



# WOMEN'S HEALTH COLLEGE STRATEGIC PLAN 2016 – 2020

## OUR VISION

*Freed to care; proud to nurse*

## OUR MISSION

*Women's Health College NZNO is the professional nursing voice for women's health and related issues. As stakeholders we will advocate for women and influence health policy. We aim to provide nursing leadership to promote, support and advance nursing practice in relation to women's health in Aotearoa/New Zealand*

*To achieve our vision and mission we will focus on:*

### IMPROVED HEALTH OUTCOMES

*by promoting excellence in patient care*

- Engage in the debate about effective models of health care
- Contribute to the development and implementation of population health approaches which reduce health inequalities – specifically those related to women's health issues
- Demonstrate the contribution nursing and midwifery makes to improved health outcomes for women and healthy communities, hāpu and iwi
- Actively campaign for safe staffing and healthy workplaces to ensure patient safety and workforce wellbeing in women's healthcare delivery settings
- Advocate on social justice, equality, equity and humanitarian issues to promote a fair society and healthy communities – specially gender inequalities that affect women
- Advocate for practice standards that enhance women's health, care and safety

### SKILLED NURSES AND MIDWIVES

*by contributing to the ongoing professional development of nurses and midwives working in women's health*

- Participate in the design and review of education programmes as appropriate that equip nurses and midwives to contribute to improved health outcomes for women
- 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 Women's Health nursing team and midwifery team
- Build leadership capacity amongst WHS members
- Strengthen WHS 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 nurses and midwives working in women's health
- Contribute to the sector's understanding of the current and future women's health workforce
- Engage in debate and campaign for effective employment practices and relationships – particularly gender pay inequities
- Promote a proactive strategy for increasing the numbers of Māori nurses and Pacific nurses and midwives working in women's health
- Identify the implications of our ageing workforce and campaign for the health sector to effectively manage the risks and maximise the opportunities
- Campaign for employers to implement systems for safe staffing in the workplace

### EFFECTIVE ORGANISATION

- Understand and engage with our members
- Integrate bicultural practices and apply a bicultural lens to the way we work
- Build strategic relationships nationally and internationally with women's health organisations
- Evidence based practice will underpin women's healthcare delivery
- Value and support staff and members by investing in their development, providing women's health education opportunities
- Exercise fiscal prudence with member funds via the WHS operational and budget planning
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