

Te Tai Tokerau Nursing Strategy: What's the point?

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Overview

- **What is a strategy?**
- **Strategic thinking**
- **Strategic planning**
- **Linking grand strategy to local endeavour**
- **Nursing strategy in Te Tai Tokerau**
- **Partnership approach**
- **The articles of Te Tiriti**
- **Māori and Crown partnership**
- **A shared understanding for change**
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What is a strategy?

- **Strategy is:**
 - a plan of action designed to achieve a long-term or overall aim, or
 - the art of planning and directing military operations and movements in a war or battle
- **Operational effectiveness and strategy are both essential to superior performance, but they work in very different ways**



Strategic thinking

Strategy begins with strategic thinking:

- Having a good understanding of the systems you're operating in
- Being able to use intelligence to take advantage of opportunities that arise
- To be focused on what you're trying to achieve
- To have an idea of what the outcomes you're seeking to achieve
- To be able to think across timespans



Strategic planning

- **Strategic planning creates guiding principles that, when communicated and adopted, generates a desired pattern of decision making**
- **Guiding principles must pay respect to professionalism. A profession involves having:**
 - A unifying body
 - Professional autonomy
 - A code of ethics
 - A tertiary entry qualification
- **Strategy provides a clear roadmap for the future**
- **Strategy defines the actions people should take (and not take)**
- **Strategy describes the things people should prioritise (and not prioritise)**

Linking grand strategy to local endeavour

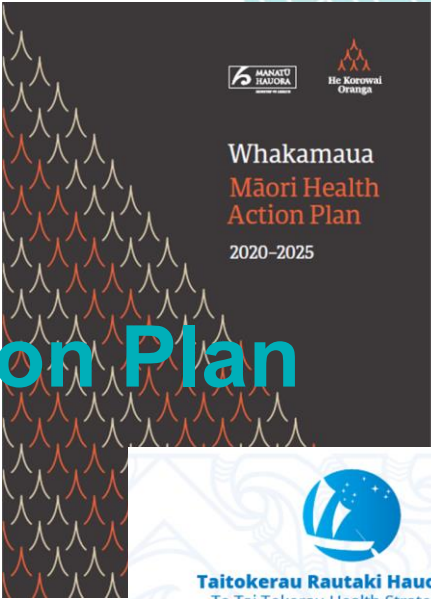
Pae Ora Healthy Futures

Whakamaua: Māori Health Action Plan


Te Whatu Ora strategy

Te Tai Tokerau strategy

Nursing strategy



Version as at 27 July 2023



Pae Ora (Healthy Futures) Act 2022

Public Act 2022 No 30
Date of assent 14 June 2022
Commencement see section 2

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Nursing strategy in Te Tai Tokerau

- **Current strategy was developed in 2018 and expired in 2020:**
 - Covid interrupted
 - Introduction of Pae Ora
- **A review was undertaken earlier this year with the intention to refresh**
- **While the principles remain relevant, some significant goals have been achieved**
 - Nurses working to the tops of their scope
 - A significant increase in the numbers of nurse practitioners
- **Therefore bigger changes have been necessary**
- **Any change requires an approach that partners with Māori**



Partnership approach

- Te Tiriti is our principle 'Constitutional Document' that formalises a central relationship between Māori and the Crown
- The Crown is the executive Government conducted by Ministers and their departments
- Because we have chosen to work in the Health and Disability Sector we are working for the Crown.
- We therefore have obligations under Te Tiriti o Waitangi



The Articles of Te Tiriti

- **Article 1: Kawanatanga** – provides for the Government to govern that is qualified by an obligation to protect Māori interests
- **Article 2: Tino Rangatiratanga** – provides for iwi to exercise authority including over their physical, social and cultural resources (which includes health)
- **Article 3: Oritetanga** – contains a provision which guarantees equality between Māori individuals and other New Zealanders. As long as socio-economic disparities remain, the provision is not fulfilled



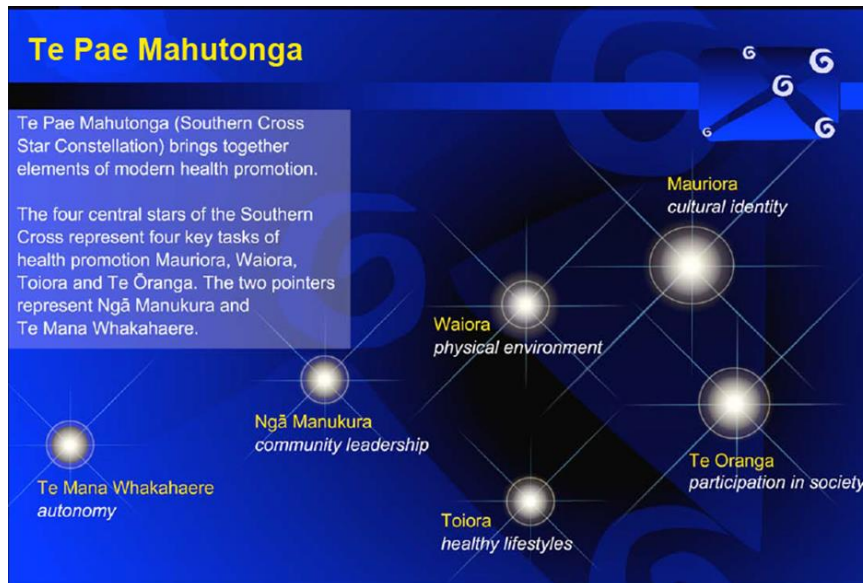
Māori and Crown Partnership

- The more knowledge Health Providers hear about Te Tiriti, the more they can better apply the partnership between Māori and those working in the Health and Disabilities System
- A closer, healthier relationship will lead to better health and disabilities outcomes for Māori
- If we get the outcomes for Māori there are benefits for everyone



A shared understanding for change

- **Vision:** Te Tai Tokerau nurses leading excellence in health and wellbeing
- **Mission:** Nurses committed to Te Tiriti o Waitangi and working together to achieve Pae Ora, healthy futures for the people of Te Tai Tokerau
- **Retain Te Pae Mahutonga model (1999), Mason Durie**



Strategic Priorities

1. **Te Mana Whakahaere: Equitable Nursing Governance:** To promote meaningful relationships between Māori and non-Māori
2. **Nga Manukura: Leadership:** To promote active growth in leadership, in particular Māori nursing leadership, at all levels
3. **Mauri Ora: Nursing Workforce:** To invest in a culturally safe, skilled and sustainable nursing workforce that delivers safe and quality health care to our community

Strategic Priorities (cont.)

4. **Waiora: Excellence in Clinical Practice:** To advance cultural and clinical safety that is underpinned by measurable excellence in nursing practice
5. **Toiora: Nursing development:** To advance practice through progressive and collaborative education and training
6. **Te Oranga: Innovative Models of Care:** Support and lead innovative models of nursing care which are responsive to community need

Conclusion

- **Nursing strategy doesn't hang on its own but is linked at multiple levels to the Tiriti o Waitangi**
- **Your contribution to the strategy will help guide nursing in Te Tai Tokerau for the next five years**
- **The success of the strategy depends on your decision-making aligning with the strategic principles**
- **Listen to those who are presenting at today's conference to assess how this strategy will address the issues you will hear about**

Pātai



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