



Tōpūtanga Tapuhi
Kaitiaki o Aotearoa

NEW ZEALAND NURSES
ORGANISATION

Strategic Plan 2026 – 2027

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.

Maranga Mai! – Every nurse, everywhere

Maranga Mai!

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

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

Goals

Outward Facing

- 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 nurse resourcing are based on NZNO's fixes.
- NZNO is the leading voice in health

Inward Facing

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

Strategic directions

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

The fixes

- A political commitment to the NZNO view of a quality public health system
- Te Tiriti is actualised within and across the health system – right now
- Fix pay and conditions that are equal across the health system and meet nurses' 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 Pacific nurses to meet the need

Theory to win

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

Areas of focus

We have identified 11 areas of focus that will support us to actualise te Tiriti o Waitangi; build political power; organise on-the-ground, widespread action; win public support; and leverage health and safety. These will be our priorities over the next three years.

1. Te tino rangatiratanga
2. Building member power
3. Workforce
4. Education
5. Registration
6. Health and safety
7. Bargaining
8. Political
9. Immigration
10. Allies
11. Te tai ao

Our operational plans contain more detail under each Area of focus.

Find out more about Maranga Mai! at <http://maranga-mai.nzno.org.nz>

