

Building Nursing Power: Using our voice to influence change

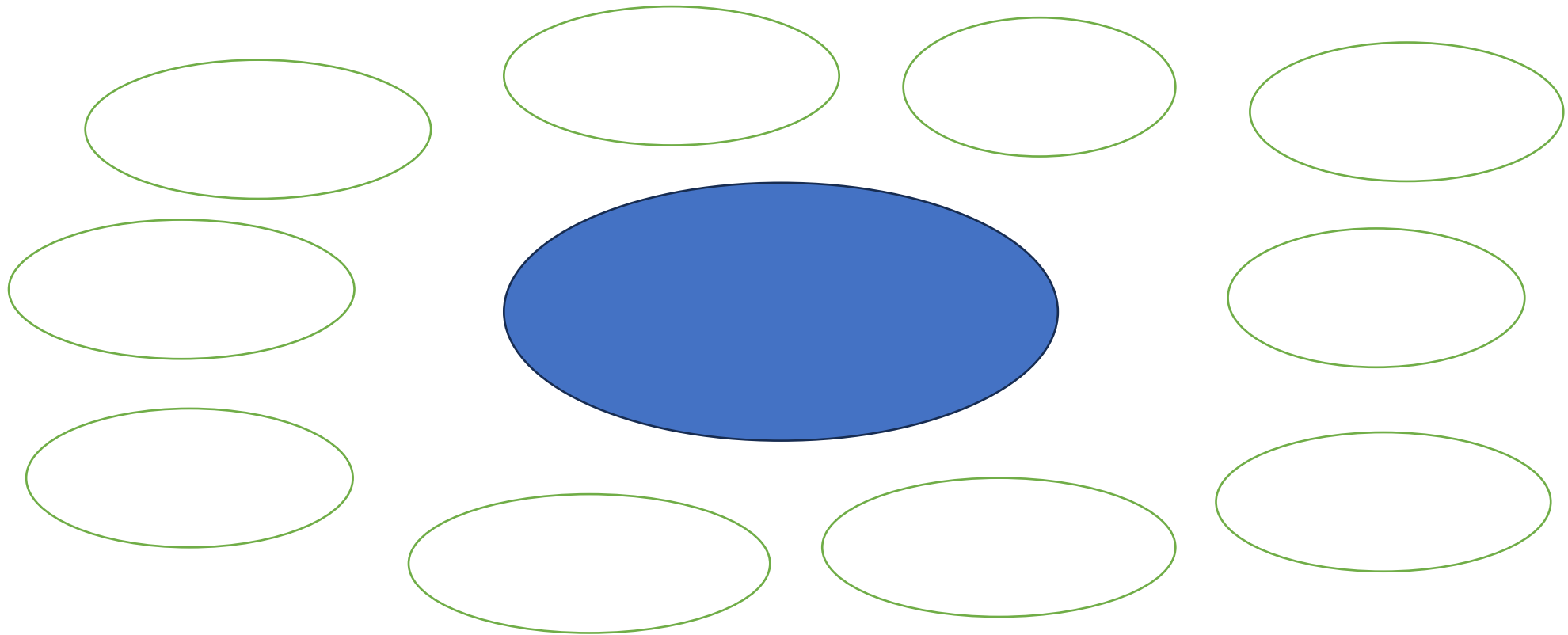
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Purpose of NZNO

- **What is the purpose of NZNO, why do we exist?**

Purpose of NZNO



NEW ZEALAND
NURSES
ORGANISATION

TŌPŪTANGA
TAPUHI
KAITIAKI O AOTEAROA

What does Power look like?

- **What does power look like for Nurses and the Nursing Workforce**
- **What does the lack of power look like for Nurses and the Nursing Workforce.**

What does Power look like?



NEW ZEALAND
NURSES
ORGANISATION

TŌPŪTANGA
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Lack of Power



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Role in Building Power

- **What is your role in building power?**

Maranga Mai goals

- Te Tiriti firmly upheld in all health settings so Māori have equal access to a health system that works for them.
- *X number* more nurses in place as quickly as possible and just ratios.
- Pay and conditions that value nurses right across the health sector and keep them in the job. This includes sustainable funding for pay parity.
- Training that is affordable and accessible so more people study and stay on to become nurses.
- More Māori and Pasifika nurses so people receive health care that fits with their culture.

