

## 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 for NZNO members wherever they work, and the wider community, to get behind the campaign!

### Purpose

To win the political and resourcing commitments needed to address this 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.

#### Inward Facing

- Every member across the sector is engaged and actively participates
- New ways of campaigning are utilised
- Membership lifted

### Theory to win

Whole of sector acting together

### Context

- The health and disability system is under significant stress. Increasing health complexities, worsening health determinants and demands means that managing resources is more difficult.
- Across the entire nursing workforce ongoing systemic failure has meant morale injury/distress, fatigue, and burnout. Nurses are facing increasing demands and significant shortages in nursing supply.
- Reports such as the Wai 2575 (Kaupapa Māori Health Inquiries), Health and Disability System Review and the Health reforms all acknowledge the health equity deficit for Māori, as a representation of systemic racism and failures.
- NZNO Tōpūtanga Tapuhi Kaitiaki o Aotearoa has failed so far to create a sustained force for change that is built on collective member power that wins hauora for both users and workers.
- This project redesign must work offensively and defensively to bring members together to use collective power to address the nursing workforce issues.

### Strategic directions

- Actualising Te Tiriti
- Building political power
- Organising on-the-ground wide-spread action
- Winning public support
- Leveraging health and safety and wellbeing
- Developing and promoting an NZNO overview of the health system of the future

### The fixes

- Ensure Te Tiriti is actualised within and across the health system
- Fix the number of trained and qualified nurses 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 people in nursing training to meet current and future needs
- Fix the number of Māori and Pasifika nurses to meet the need

### 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>



NZNO's role is to represent the interests of all members: nurses, midwives, students, kaimahi hauora and health workers. We are a bicultural organisation, committed to te Tiriti o Waitangi.

The health and socio-political context within which NZNO and its members function is complex, ever-changing and involves many stakeholders. NZNO must be flexible and adapt to emerging challenges, while continuing to provide leadership and advocacy services for its members employed in a range of settings in the health sector. The Strategic Plan will enact the objects of NZNO as set out in the Constitution