



STRATEGIC PLAN 2015 – 2020

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.

PROFESSIONAL ASSOCIATION AND REGISTERED UNION

To achieve our vision and mission we will focus on:

IMPROVED HEALTH OUTCOMES

by promoting excellence in patient care

- Advance NZNO's vision for nursing: 2020 and beyond
- Engage in the debate about effective models of health care
- Contribute to the development and implementation of population health approaches which reduce health inequalities, address determinants of health and those things that impact on people's ability to live well
- Demonstrate the contribution the nursing team makes to improved health outcomes and healthy communities, hapu and iwi
- Actively campaign for safe staffing and healthy workplaces to ensure patient safety and workforce wellbeing
- Advocate on social justice, equality, equity and humanitarian issues to promote a fair society and healthy communities
- Advocate for practice standards that enhance patient care and safety

SKILLED NURSES

by contributing to and advocating for the development of nursing education programmes and the ongoing professional development of members

- Participate in the design and review of education programmes that equip nurses to contribute to improved health outcomes
- Actively campaign, lobby employers and the Government to allocate sufficient funding in a consistent and transparent manner to enable and optimise ongoing professional development for all members of the nursing team.
- Build leadership capacity amongst NZNO members
- Advocate for all graduate nurses, Enrolled Nurses and Midwives to have access to a funded Entry to Specialist Practice or Nurse Entry to Practice Programme position
- Strengthen NZNO members' ability to recognise and demonstrate an understanding of Tikanga Māori

STRONG WORKFORCE

by strengthening nursing workforce planning, sustainability and leadership

- Champion the public image of nursing
- Contribute to the sector's understanding of the current and future nursing workforce
- Engage in debate and campaign for effective employment practices and relationships
- Promote a proactive strategy for increasing the numbers of Māori nurses
- Promote a proactive strategy for increasing the number of Pacific nurses and improving the integration of internationally qualified nurses
- Identify the implications of our ageing workforce and campaign for the health sector to effectively manage the risks and maximise the opportunities
- Actively campaign and collectively bargain for fair pay and decent working conditions for members
- Represent members on employment matters
- Campaign for employers to implement systems for safe staffing in the workplace

EFFECTIVE ORGANISATION

by ensuring NZNO is a healthy and sustainable organisation

- Understand and engage with our members
- Integrate bicultural practices and apply a bicultural lens to the way we work
- Provide a valuable and useful membership package
- Build strategic relationships nationally and internationally with nursing, union and other agencies in order to advance the professional/industrial interests of nursing
- Actively scan the environment for developments and changes that may impact on nursing
- Base our practice and actions on evidence
- Value and support staff and members by investing in their development
- Exercise fiscal prudence with member funds whilst investing in infrastructure