

Maranga Mai !

EVERY NURSE, EVERYWHERE

MARCH 2026

Explanation of Title

‘Maranga Mai’- Every Nurse, Everywhere

It is a call for action - “Rise up”

It is a call (karanga ake)for NZNO members (e.g. HCAs, Kaiāwhina, Midwives etc) where ever they work and the wider community to get behind Maranga Mai!

Strategic Context

- ▶ The health and disability system is under significant stress, increasing health complexities, worsening health determinates and demands, budget cuts, deregulation and privatisation, which means that managing resources is being more difficult.
- ▶ Across the entire nursing workforce ongoing systemic failure has meant moral injury/distress, fatigue and burnout. Nurses are facing increasing demands, racism and significant shortages in nursing supply.
- ▶ Reports such as the Wai 2575 (Kaupapa Māori Health Inquiries), Health and Disability System Review and the Health reforms all acknowledge the deficit in health equity for Māori as a representation of the systemic racism and failures.
- ▶ This strategy redesign is working, offensively and defensively, to collectively bring members together to use political, professional, and industrial power to address the building nursing workforce issues and the attack on our public health system
- ▶ The health system is failing patients, whānau and communities.

Purpose

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

Strategic Goals

Outward Facing

- ▶ NZNO is the lead in health
- ▶ 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 health workforce resourcing are based on NZNO's Fixes

Inward Facing

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

Theory to Win

Whole of sector, acting together
Karanga Atu, Maranga Mai!

Strategic Directions

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

The Fix

What's needed to fix the situation

- ▶ A political commitment to the NZNO view of a quality public health system
- ▶ Te Tiriti o Waitangi is actualised within and across the health system
- ▶ Fix pay and conditions equitably across the health system to reflect health workforce values and expectations
- ▶ Fix the number of members in education and training to meet current and future needs (both recruitment and retention)
- ▶ Fix the number of Māori and Pasifika nurses to meet the need

Areas of Focus - Te Tino Rangatiratanga

Goals

- ▶ Actualising Te Tiriti o Waitangi – by authentically sharing power acting on the articles of te Tiriti o Waitangi and understanding their intentions from a Māori paradigm
- ▶ Māori Lead – to ensure the history of economic and socio-political context of Māori experience is understood
- ▶ Tikanga based, evaluated and monitored – utilising Māori values and Māori frameworks in all situations
- ▶ Culturally safe practice – all members to become intrinsically familiar with tikanga Māori and have the confidence to support the wellbeing of tāngata whenua in a holistic way.
- ▶ Te Tino rangatiratanga works through all new constitutional structures

Areas of Focus - Te Tino Rangatiratanga, *continued...*

Goals

- ▶ Māori skills, knowledge and competencies overlay is acknowledged and valued in pay equity and bargaining across all sectors
- ▶ Rangitiratanga Māori need to be decision makers and commissioners.

Area of Focus – Building Member Power

- ▶ Increase membership across all sectors
- ▶ Māori models of organising and campaigning are developed and actively implemented
- ▶ New member structures implemented and working to plan

Areas of Focus - Workforce

- ▶ Growing the Māori workforce to equitably meet the health needs of Māori
- ▶ Sector wide workforce strategy that looks to future workforce transformational opportunities
- ▶ Workforce shortages will be challenged professionally, industrially, politically and legally wherever they occur
- ▶ Career pathways established through a staircasing model that has due reward and recognition for all nurse, HCA Kaiāwhina and midwife occupations
- ▶ Rejection of deregulation of nursing
- ▶ Identify the future Role of the nurse/midwife and ensure alignment with HCA roles and kaiāwhina.
- ▶ Protect transition to paid practice

Areas of Focus – Education

- ▶ Advocate for pastoral care to support graduate and undergraduate nurses
- ▶ Career Pathway – culturally appropriate Nurse-patient ratios informed by CCDM where it operates across all sectors to meet needs of community
- ▶ Nurse undergraduate education staircasing will be fully funded
- ▶ National Portability of education and practice

Areas of Focus – Registration

- ▶ Portability of qualifications prioritising Pacific nurses
- ▶ Nurse role not undermined by deregulation (including Regulatory Standards Act)

Areas of Focus- Health and Safety

Goals

- ▶ Infrastructure and capacity to support growth and action by NZNO HSRs, delegates, representatives and staff based on legislative standards and collective agreement provisions across all sectors
- ▶ Legislation to prevent violence and abuse in the workplace
- ▶ Worksafe will enforce health, safety and wellbeing rights within the Health sector

Areas of Focus - Bargaining

- ▶ Common terms and conditions for all members
- ▶ Mātauranga Māori overlay recognised and remunerated
- ▶ All non Te Whatu Ora members covered by pay equity claims

Areas of Focus - Political

- ▶ Te Tiriti o Waitangi leads all aspects of discussion and decision making
- ▶ NZNO delegates and members are supported to become politically aware and active
- ▶ NZNO leads and supports progressive social justice positions based on its policies and values

Areas of Focus - Immigration

- ▶ Immigration policy and rules will ensure IQN's are not exploited
- ▶ Ethical recruitment strategies are implemented and enforced
- ▶ Access to immigration data to drive NZNO's policies and actions

Areas of Focus - Allies

- ▶ Allies identified, informed and engaged to support NZNO positions
- ▶ Formal and informal coalitions formed focusing on patient advocacy groups
- ▶ International networks established and utilised

Te Taiao

- ▶ Te Taiao – Protecting wahi tapu and ngā taonga tuku iho – environmental protection and sustainability, understanding Māori whakapapa connection to the land, waterways, maunga
- ▶ Members engaged in climate justice activity
- ▶ Members leading sustainability changes in their workplaces
- ▶ NZNO links with other climate groups to promote achievement of NetZero 2050 goals
- ▶ NZNO reduces its carbon footprint