



New Zealand Nurses Organisation **Tōpūtanga Tapuhi Kaitiaki o Aotearoa**

Colleges & Sections Annual Planning

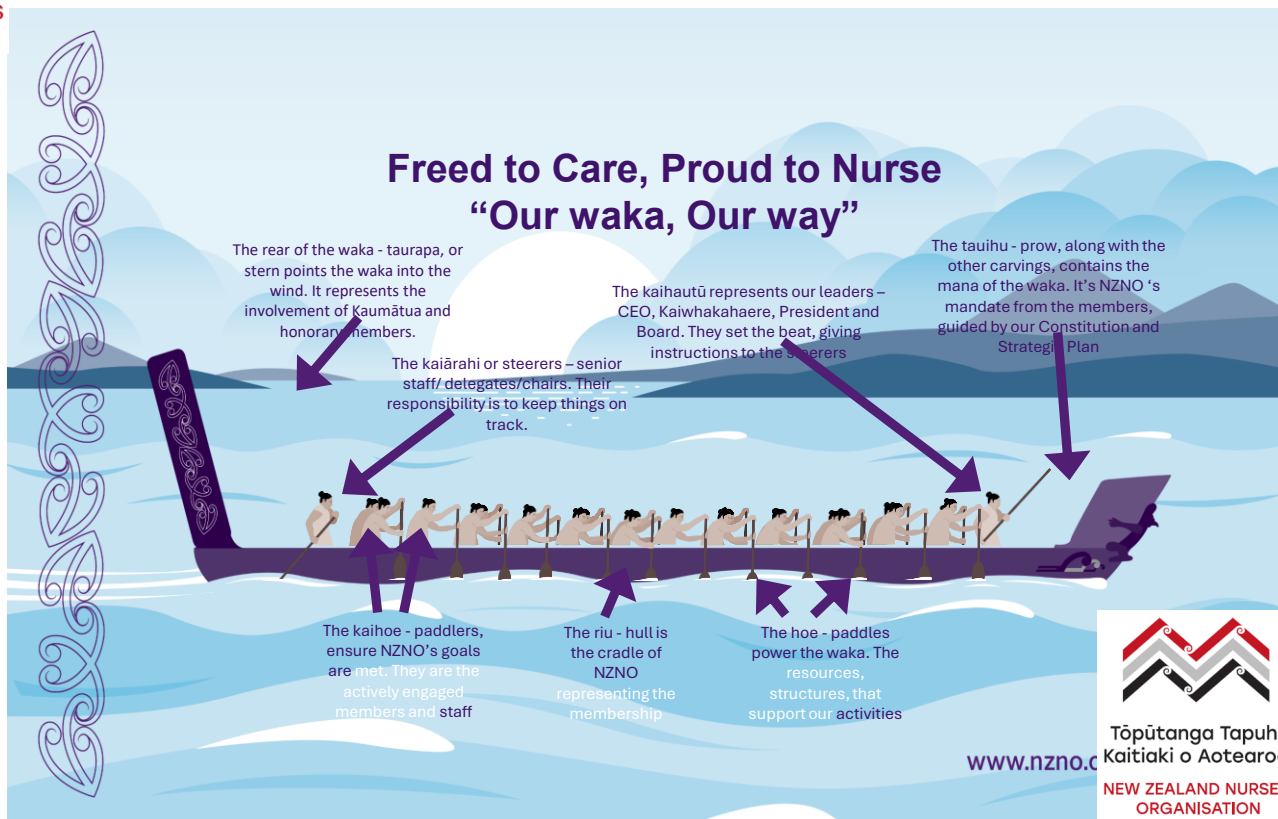
Setting the course for success!

*Angela Clark and Suzanne Rolls,
Professional Nursing Advisors*



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Think of your annual plan like planning for a voyage across the seas...

The first thing you
need to know is...

Where are we going?





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“Where are we going?” is decided
by the kaihautū (leaders)

- The course is determined by our kaihautū in the form of our NZNO Strategic Plan.
- The Strategic Plan is Maranga Mai!
- Whatever projects C&S choose to take on should align with the Maranga Mai!’s 11 areas of focus.



