



# Strategic plan 2022-2025

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COLLEGE OF NURSES AOTEAROA (NZ) INC.





# Thinking behind the plan

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- Our passion is to support nursing to make the biggest possible difference for the health and well being of Aotearoa
- Improving health outcomes for the people of Aotearoa requires a strong focus on equity
- Improving health outcomes for the people of Aotearoa requires us to continue to build on our enduring deep, active commitment to Te Tiriti o Waitangi.
- Improving health outcomes for the people of Aotearoa requires us to keep learning and growing our practice, policy and political engagement especially within an equity lens.
- Improving health outcomes for the people of Aotearoa requires attention to issues of sustainability and climate change
- Now more than ever choices about the shape, development and focus of the health system need the voices and perspective of nurses and nursing at the policy table.
- To do this we need to engage our members, partner with our multi disciplinary colleagues, strengthen our knowledge and research base and actively contribute to the shape of our health system and the role nursing plays in that system.



# Purpose

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To advance the discipline of nursing in Aotearoa to create more equitable outcomes for people and whānau in Aotearoa.

Strategic Statement: **To Stand for Nursing – Whata pouheni o Néhi**

To fulfil our purpose we need to:

- Be courageous leaders and voices for nursing
- Facilitate and model our contemporary commitment to biculturalism and Te Tiriti o Waitangi
- Speak with expertise and grounded insight of the requirements for nursing practice at its most impactful
- Build strong support and learning networks with our members
- Work with other leaders to shape our health system, funding and policies to enable nurses to make their best contribution



# Vision

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*Our vision:*

- In Aotearoa nursing is recognised as a powerful and essential profession – leaders, critical to improving health outcomes in Aotearoa.
- Voices of nurses are everywhere it matters advocating for the health and wellbeing of Aotearoa
- The College of Nurses and its members are recognised as leaders in advancing nursing practice and professional strength.





# Strategies

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*Our strategies are:*

- Developing nursing practice and capability for Aotearoa
- Engaging and informing our members
- Developing a sustainable future for the college
- Shaping health policy, funding and system design

The next four slides will expand on these strategies

**Goal:** To be a key influencer of policy and funding decisions at critical decision points.

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### Key actions

- To establish a programme of influence for key health sector decisions and policies.
- Focus on key changes and decisions and decision makers
- Invest in professional support structures
- Collaborate across the sector to advance specific professional issues which inhibit the delivery of nursing at its best
- Stand for Nursing-Whata pouheni o Néhi: Developing nursing practice and capability for Aotearoa



# **Goal:** To increase membership and the diversity and engagement of our members

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## **Key actions**

- Proactively engage our members wherever possible in the development, confirmation and implementation of our strategy
- Engage fellows and senior practitioners as leaders in shaping our profession and influencing other leaders.
- Maintain a sustainable future for the college

**Goal:** To strengthen the organisational life of the College to enable us to undertake a stronger leadership role

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### Key Actions

- Establish a Māori specialist role to facilitate the organisations commitment to our Te Tiriti o Waitangi partnership, equity and Māori health
- Establish a succession plan that models tuakana-teina framework
- Expand income base from membership activities and resource development
- Successfully complete the recruitment of a new executive leader





# Strategic rhythm

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- Quarterly Board to work with the Executive Director to
  - Review strategic process
  - Establish critical actions for the next 3 to 6 months to advance strategy
  - Allocate responsibilities/leadership for next actions
- Annually review and adjust the strategy
- Every 2-3 years engage members on the critical challenges and opportunities of importance to the profession.



*Thank you for your continued  
membership and support*

- PROFESSOR JENNY CARRYER: EXECUTIVE DIRECTOR
  - DR MARK JONES: CO-CHAIR ARORANGI
  - RHOENA DAVIS: CO-CHAIR ARONUKU
- DR KATHY HOLLOWAY, SANDRA MCDONALD, ERIN MEADS, BRENDA CLOSE: BOARD MEMBERS