts of interest, action points</p>	<p>Māori/Pacifica/minority group reps. – <i>Done, board now ready to go.</i></p> <ul style="list-style-type: none"> • To be amended: future publication of meeting minutes on website for transparency • To be amended: Indira to create a list of petitions and campaigns that NZMSA can sign onto and distribute for consultation among the Steering Committee – <i>Done, Indira to discuss later in the meeting.</i>
<p>2</p>	<p>Director Updates</p>	<p><u>Workforce</u> Guide to Graduation</p> <ul style="list-style-type: none"> • No new updates on this front. We will start working on the Guide to Employment post-BTMSG. This edition will focus on contracts, indemnity insurance, medical registration, and unions. We have input confirmed from SToNZ, RDA, Hauora Taiwhenua, MAS and Findex. There is interest from NZMII. We will also be reaching out to NZMC, Medicus, and Medicus. If you have any suggestions for other organisation that you think would be good to collaborate with for this edition, please let Olivia know. • Feedback from Rosie, Lizzie, and Duncan – GTG was very informative, looked good, looking forward to the next edition. <p>Beyond the Med School Gates</p> <ul style="list-style-type: none"> • Occurred this week 30th May till 1st June. Range of speakers which were hopefully well received by students. • Final number of students that attended will be confirmed tonight. <p>Advocacy</p> <ul style="list-style-type: none"> • No current updates. <p><u>Engagement</u> Clinical Leadership Forum</p> <ul style="list-style-type: none"> • https://fb.me/e/YnUWbkG7 • Now launching CLF. Tickets will be sold first in first served. Tickets released on June 8 at 8pm. Will cost \$50 for locals, \$100 for non-locals. Also have a free release to Māori medical students the morning prior to ticket release via Te Oranga (Ora Mathews will pass this link on). • CLF will involve ED simulations, Pacifica Health, Karakia, volunteering activities etc. <p>Lizzie –does CLF include Friday? Patrick – CLF starts at 7pm on Friday with a pōwhiri at the marae. This is for locals and non-locals. CLF finishes Sunday afternoon.</p> <p>Student Research Forum</p> <ul style="list-style-type: none"> • September 9th will have Student Research Forum in Christchurch, Collaborating with NZMSJ.

- Next week will discuss workshops and schedule of events.
- \$2000 worth of prizes to give away.

Mentoring Programme

- Mentoring programme check-in completed this week.

Rosie – can you please explain why you chose to make tickets first in first served for CLF?

Patrick – want to increase diversity in the people attending and not have the same people at every event, wanted to have ticket release just after GROW, also the amount of work required to go through everyone's applications is too much for a small group.

Duncan – why are only Māori medical students having early ticket access, and why not Pacific students through PIPSA given the theme of the CLF?

Patrick – don't have as good relationship with PIPSA as we do with Te Oranga. This will open another discussion as to whether there should be a national Pacific organisation.

Rosie – could you see if you could open it up to Pacific students early as you are doing for Māori medical students? We have an obligation at conference to ensure there is an appropriate number of pacific students, despite not having a formal MOU with PIPSA.

Lizzie – RMSAs have Pacific reps so could the Pacific reps be used to circulate the link?

Tom – Can Patrick distribute the early link via some reps and some organisations and leave it to the organisations discretion as to how to circulate the early link?

Patrick – there is a special case for having Māori early ticket release, and the case for Pacifica students is different. We don't have an MOU and we don't have the same obligations under Te Tiriti o Waitangi.

Indira – as a middle ground, perhaps too difficult this time around to implement early tickets for Pacific students. However perhaps Patrick could do more to ensure the link is sent around to Pacifica students – e.g., more specific/targeted advertising sent around to Pacifica students.

Action point: could all links people have to Pacific students be sent to Patrick so he can ensure the link to CLF is circulated to Pacifica students on time.

Advocacy

National Survey

- National survey went live at conference and all Otago Students should have received an email, with a link to the survey. Some more social media posts to come once BTMSG finished. Reps to promote the national survey.
- 100 survey responses currently received.
- Survey is shorter than last year.

- Indira to send out link to survey to all reps and SC members to help increase responses. Closes at the end of June.
- <https://nzmsa-3.snapforms.com.au/form/national-survey-2023>

PGY1 position

- No response from Ashela Veryll.
- Did hear from Dr Shane Reti from National Party. Had some conversations with him. He thought the health system issues were important but wasn't going to do anything unless he was elected.
- Indira has been contacted by journalists. Media interested in doing interviews. Indira to get some international students in touch for the interviews.
- Meeting with Royal Colleges of GPs next week to discuss barriers to students entering GP as a career and increasing GP placement attachments in PGY1 and 2.
- Meeting with Margie Apa next Thursday to discuss the PGY1 issue further.

