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.

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 for 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