



How to run a Safe Staffing public action

NZNO members are running Safe Staffing public actions during the last phase of the election campaign September/October 2023:

1. Safe staffing stalls at community markets and events
2. Safe staffing informational pickets

Stalls and Informational pickets can also be a great way to support direct action on staffing happening at your workplace such as health and safety strikes and draw the local community's attention to staffing issues at your workplace. Any delegate or member can run these activities but please do contact your local organiser so they can assist.

Goals for the Safe Staffing public actions

- We want the public to know that unsafe staffing is an issue of deep concern to health workers.
- We want to give the public the opportunity to tautoko or show support for nurses and health workers.
- We want the public to vote for parties that are committed to taking action to fix the nursing shortage crisis.

Messaging

"Nurses and health workers are calling for an increase of at least 4000 more nurses in Aotearoa. Amplify our call. This election, vote for parties that will take action for Safe Staffing in hospitals and health care. Stand together for more nurses, health care assistants and midwives. We can fix this."

For any Safe Staffing public action it is only necessary to speak from your own values and experience about the issue of Safe Staffing:

- I am a health care worker / someone who cares about quality health care.
- I'm concerned by the unsafe staffing that I see / experience.
- Your support for health workers makes a difference.
- I'm asking people in my community to vote for parties that will take action for Safe Staffing in hospitals and health care settings.

Our 2023 election demands as nurses and health workers

1. A health system that addresses inequities for Māori
2. 4000 more nurses recruited, trained and on the job – this includes higher percentages of Māori and Pasifika nurses. We need 4000 more nurses in place as quickly as possible. We need an increased percentage of Māori and Pasifika nurses so people receive health care that fits with their culture. We need fair nurse-to-patient ratios.
3. Pay lifts that value all nurses. We need pay and conditions that: value nurses right across the health sector, attract more nurses, keep nurses in the job. This includes sustainable funding for Pay Parity.
4. Funded training to be a nurse: We need accessible government-funded training so more people become nurses; and ongoing funded training once someone is a nurse.



1. Planning your Safe Staffing stall

A Safe Staffing stall can be held at a market or community event and is a hub from where you can have interactions with people about the issue of Safe Staffing and to ask them to do the following:

- Show support for nurses and health workers by creating a cut out nurse and sharing on social media with #thenurseweneed.
- Educate themselves about where the parties stand on taking action for Safe Staffing in hospitals and health care (and ideally vote for the parties that will take action for safe staffing).

There will be different levels of engagement depending on how interested people are in the issue. It's not your job to persuade or convince people who hold different views to change their mind. Your role is to provide an opportunity for those who are already supportive to show that support, and to provide more information to those who are curious and interested to learn more.

Remember it is only necessary to speak from your own values and experience about the issue of Safe Staffing: *I am a health care worker / someone who cares about quality health care. I'm concerned by the unsafe staffing that I see / experience. I'm asking people in my community to vote for parties that will take action for Safe Staffing in hospitals and health care settings.*

Please contact your local organiser for help with planning and resources. What you'll need for the stall:

1. Event plan with key messages
2. Table, chairs, gazebo as relevant
3. Signs and flags for visibility
4. Leaflet
5. "Nurse we need" cut out template
6. Petition
7. Camera (could just be a phone)

2. Planning your Safe Staffing informational picket

A Safe Staffing informational picket can be held in a visible and public location, ideally near a visible health care worksite with nurses and health workers from that worksite participating. An informational picket is an efficient way to create visibility, energy and a sense of urgency around the issue of Safe Staffing to promote our key messages:

- We are health care workers who are deeply concerned about unsafe staffing
- Your support for nurses and health workers matters
- Vote for parties that will take action for Safe Staffing in hospitals and health care

Informational pickets can also be a great way to support direct action on staffing happening at your workplace such as health and safety strikes and draw the local communities attention to staffing issues at your workplace.

A good length of time for an informational picket is 30-60mins. Choose a time of day when there will be maximum people passing by.

What you'll need for the informational picket:

1. Event plan with key messages
2. Signs and flags for visibility. Include handmade signs with original messages.
3. Leaflet (if there may be people passing by)
4. Camera (could just be a phone)

Please call your organiser if you need help working through the below checklist.
Some aspects of the checklist may not be relevant to your particular action.



Before the Safe Staffing public action day

	What	Done
1	Develop your plan with your organising group: <ul style="list-style-type: none"> • Agree on goals, dates and times, roles • Research if you need to arrange any permissions in advance and organise these if necessary • Develop a H&S plan • Prepare gear and resources 	
2	Build participation: <ul style="list-style-type: none"> • Promote to other NZNO members, allies and community supporters through conversations, posters, social media, phone calling 	

At the start of the action

3	Brief participants before handing out gear: <ul style="list-style-type: none"> • Welcome, goal, timeframe, key messages, H&S, roles, where to send media etc 	
---	---	--

During

5	Keep it fun and energy up, make sure everyone is involved	
6	Encourage members to share photos #thenurseweneed and email to campaigns@nzno.org.nz	

At the end of the event

8	Close event with group photo, debrief and finish on a high	
---	--	--

After the event

10	Send photos to campaigns@nzno.org.nz ,	
----	---	--