

2020 and beyond: a vision for nursing

SUMMARY STATEMENT



NEW ZEALAND
NURSES
ORGANISATION



2020 and beyond

A vision for nursing

*“To mua I te tau
Rua mano rua tekau”
He tirohanga mo nga Tapuhitanga*



Nursing is an exciting and dynamic profession with multiple opportunities for every member of the profession to contribute toward achieving optimal health outcomes for individuals, families, whānau, communities and populations. Nurses in Aotearoa New Zealand face a set of challenges that are unprecedented in the history of the profession in this country. New technology, a growing population, an ageing nursing workforce, new treatment modalities, genetics, and the local and global context of health care are emerging within a context of constant restructuring, a tightening economic climate, and nursing workforce variability. The ability of nursing as a profession to achieve improved health outcomes for people through effective nursing interventions is well known within nursing but poorly understood by the public, by other health professionals, and by government.

We must continue to meet these challenges head on if we are to enable the profession of nursing to achieve its full potential.

Nursing's common goal is **good health and well being for all**. Specifically nurses and nursing seek to achieve significantly improved health outcomes for our most vulnerable citizens through addressing inequalities in health. All people should have the opportunity to live and work in a safe environment, have access to



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affordable, quality healthcare whenever and wherever they need it, know how to make appropriate choices about what they eat and how much they exercise, know that in times of hardship there will be financial and social support available to them, and have equal opportunities to achieve good health regardless of their age, ethnicity, gender, sexual orientation, level of disability or health status. Nurses know and understand how achieving these things will improve people's health. Nurses must advocate for all health and social policies to include evidence of how the social determinants of health will be addressed and how inequalities in health will be improved.



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Nurses will be actively involved in health policy and service design decision-making.

Health is a human right. Nurses in the future will focus on utilising primary health care and health promotion across the health-illness continuum to keep people well, prevent hospital admissions, manage acute episodes of illness when they arise, and lead improvement in health care. Public and population health approaches including addressing the impact of climate change and environmental degradation will become an increasingly important part of nursing practice. Te Tiriti o Waitangi provides the foundation for health development for all people in New Zealand and nurses will be at the forefront of integrating the principles of te Tiriti in the provision and future development of all health care. Cultural safety, the NZNO Code of Ethics, and the NZNO Definition of Nursing encompass the fundamental values of the nursing profession, providing a foundation for safe and effective practice. Nurses are valued for their input and leadership in developing an effective and efficient publicly funded health system that meets the needs of all New Zealanders. New Zealand nurses will continue to demonstrate their commitment to global health development by supporting their nursing colleagues in developing countries – in particular in Asia and the Pacific.



Nursing will continue to be a **regulated profession** which meets the highest standards of quality and safety in practice. Nursing's professional associations will continue to lead the development of specialist frameworks for nursing practice, provide standards for credentialing, and develop standards of practice for all regulated nurses. Nursing will be at the forefront of research into interdisciplinary and nursing practice, and the mechanisms required to ensure safe utilisation of all health care workers to effectively meet the health needs of the New Zealand population. There will be no legislative, contractual or funding barriers to practice because people will recognise the value of nursing in improving health outcomes and addressing health inequalities and will work with nursing to remove these barriers. Nurse practitioners, registered nurses and enrolled nurses will work collaboratively to ensure the best possible health outcomes for all New Zealanders. Nurse practitioners will be widely recognised as an integral part of the health system and nurse practitioners and registered nurses will provide first point of contact care for many New Zealanders in a range of health settings. Nursing will work closely with those bodies charged with workforce planning to ensure nursing shortages do not occur and that appropriate and ethical recruitment and retention strategies are implemented.

Innovative and flexible models of care that are person-centred will be developed and evaluated by nurses.

