

# Maranga Mai !

EVERY NURSE, EVERYWHERE  
CAMPAIGN **FEBRUARY 2025**

# Explanation of Title

‘Maranga Mai’- Every Nurse, Everywhere

It is a call for action - “Rise up”

It is a call for NZNO members where ever they work and the wider community to get behind the campaign!

# Campaign Context

- ▶ The health and disability system is under significant stress, increasing health complexities, worsening health determinates and demands, budget cuts, and privatisation, which means that managing resources is being 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 deficit in health equity for Māori as a representation of the systemic racism and failures.
- ▶ 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 campaign redesign must work offensively and defensively to collectively bring members together to use political, professional, and industrial power to address the nursing workforce issues and the attack on our public health system

# Campaign Purpose

To win a *quality public health system that is patient and whanau centred* with the necessary political and resourcing commitments needed to address the crisis permanently, across the whole health sector

# Campaign 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 Charter of Demands
- ▶ 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



# Theory to Win

Whole of sector, acting together

# Strategic Directions

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

# The Fix

## What's needed to fix the situation

- ▶ An evidence-based political commitment to a quality public health system
- ▶ Ensure Te Tiriti is actualised within and across the health system
- ▶ Fix the number of needed trained and qualified nurses across the health system – right now
- ▶ Fix pay and conditions equitably across the health system to reflect 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 - Te Tino Rangatiratanga

## Goals

- ▶ Actualising Te Tiriti – by authentically sharing power acting on the articles of te Tiriti and understanding their intentions from a Māori paradigm
- ▶ Māori Lead – to ensure the history of economic and socio-political context of Māori experience is understood
- ▶ Tikanga based and monitored – utilising Māori values and Māori frameworks in all situations
- ▶ Culturally safe practice – all nurses to become intrinsically familiar with tikanga Māori and have the confidence to support the wellbeing of tāngata whenua in a holistic way.
- ▶ Tikanga evaluated – cultural assessments performed by Māori using Māori methodologies

# Areas of Focus - Te Tino Rangatiratanga, *continued...*

## Goals

- ▶ Māori knowledge overlay determined
- ▶ Under Te Tiriti o Waitangi Tōpūtanga Tapuhi Kaitiaki o Aotearoa NZNO, alongside the Māori structures, will enact Tino Rangatiratanga through goals for the benefit of all members.
- ▶ Rangitiratanga Māori need to be decision makers and commissioners.

# Area of Focus – Building Member Power

- ▶ Members fully engaged with campaign
- ▶ Members networks established and working across sectors
- ▶ Increase membership across all sectors
- ▶ Māori models of organising and campaigning are developed and implemented
- ▶ Local supported issues building power supported nationally– Members turning up
- ▶ Activities aligned with campaign timelines and events
- ▶ Member voice driving change at all levels – local, regional and national

# Areas of Focus - Workforce

- ▶ Growing the Māori workforce to equitably meet the health needs of Māori - by Māori for Māori – purposeful Māori recruitment and retention. Ongoing lobbying for greater support for Māori nursing training programmes, including Māori leadership development
- ▶ Sector wide workforce strategy that looks to future workforce transformational opportunities
- ▶ Workforce shortages will be challenged wherever they occur – professionally, industrially and legally
- ▶ Māori workforce investment, recruitment and retention is implemented and monitored
- ▶ Regular meaningful engagement with the Government and Māori health structures to cohesively plan, implement and evaluate NZ nurse workforce demand and supply to ensure a safe work environment
- ▶ Career pathways established for all nursing occupations with due reward and recognition
- ▶ Rejection of deregulation of nursing including opposition to non-nurse roles imposing on nurse scopes of practice

## Areas of Focus – Workforce *continued...*

- ▶ Māori cultural overlay - recognition of Māori knowledge and activities
- ▶ Identify the future Role of the nurse/midwife and ensure alignment with HCA roles and kaiawhina.
- ▶ Career pathways
- ▶ Transition to practice - Nurse Entry to Practice (NEtP), Enrolled Nurse Support into Practice (ENSIP) and New Entry to Specialist Practice (NESP) ACORD agreement must be enforced and accountability processes to be implemented
- ▶ Developing overview of health system of the future

# Areas of Focus – Education

- ▶ Every nurse will enter the paid workforce within 6 months of graduation
- ▶ Undergraduate and post graduate education and nursing practice will integrate te Tiriti o Waitangi and Kawa whakaruruhau (cultural safety)
- ▶ Priority given to attrition rates of tauira Māori and Pasifika graduates through the education system
- ▶ Te Whatu Ora will fund nurse education providers to employ older Nurses (still in practice) to support undergraduate/new graduate/IQNs to improve recruitment and retention capacity
- ▶ Establishment of pastoral care clinical skill and knowledge to support graduate and undergraduate nurses
- ▶ Career Pathway – Nurse-patient ratios informed by CCDM where it operates across all sectors to meet needs of community
- ▶ Pre entry to nursing training availability will meet supply and demand
- ▶ Staircasing (Ara) education and recognition of prior learning from HCAs (Level 4 – pre-entry) to Nurse Practitioners (Level 8)



# Areas of Focus – Education

## *continued...*

- ▶ Nurse undergraduate education staircasing will be fully funded
- ▶ Undergraduate nurse placement travel and accommodation expenses will be fully funded.
- ▶ Nurse Entry to Practice (NEtP), New Entry to Specialist Practice (NESP) and Enrolled Nurse Support into Practice (ENSSIP) funding will be equitable and processes will be implemented to include all areas of nursing within NZ
- ▶ Hard to recruit to areas within NZ will be supported through equitable incentivised funding
- ▶ Māori and Pacific students incentivised to enter into, and remain in, nursing education pathways in sufficient numbers to meet need (v population proportionality)
- ▶ Recognition of non-nurse career pathways through qualifications and access to professional learning
- ▶ Education aligns with future-facing role of the nurse

