



New Zealand  
**College of Midwives**  
TE KĀRETI O NGA KAIWHAKAWHANAU KI AOTEAROA

# *Mahere rautaki* *Strategic plan* 2022 - 2026

Te Kāreti o ngā Kaiwhakawhānau ki Aotearoa | New Zealand College of Midwives supports, strengthens and sustains the midwifery profession.

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The College is the professional organisation and recognised 'voice' for midwives and student midwives in Aotearoa New Zealand.

# Message from the Tumuaki | President

**Kāore e tika kia haere ko te rae anake** (Williams 1971:320)  
*- It is not proper for one to go alone*



Nicole Pihema

Tēnā koutou katoa. As President of the College, it brings me great pleasure to introduce the organisation's updated Strategic Plan 2022-2026. This iteration is a reflection of the College's journey; not only of where we have come from and our evolution, but our aspirations for the future of midwifery in Aotearoa. The College's continued commitment to upholding Te Tiriti o Waitangi and achieving equity for tāngata whenua is evident throughout this roadmap and we trust it will guide our waka over the next five years, as we continue toward achieving true partnership with the whānau we serve.

## Tō tātou titikaha | Our commitment

Te Kāreti o ngā Kaiwhakawhānau ki Aotearoa | New Zealand College of Midwives (the College) recognises and honours the status of Te Tiriti o Waitangi. The College will foster and build an organisational framework that embodies the principles of Te Tiriti o Waitangi.

Five principles have been defined for the health and disability system within Whakamaua Māori Health Action Plan\* and these principles inform, and are woven throughout, the strategic plan.

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|----------------------------|--|
| <b>Tino rangatiratanga</b> | Providing for Māori self-determination and mana motuhake in the design, delivery and monitoring of health and disability services.   |
| <b>Equity</b>              | Being committed to achieving equitable health outcomes for Māori.  |
| <b>Active protection</b>   | Acting to the fullest extent practicable to achieve equitable health outcomes for Māori. This includes ensuring that the Crown, its agents and its Treaty partner under Te Tiriti are well informed on the extent, and nature, of both Māori health outcomes and efforts to achieve Māori health equity. |
| <b>Options</b>             | Providing for and properly resourcing kaupapa Māori health and disability services. Furthermore, the Crown is obliged to ensure that all health and disability services are provided in a culturally appropriate way that recognises and supports the expression of hauora Māori models of care.         |
| <b>Partnership</b>         | Working in partnership with Māori in the governance, design, delivery and monitoring of health and disability services – Māori must be co-designers, with the Crown, of the primary health system for Māori.   |

\*<https://www.health.govt.nz/our-work/populations/maori-health/whakamaua-maori-health-action-plan-2020-2025>

## Ngā rautaki whakaarotau | Our strategic priorities

The College recognises its responsibilities to uphold Te Tiriti o Waitangi. We are committed to applying the principles of Te Tiriti o Waitangi to underpin our Strategic Priorities as a professional organisation.

Our Strategic Plan gives expression as to how the College will apply these principles across our organisation to support Māori aspirations.

The College has identified four key focus areas that will be our priority areas for the next five years. Whilst each focus area is represented and described separately, each is also interconnected and interwoven with each other.

# Kāwanatanga

# Ōritetanga

### Ōritetanga

*Equity, inclusion  
& belonging*

### Rangatiratanga

*Leadership &  
advocacy*

Te Kāreti o ngā Kaiwhakawhānau ki Aotearoa

### Te mahi

*Support a cohesive,  
sustainable & innovative  
workforce for the future*

### Kāwanatanga

*Strengthening our  
organisational structure  
& capacity*

# Te mahi

# Rangatiratanga

## Ōritetanga: Equity, inclusion & belonging

- Continue to provide education, quality assurance, advice and guidance which supports the profession and the sector to provide culturally and clinically safe midwifery and maternity care
- Ensure governance (strategic) and management (operational) decisions are focused on achieving Māori health equity
- Advocate for appropriate resource allocation within maternity services and across health and wider sectors to eliminate inequities and the needs of birthing whānau

## Rangatiratanga: Leadership & advocacy

- Prioritise / focus on the growth of Māori midwifery workforce, develop leadership within the College and externally across the maternity sector
- Advocate for the maternity service to be adequately resourced and prioritised within the health system reform changes
- Advance the development of the midwifery profession in order that midwives can contribute fully to the health and wellbeing of our communities
- Continue to develop and strengthen the evidence base which informs midwifery practice
- Increase the visibility of Māori midwifery practice and knowledge (te reo)
- Be partners in supporting the growth of Māori midwifery research
- Participate in national and global midwifery forums to promote the profession

## Te mahi: Support a cohesive, sustainable and innovative workforce for the future

- Develop innovative and culturally responsive professional support frameworks in order to sustain and grow the profession
- Maintain strong relationships with the midwifery education sector and key partners to enable a cohesive approach to workforce development
- Maintain effective collaboration between MERAS and the College to promote professional unity across all work settings
- Ensure advice, education and professional frameworks are relevant to all midwives regardless of work setting
- Continue to strengthen the provision of practice guidance, advice, education and quality assurance mechanisms

## Kāwanatanga: Strengthening our organisational structure & capacity

- Strengthen our organisational structure through reviewing our governance model
- Strengthen Māori capacity and capability within our staff and organisation at national and regional levels, including succession planning
- Strengthen our responsiveness and support to our regional structures and members
- Develop respectful relationships and collaboration between members, other professional associations and stakeholders
- Provide practice guidance, advice, education and quality assurance processes in innovative and engaging formats
- Ensure efficient College processes to provide effective membership services