We need to achieve these goals in the 4 key sectors:

Aged care sector

Professional/Industrial/Political

Te Whatu Ora

Professional/Industrial/Political

**Te Ao Maori
space –
Te Poari**

Private Hospitals

Professional/Industrial/Political

Primary Healthcare

Professional/Industrial/Political

What are the core priority areas for sector plans? Board and Conference feedback

- Campaign 2024 – Te Whatu Ora
- Non-Te Whatu Ora pay equity (PHC etc)
- Health & Safety
- Staffing ratios
- Role of Nurse - Challenging the current direction of role of nurse and building a model for the future role of nurse
- Role of HCA
- Senior nurses

Te Whatu Ora



Strategic Direction

- Actualising Te Tiriti
- Building political power
- Organising on the ground wide spread action
- Winning public support
- Building member power
- Leveraging health and safety



Theory of Winning

To achieve our goals we need to move decision makers (the govt). This means bringing onboard the public/voters) + growing and organising membership



Areas of focus

- Tino rangatiratanga and Mana Motuhake
- Campaign 2024 – Collective Agreement renewal and Staffing ratios campaign
- Health and Safety
- Role of the Nurse / HCA
- Senior nurses/NPs/midwives
- Training (earn as you learn)

Aged Care



Strategic Direction

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- Building political power
- Building member power
- Organising on the ground wide spread action
- Winning public support
- Leveraging health and safety



Theory of Winning

To achieve our goals we need to move decision makers (the govt/private operators). This means bringing onboard the public/voters + growing and organising membership



Areas of focus

- Tino rangatiratanga and Mana Motuhake /Cultural Support
- Role of Nurse and HCA
- Age Safe (ratios campaign)
- Building member power
- Pattern Bargaining
- Pay Equity
- Health and safety

Primary Health Care



Strategic Direction

Actualising Te Tiriti
Building political power
Organising on the ground
wide spread action
Winning public support
Building member power
Leveraging health and safety
Winning public support



Theory of Winning

To achieve our goals we need to move decision makers (the govt/private owners). This means bringing onboard the public/voters
+ growing and organising membership



Areas of focus

Tino rangatiratanga and Mana Motuhake
Pay equity
PHC MECA 2024
Pattern bargaining
Funding model challenge
Role of Nurse/senior nurse/HCA
Health and Safety
Staffing ratios

Private Hospitals & Hospices



Strategic Direction

Actualising Te Tiriti
Building political power
Organising on the ground
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Theory of Winning

To achieve our goals we need to move decision makers (private owners). This means bringing onboard the public/consumer + growing and organising membership

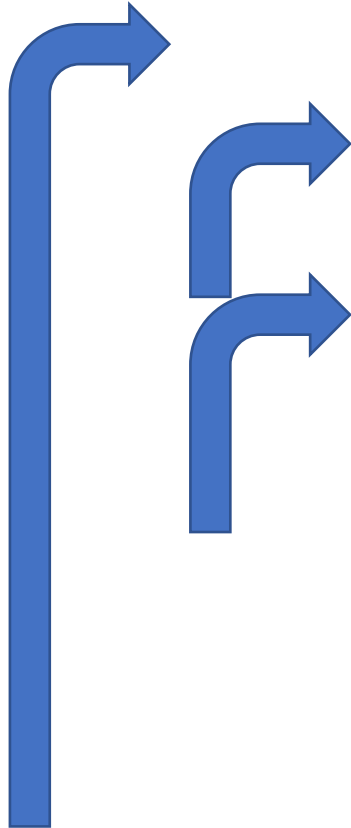


Areas of focus

Tino rangatiratanga and Mana Motuhake
Pattern bargaining
Pay equity
Greenfields expansion
Health and Safety
Role of Nurse
Staffing ratio's

Attitudinal Map

Occasionally a
miracle happens



Workplace Leader 1-5%
Activists 1-5%
Supporters 10-20%
Uninvolved 60-80%
Hostile 1-5%

W hats
I n It
F or
M e