Technology, enhanced communication, and new treatment modalities will be utilised to ensure that models of care are appropriate, cost effective and meet the needs of all people. People will be consulted about the models that best meet their needs and nurses will work collaboratively with other health professionals to meet these needs. The principles of whakawhanaungatanga, manaakitanga, rangatiratanga, and wairuatanga will continue to guide professional nursing practice. While acute hospital care will always be required, the development of models of care that focus on people's, family whānau and community strengths will mean that those needing support will



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have this available when and where they need it from the most appropriate person. Those experiencing the effects of chronic or life-long conditions will manage their conditions at home with support from family whānau and nurses where needed. If acute care is required, this will be a seamless experience with overall management of the person's care being undertaken by a specialist nurse across the primary-secondary-tertiary continuum in liaison with other health professionals.

Nurses will be the case managers of care using their expertise in building effective relationships with people to guide them through their health experiences.

Fully-funded nurse-led clinics will be a first point of call for people seeking support to manage their health needs. Nurse practitioners and nurse specialists will be the key health practitioners in a range of settings but particularly in the older adult care sector where they will provide specialist nursing care to clusters of residential facilities while supporting registered and enrolled nurses and health care assistants to provide expert care on a daily basis. Nurses will demonstrate that they are achieving intended population health outcomes through evidence-based research. Nurses will continue to be respected clinical leaders whose advice is sought consistently, and subsequently actioned.

Demands on nurses to be actively involved in research, to develop and integrate new technology and treatment modalities to meet health needs, and to develop, implement and evaluate new models of care are increasing. **Nursing education** will proactively prepare nurses to meet these challenges and the changing health needs of New Zealanders, implementing a greater curriculum focus on primary health care approaches to health care across the continuum. Recruitment in to the profession will aim to reflect the diversity of New Zealand's population. Interprofessional bachelor's level education will be based on a partnership model that integrates clinical practice with academic learning. Formal collaboration and partnership among and between nursing education



providers and clinical environments based around a fundamental framework of nursing education will see all nursing programmes including Māori and Pasifika programmes consistently create graduates with the clinical and academic skills required to meet people's diverse health and cultural needs. Following the final year of their degree, all new graduate nurses will complete a fully funded transition period designed to support their transition to practice. By 2020 New Zealand will educate sufficient nurses to meet workforce requirements.

New Zealand nursing qualifications will set the benchmark internationally and the qualification will become fully portable worldwide.

Lifelong learning will be recognised as fundamental to nursing practice and all registered nurses and nurse practitioners will have access to a range of flexible, appropriate, affordable, acceptable, relevant, and employer supported professional development opportunities. Similarly supported post graduate education opportunities will prepare nurses to take up advanced and specialist positions clinically, in research, in education, in leadership, in management and in education. Advice on career and academic planning will be available to all nurses. Nurses who take up academic positions will be remunerated appropriately and will be fully supported to focus on research and/or clinical practice as part of their teaching roles. All registered nurses and nurse practitioners will have access to up-to-date information technology in their workplaces to support evidence based practice. Enrolled nurses will have access to professional development and post enrolment education that ensures they are able to meet the needs of the people they nurse. Enrolled nurses will also be formally recognised for the post enrolment education they undertake. Structured pathways from health care assistant to enrolled nurse to registered nurse to nurse practitioner will exist that recognise prior learning.



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By 2020, all health care settings will have incorporated the principles of healthy workplaces and safe staffing and New Zealand will have the best and most equitable health outcomes for people in the world.

All people will recognise the value of nursing, and the common platform of improving health outcomes and addressing health inequalities will be the basis for development of the profession, uniting the professional and industrial endeavours of nurses.

While political change will continue to impact on the provision of quality healthcare, nursing as a profession will stay committed to its defining values.

The combination of safe staffing, healthy workplaces, competitive salaries, quality practice, job satisfaction, professional career pathways, and culturally appropriate support for Māori and Pasifika nurses makes nursing one of the most attractive professions in New Zealand and nursing becomes the career of choice for young people by the end of 2020.



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