Other Advocacy Updates

- Meeting with Tertiary Education Committee to discuss financial hardship and TI grant. Meeting was offered by the TEC before the letter drafted by NZMSA was even sent. Indira to keep us updated on how the meeting goes.
- Indira attended the Council of Medical Colleges quarterly forum with Tom. Discussed advocacy and national survey as this is what is relevant to them.
- Completed filming at conference for the Mahuru Māori skits. Big thanks to Maia who did the script writing for this.

Duncan – with election need to remind people more medical students does not equal more doctors. The bottle neck is at PGY1.

Indira – everyone is in discussion about increasing the number of medical students. Cap on number of medical and dental students is currently held by parliament – this might be changed to be held by the universities so they can have as many medical students as they want. Indira raised issues with this.

Tom – need to consider wider issues also such as quality of education with influx of students. Any other considerations we need to consider?

Duncan – what impact will increasing medical student numbers have on minority groups that we are protecting with things such as mirror on society policy?

Div – university doesn't have the support for ELM students as it is (e.g., printing for books, CCW funding) and students are having to pay for these things out of pocket. We don't have resources for more students.

Rosie – issue with having enough placements for all students.
Lizzie – agrees with the above. The glamor of having more medical students doesn't consider the difficult reality students are struggling with.

Tom – summarises main issues are 1) jobs at the end of medical school, 2) quality of the training (preclinical and placements), 3) minority group impact and equity.

Financial Townhall

- Meeting with TEC coming up – were sent an invite so Indira did not need to send the drafted letter.
- Townhall meeting likely 5th or 6th of July. For RMSA presidents and Te Oranga please consider whether you are free for either of these dates.
- Indira keen to talk with students earlier rather than later.
- Townhall will be structured as a zoom people can attend. Indira will lay out the structure of the zoom and break it into sections. Stop for questions along with way but have a structure so students know what topics are going to be covered. Start with identifying issues and acknowledge we know people are struggling and that things are hard.
- Discuss results from national survey (last year and this year) to show it is an ongoing problem. Shows we are collecting this data on purpose as we recognise it is an ongoing issue.
- Then discuss general things e.g., Cost of living crisis, TI grant lack of increase since 2006, things students are worried we don't know.
- Discuss NZMSA advocacy in last 10 years and TI grant advocacy and that we have been told 'no' previously. Acknowledge how we are going to change our tact. We want to TI grant to be accessible to undergraduates as a lump sum as this will help regarding it not being counted as income and not counted against child support benefits etc.
- Open the meeting up for students to say what they think.
- May also discuss petition information – Lorna to distribute amongst SC. The petitions are:
 - Free public transport
https://action.greens.org.nz/free_public_transport
 - Free tertiary education
<https://www.students.org.nz/debt-free-futures>
 - Rent control
<https://rentersunited.org.nz/rentcontrolsnow/>
 - Universal incomes and pay gap issues
<https://our.actionstation.org.nz/petitions/introduce-a-basic-income-in-aotearoa-new-zealand> and
<https://our.actionstation.org.nz/petitions/level-the-playing-field-and-pass-a-law-requiring-all-employers-to-be-transparent-about-pay->

		<p>gaps?fbclid=IwAR1BfXesZY4hf5kE3RbIv6EL6SoSjGeJbcTWzgBUNrd0PI8hapDWhoai6c</p> <ul style="list-style-type: none"> • Links provided regarding who is funding these petitions. • Petitions can be advertised at the townhall meeting. • Ideally want someone from every site there. Then if there are local based queries, we can redirect those. Also, if students don't want to ask question on zoom someone else from the site can pass the question onto Indira. <p>Lizzie – really good idea to have some people from different campuses there. This will help with local issues. Indira – having presidents there also helps show a united front. Jenny – you want different Auckland sites, but this might be difficult. Indira – understands some Auckland sites are small. Jenny to distribute invites as she thinks will work best for Auckland. Indira will send out some direct invites if there are individual students or groups that need to be there. Rosie – ACE closes on 7th of July so 5th might be marginally better than the 6th of July, Jenny – is all this information going to be written down? Indira – all in meeting minutes.</p>
3	Financial advocacy townhall	As above.
4	Discussion of RDA proposal for TIs to be reclassified as employees	<p>Tom caught up with RDA yesterday. Good chance to re-establish relationship with RDA. Issues discussed included many of our current advocacy projects. Difficult to know how many of these issues are active projects for RDA.</p> <p>RDA are considering advocating on making TIs have employee status. Was brought to Tom by Christopher who was on NZMSA last year. Sent through a doc of some pros and cons of the TIs being made employees regarding hours, leave, meals, pay. Historically TIs were employees. Some cons include impact to student allowance, expectations, tax on income.</p> <p>Chris was looking for some informal feedback and this is not a fully prepared proposal yet. RDA is looking for feedback from students. What would our questions be? Rosie – would we still be students? How can you be both a student and an employee? Jenny – some other degrees have internships and work in their final year (whilst paid) e.g., optometrists, and other students have to do work as part of their degree, e.g., engineering have to do 800h work. Making us employees might solve many financial issues we currently have as income would likely be more than the current stipend. Tom – we are working on very limited information regarding the proposal at the moment. More looking at what we want to know before making an appraisal.</p>

