



4. Leadership – development and sustainability Rangatiratanga

Top themes

- Leadership is essential in any nursing role.
- Nursing leadership is directly related to patient health outcomes.
- Recent restructuring has affected DHB director of nursing roles.
- The strategy identifies four areas of nursing leadership: governance, executive nursing leadership, clinical leadership and point of care leadership.
- Other areas of New Zealand nursing leadership that require focus include Māori nursing, primary health care, aged care and mental health and addictions.

NZNO strategic actions

Governance

- Encourage more nurses into governance roles.
- Develop a toolkit for nurses interested in governance roles in health and social care.

Executive leadership

Use a partnership approach to:

- Prepare a leadership manual for DHB and other relevant chief executives on NZNO expectations of the nurse executive role.
- Advocate for executive nursing leadership as a mandated role within DHBs reporting to the chief executive.
- Do a stocktake of primary health care nursing leadership roles within DHBs, PHOs, aged care and national service providers.
- Work with DHBs to create a national director of nursing dashboard to track progress of critical nursing outcome indicators and health workforce information.
- Conduct a two day political leadership seminar – “Impact and Influence”.

Clinical leadership

- Ensure charge nurse managers have access to an agreed leadership and management educational package, either before or within six months of starting in the role.

Point of care leadership

- Outline the features of point of care leadership, demonstrating how it can provide positive outcomes to patients and workplaces.

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.