# Areas of Focus – Registration

- ▶ Te Tiriti o Waitangi and Kawa Whakaruruhau are pre-requisite for registration
- ▶ Nurse scope of practice to reflect Māori rights under Pae Ora
- ▶ Portability of qualifications prioritising Pacific nurses
- ▶ To respond to and support the “Proposed changes to the IQN Competence assessment process and English language standard” by the Nursing Council of NZ
- ▶ IQN qualifications will be recognised and used to bridge to Registered Nurse through agreed mechanism with NZNO
- ▶ To work with NCNZ to include and be accountable for transparent timeframes to registration
- ▶ Return to work for nurses is expedited

# Areas of Focus- Health and Safety

## Goals

- ▶ Infrastructure and capacity to support growth and action by NZNO HSRs, delegates, representatives and staff
- ▶ Organising opportunities presented by H&S fully utilised to build workplace power
- ▶ Equitable representation – increase Māori and Pacific capacity in Health, Safety and Wellbeing
- ▶ HSRs, delegates, representatives and staff empowered to consistently and collectively utilise the HSWA 2015/Employment Relations Act to hold their employers to account for all unsafe work practices

# Areas of Focus- Health and Safety

## *continued...*

### Goals

- ▶ NZNO will have HSRs, delegates, representatives and staff who will actively and directly partner health employer Health, Safety and Wellbeing decision making at all levels
- ▶ Worksafe will enforce health, safety and wellbeing rights within the Health sector issues
- ▶ All sectors must be included
- ▶ Utilise Health, Safety and Wellbeing under Employment Relations Act 2015

# Areas of Focus - Bargaining

- ▶ Common terms and conditions for all RNs, regardless of sector are sought to be achieved during 2025
- ▶ Bargaining strategies to achieve common terms and conditions are identified, agreed and implemented across whole of health
- ▶ Māori knowledge overlay recognised and remunerated
- ▶ Pay equity – Te Whatu Ora pay equity rates reviewed and updated
- ▶ Collective agreement provisions are regularly enforced and on time
- ▶ All non Te Whatu Ora members covered by pay equity claims

# Areas of Focus - Political

- ▶ Te Tiriti o Waitangi leads all aspects of discussion and decision making
- ▶ NZNO is the leading voice in health
- ▶ NZNO will engage in high level proactive politicisation of identified issues
- ▶ NZNO delegates and members are supported to become politically aware and active
- ▶ NZNO will challenge and promote change to immigration barriers experienced by IQNs
- ▶ MPs and local government targeted
- ▶ Iwi leaders engaged and supportive including through Māori health structures
- ▶ Particular focus - Māori health structures – participation and engagement. Extend member influence on governance
- ▶ NZNO leads/supports progressive social justice positions based on its policies and values
- ▶ NZNO completes its policy framework



# Areas of Focus - Immigration

- ▶ Kawawhakaruruhau to be embedded in programmes for all IQNs, and demonstrated in their practice with continuous support.
- ▶ NZNO will promote workforce policy and strategy that ensures supply and demand for nurses is met (preferably by NZ trained nurses)
- ▶ Nursing workforce strategy to be based on domestic supply that matches Infometrics numbers, with immigration a strictly time and occupation limited policy
- ▶ Immigration policy and rules will ensure IQN's are gainfully employed and supported in NZ roles.
- ▶ Public support NZNO position on IQN immigration issues
- ▶ IQNs to have the freedom of choice where to work in NZ on completion of any visa bonding requirements
- ▶ Ethical recruitment strategy

# Areas of Focus - Allies

- ▶ Allies identified, informed and engaged to support NZNO positions
- ▶ Formal and informal coalitions formed focusing on patient advocacy groups
- ▶ ICN/GNU engaged to support
- ▶ Specific Māori targets are identified, engaged and support campaign
- ▶ Māori voices are prominent in allies support

# Te Tai Ao

- ▶ Te Tai Ao – Protecting wahi tapu and ngā taonga tuku iho – environmental protection and sustainability, understanding Māori whakapapa connection to the land, waterways, maunga
- ▶ Members engaged in climate justice activity
- ▶ Members leading sustainability changes in their workplaces
- ▶ NZNO links with other climate groups to promote achievement of COP 2050 goals
- ▶ NZNO reduces its carbon footprint

# Communications Strategy

Focii will be:

- ▶ how we will communicate the campaign messages found here to members and to the public
  - ▶ how member engagement will be secured and encouraged
  - ▶ winning public/political support
  - ▶ branding and web presence, including social media
  - ▶ Our comms will be patient centred, focused on the fix rather than complaint and will be evidence based
- ▶ how each of the campaigns and projects NZNO will carry out this year will relate to the messaging and goals of Maranga Mai; every nurse everywhere.
    - ❖ Pay Equity
    - ❖ International Nurses Day
    - ❖ Budget 2025 and 2026
    - ❖ Board elections
    - ❖ Health New Zealand/ Māori health structures
    - ❖ Conference
    - ❖ Te Whatu Ora Bargaining
    - ❖ PHC MECA Bargaining
    - ❖ General election 2026

# How Will We Know We Are Winning?

- ▶ Public validation of nurse's circumstances
- ▶ Recognition and support by the public of the campaign
- ▶ Our members, sector wide, trust, believe and participate in the campaign
- ▶ Māori cultural validation
- ▶ NZNO goals are met to the level of member ambition