



TE WHATU ORA

LOBBYING

TOOLKIT

NZNO members are taking action for safe staffing and fair pay. This Government is putting patient and whānau safety and well-being at risk by failing to resource our hospitals properly. We're calling on our local MPs to help us fix this. We're also working with our communities to gain their support so we can fix understaffing.



**TELL YOUR
STORY TO WIN
ON STAFFING**



**NEW ZEALAND
NURSES
ORGANISATION**

**TŌPŪTANGA
TAPUHI
KAITIAKI O AOTEAROA**

1. LOBBYING YOUR LOCAL MP

Lobbying is the practice of trying to influence Government decisions and policies by talking with decision-makers or the people close to them.

MPs need to know that short-staffing our hospitals puts the safety and wellbeing of patients and whānau – their voters – at risk. And that fair pay will stop our nurses leaving for better paying jobs in Australia. Get together with workmates and contact your local MP to request a meeting to discuss these issues.

Polling shows the state of the health sector is one of voters' top concerns and is something the Coalition Government is sensitive to.

We need MPs to use the power and influence of their own political parties to put pressure on the Government. Enough pressure will force the Government to adequately fund Te Whatu Ora to be able to resolve these issues in bargaining.

Lobbying meetings with MPs are a good way to do this. There are two areas we can focus on in lobbying meetings. →



EDUCATE THEM

Let them know the dangers of understaffing at Te Whatu Ora as it affects their constituency and community. Let them know these issues are a deep concern in their community they cannot ignore.

ASK FOR THEIR ACTIVE SUPPORT

Local MPs have a role to play in moving the key decision makers; the Prime Minister, the Minister of Health and Cabinet. Examples of asks for MPs will depend on which party they represent but can include:

- **Raising the issue** with the Prime Minister and Minister of Health
- **Sharing a message** of support on their own social media
- **Speaking to** their political party's health spokesperson
- **Asking their political party** to make a statement of support

USE STORIES IN LOBBYING MEETINGS

Share your own experiences in your own words about understaffing. Most lobbying meetings will be half an hour at the most so prepare stories that are:

→ SHORT

Around 2-3 minutes.

→ REAL

Painting a picture of the problem as it relates to the local community with local examples.

→ OFFER THE SOLUTION

Refer to our messaging guide for solutions.
A messaging guide with story prompts →

KEEP IT LOCAL

If an MP believes you want to discuss national health policy, they can decline your meeting on the basis that that is the Minister of Health's responsibility. In your meeting request say you'd like to discuss concerns at your local hospital and only use examples of what you are seeing locally. If your local MP continues to refuse to meet please let us know at campaigns@nzno.org.nz

FOLLOW THIS SUGGESTED PLAN AT YOUR MP LOBBYING MEETING

1. Introductions
2. Be clear on how much time you have so you can time-keep and get through what is needed.
3. Run through the pre-prepared stories and asks.
4. If the MP seems supportive take a photo together and ask them to post on their own social media channels about the issue.
5. Ask if you can also share the photo on your social media accounts.
6. Take note of any other asks they have agreed to.

2. BUILD COMMUNITY SUPPORT

Nurses, midwives and HCAs support their communities every day; they now need the community's support to resolve understaffing at Te Whatu Ora.

As well as media coverage there are other channels members can use to tell the story of understaffing and build support for example:

- In a post on your own Facebook, Instagram, TikTok or LinkedIn page.
- Find your local MP and make a post on their Facebook, Instagram or LinkedIn page.
- Write letters to the editor
- Call talkback radio

Use the messaging guide and story prompts to tell your story using these channels. When you tell your story remember to avoid disparaging your employer. →

TELLING THE STORY OF UNDERSTAFFING AT TE WHATU ORA

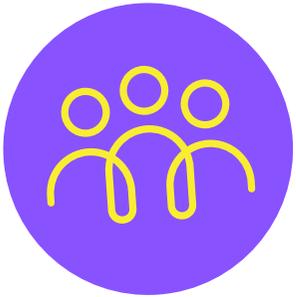
STORY PROMPTS

- I love my job as a Te Whatu Ora nurse/midwife/HCA because... but understaffing prevents me doing the job I love because...
- I'm a member of this community and I'm concerned about the impact of understaffing and under-resourcing because...
- I'm concerned about the impact of understaffing on my patients because...
- The personal impact of understaffing on me is...



NZNO'S SOLUTIONS TO

FIX UNDERSTAFFING AT TE WHATU ORA



→ STAFF-TO-PATIENT RATIOS

We need Te Whatu Ora to agree to work with NZNO on a research program which will provide the evidence base needed to support the introduction of ratios alongside CCDM, thereby supporting safe staffing into the future.



→ RECOMMIT TO CCDM FOR SAFE STAFFING

We need Te Whatu Ora to reconfirm its commitment to the CCDM programme and, in particular, complete the FTE calculations they stopped from October 2024. The FTE calculations determine a safe staffing level, based on patient need and need to be redone each year to make sure staffing levels are right.



→ THE FULL EMPLOYMENT OF NEW GRADUATES

New Zealand has one of the highest proportions of Internationally Qualified nurses in the OECD and we rely heavily on these nurses to support our health system. Meanwhile, less than half of the most recent new graduate group were offered places in the new entry to practice programme by Te Whatu Ora. The first year of practice is incredibly important for new graduates to cement their learning and remain in the profession, or in New Zealand.