Duncan – sceptical about unions getting involved before PGY1. Would they want students to sign up to a union before graduating? Would it have to be RDA? Would the degree structure change? Who is liable if we make mistakes? Do we have to pay for indemnity insurance? It sounds too difficult, and we don't have the time to explore the issue. We are volunteers and don't have time to advocate on this. They have their own student chapter to advocate on this. Universities don't like the idea of having a student chapter in the unions as it raises more questions than it solves. Likely more problems than benefits. Unions are better positioned to advocate for PGY1's.

Rosie – agrees with Duncan.

Tom – to summarise, some questions to consider are:

- Do we have to be unionised a year early?
- What are the legal implications?
- How would this impact the structure of the degree?
- Is this just an RDA thing or would student still have choice of union?

Rosie – as a TI, wouldn't feel comfortable being classed as an employee. The whole degree structure would need to be re-looked at. E.g., only 1-week inpatient paediatrics at Wellington, and if you were an employee that is nowhere near enough experience to be an employee. The TI year is still a learning year, and you still need all the placements. Yes, we do HO roles, but we are still learning.

Tom – need to protect the 'student' status as we want to learn first and foremost. We want to know how this would be accommodated and protected.

Lizzie – completely agrees with Duncan and Rosie. Thinks that this issue creates a grey area where you are putting students into an employer role. Can't have one union offering something that another union doesn't. In Otago there is a whole change in the course structure occurring with aligning the three campus and this includes changing the TI year. The Otago university will not relook at this for many years as they have only just made changes.

Tom – we want RDA to engage at times and give us funding for things such as Guide to Grad. However, we don't need to give them our time and investment into this piece of advocacy.

Rosie - I think more explicit clarification is needed on this with regards to what exactly it is the RDA is proposing and envisioning because at first glance it could seem like a good idea to students who are not us without as deep of an understanding of the processes. I think this is something the RDA could very easily try to gloss over and sugar coat to our peers who may not necessarily know as much about the behind the scenes. RDA might leverage the fact that most students don't know about employment.

Jenny – Some more questions to consider regarding making TIs employees 1) How would expectations/responsibilities change? 2) Timetable and holidays to change to full time work and leave requests? 3) Would the employee role be optional? logistics etc

		Duncan – encourage unions to make it clear that students don't need to join a union when a student. Try request they don't manipulate students to signing up to something they don't need. They are prying on students not understanding what they need. Tom – will send feedback to RDA with our questions but will not show enthusiasm for NZMSA engagement in the project.
5	CRM update	Quote obtained for CRM system - \$85 monthly cost. Currently waiting on Ashley to decide whether this is an ongoing cost we can afford. System will do everything we want except for linking to the website (no web store). However, it does link to xero, email, SMS messaging etc. Can we link national survey data to CRM system? – Lorna to check this with Richard.
6	Other business	Happy long weekend everyone!
ACTION POINTS		
<ul style="list-style-type: none"> ● If anyone has links to Pacific students, please send the relevant name/email to Patrick so he can ensure information regarding CLF is circulated to Pacifica students on time. ● The financial hardship townhall meeting is likely to be held on zoom on 5th or 6th of July. For RMSA presidents and Te Oranga leaders, please consider whether you are free for either of these dates. ● Lorna to distribute petition information amongst SC. ● Lorna to check with Richard whether the CRM system can link to the national survey data. 		
Meeting Finished:		8:08
Date of Next Meeting:		3/8/2023
Chairperson:		Thomas Swinburn