

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>

Maranga Mai !