Maranga Mai!

Rise up to win the political and resourcing commitments needed to address the nursing shortage crisis permanently.

- te Tiriti actualised within and across the health system
- more nurses across the health sector
- pay and conditions that meet nurses’ value and expectations
- more people training to be nurses
- more Māori and Pasifika nurses.

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 **Maranga Mai!**

<https://maranga-mai.nzno.org.nz>



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11 areas of
focus



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TŌPŪTANGA
TAPUHI
KAITIAKI O AOTEAROA

REGISTERED UNION AND PROFESSIONAL ORGANISATION

Strategic Plan 2025 – 2026

Our vision

Freed to care, proud to nurse

Our mission

NZNO is committed to the representation of 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.

Maranga Mai! – Every nurse, everywhere

Maranga Mai!

Maranga Mai! is a call for action; to rise up!
It is a call for NZNO members wherever they work, and the wider community, to get behind the campaign!

Purpose

To win a quality public health system that is patient and whanau centred with the necessary political and resourcing commitments needed to address the crisis permanently, across the whole health sector

Goals

Outward Facing

- Patient outcomes that are culturally safe and equitable across the whole health sector
- Every nurse has the power and resources to do their job
- Decisions on nurse resourcing are based on NZNO's fixes.
- NZNO is the leading voice in health

Inward Facing

- Every member across the sector is engaged and actively participates
- New ways of campaigning are utilised
- Membership lifted
- Member leadership driving change at all levels

Strategic directions

- Actualising Te Tiriti
- Building political power
- Organising on-the-ground wide-spread action
- Winning public support
- Leveraging health and safety and wellbeing
- Driving the NZNO vision of the health system of the future

The fixes

- An evidence-based political commitment to a quality public health system
- Ensure Te Tiriti is actualised within and across the health system – right now
- Fix the number of needed trained and qualified nurses across the health system
- Fix pay and conditions that are equal across the health system and meet nurses' values and expectations
- Fix the number of people in nursing training to meet current and future needs
- Fix the number of Māori and Pacific nurses to meet the need

Theory to win

Whole of sector acting together

Areas of focus

We have identified 11 areas of focus that will support us to actualise te Tiriti o Waitangi; build political power; organise on-the-ground, widespread action; win public support; and leverage health and safety. These will be our priorities over the next three years.

1. Te tino rangatiratanga
2. Building member power
3. Workforce
4. Education
5. Registration
6. Health and safety
7. Bargaining
8. Political
9. Immigration
10. Allies
11. Te tai ao

Our operational plans contain more detail under each Area of focus.

Find out more about Maranga Mai! at <http://maranga-mai.nzno.org.nz>

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The C&S Annual Plan template

The C&S annual plan template reflects the 11 areas of focus

Look at the whole Maranga Mai! Strategic Plan – it is likely your ideas/ goals will fit in there somewhere.



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What do we need to think about when developing an annual plan?

Let's go back to the idea of planning a sea voyage...



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What's the weather and environment?

- All good Kaiārahi (Captains/ Chairs) check the weather before setting out on a voyage. This may delay the departure, require more equipment or change the planned route.
- In the health environment, Macro (political), Micro (industry) and positioning (competitors) are key considerations.
- What are the environmental issues you need to consider?



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What route will we take?

- What route to take is based on resources (hoe), the environment and the time allocated to reach your destination.
- For example, if your goal is to reduce health inequities by lobbying for an increase in services, you may want to understand what is currently available, who you will lobby, what information you need to build your case.



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What
resources
(hoe) do we
have/ need?

- It is futile to plan a round-the-world yacht race when you have a dinghy.
- Understand if you have the finances, time and other factors you need to achieve your goal. Set a realistic budget.
- Identify and manage risk.



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How long will
the journey take?

How will I know
when we have
arrived?

