



3. Equity - fair and just Ōritetanga

Equity issues in nursing

- Equity means being fair, just and impartial. It is fundamentally important for the people of Aotearoa New Zealand and for the nurses who serve their communities.
- The strategy sets out the major areas of equity focus for NZNO members. These include: a living wage, safe workplaces, collective bargaining and collective agreements, pay equity in all settings.

NZNO strategic actions

- Advocate for pay equity across all sectors.
- Establish pay equity rates in the DHB MECA.
- Establish pay parity in all other sectors (e.g. Māori and Iwi providers and aged care).

Promoting equity in Aotearoa New Zealand

- NZNO supports universal health care.
- Nursing is an integral part of the solution to poverty.

Universal Health Care means that:



Source: International Council of Nurses (2017) (adapted for the New Zealand context)

NZNO strategic actions

- Advocate for change in health and social policy to improve the determinants of health.
- Support flexible and innovative models of care, enabling nurses to better meet the needs of people living in poverty.
- Continue to support the living wage movement in Aotearoa New Zealand.
- Identify nurses working with homeless people and recommend models of care that improve health care.
- Advocate for greater nurse involvement in early intervention for mental health conditions.

The full strategy can be downloaded from: www.nurses.org.nz

and advice and help can be received by phoning the NZNO number: **0800 28 38 48**.