- Do I want to complete my voyage quickly or will this take several years?
- A good kaiārahi will keep the sailors updated with where they are in their voyage, and whether they are on track.
- Sometimes you may need to adjust your voyage path, allocate more resources, or bring on more sailors.
- Set goals of when you want to achieve each step of the voyage and try to stick to this.
- Review your plan at each meeting and determine where you are on your voyage.
- Use the colour dots to record this.



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Do the crew
(kaihoe)
know where
we are
going?

- If the kaihoe don't know the destination, how long it will take and what needs to be achieved they will work hard paddling in different directions, pulling the waka off course.
- Or they may jump off the waka and flounder in the seas.
- Ensure others know what you are doing – this will help ensure support. Share in C&S meetings, newsletters, staff meetings, and AGM etc.



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Political			
Grow committee political awareness and capability	Attend NZNO training opportunities including C & S Day and media training		
	Committee members increasingly speak about their issues in political terms and are empowered to speak out and take lead roles in activism surrounding critical care		
Health New Zealand consult with NZCCCN when decision making on issues that affect critical care	Representaion on the national sepsis pathway technical advisory group		
Take health issues to MP's and communities in election year	Work with local delegates to share NZNO manifesto and key messages with members and the public via critical comment, Facebook, direct member, MP and public engagement		

5. Review progress throughout the year: Progress Key College and Sections should review the operational plan at each meeting (or quarterly) and consider whether the goal is on track, needs some revision or is at risk of being completed. This should be reflected in your minutes
An example of measuring and reporting your progress is a traffic light system. You do not need to report on each action.

on track
in progress
off track
completed



Incorporating Your Special Interest Group into the Annual Plan

Here the Critical Care Nurses have 2 SIG's – a CC Outreach Forum and CC Nurse Educator Forum

Education				
Grants	Award x amount per year. Could be at each F2F or just one	265 - Grants		
Study Day	If there is a specific study day objective tied to Maranga	093 - C&S Regional Comm Study Day/Seminar Reg Fees		
	Mai strategy include it here. Otherwise up above is fine	528 - CS Regional Study Day Expenses		
Quality of Training Programs assured	Lead the development of and participate in ANZICS conferences, regional study days and online webinars to support career development of nurses - Plus estimated profit share (payment month based on when funds were received this year)	090 - Other Income		
	ANZICS 3-day	480 - Flights - Domestic NZ		
		476 - Taxis		
		481 - Mileage		
		484 - Accommodation		
		487 - Meals		
Education aligns with future-facing role of the critical care nurse	Promoting and providing educational opportunities for members, including cultural competency. Partnership with MyHealthHub commenced end of 2023 (webinars)			
	NZCCOF - Outreach Special Interest Group Study Day - Hamilton 2026	093 - C&S Regional Comm Study Day/Seminar Reg Fees		
		528 - CS Regional Study Day Expenses		
	Host regular webinars -Nil costs			
	Costs inclusive of Nurse Educator and Outreach meetings at ANZICS			
Culturally appropriate training is provided to members	Ensure Māori and Pacific voice is integrated in planning, presentation and delivery of education, conferences, and workshops			
Advocate for nationally consistent standard of critical care nursing education	Maintain NZCCCN position statements: Critical Care Nursing Education 2019) 5 yearly review cycle - nil extra cost			
	Maintain NZCCCN: NZ Standards in Critical Care Nursing Education(2019) 5 yearly review cycle			
Education is accessible to members	Provide education scholarships to nurses to attend and present at conferences, study days and online platforms	306 - Conferences - Sponsored Registrations		



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If you were to take your waka out on the water today, would you reach a destination?

- Set your direction.
- Understand the environment.
- Set realistic time goals – chunk it down if you need to.
- Manage your resources.
- Recognise when you are getting off-course & adjust.
- Communicate with other stakeholders.
- Measure your progress.
- Celebrate when you get there!



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Final points

- You don't need a goal for every one of the 11 fixes.
- Make sure actualising Te Tiriti is evident – talk to Te Poari, Mairi or PNA if unsure.
- More kaihoe (paddlers) makes the journey easier.





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Annual planning process / timelines





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Sharing your plans



[dreamstime.com](https://www.dreamstime.com)

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