

Navigating the Politics of Health

and why this is so critical for the
future of primary care nursing

Helen Parker
30th July

This session



- ❑ Why being politically astute is key to patient and professional advocacy – what I've learnt and see
- ❑ What does 'being political' look like?
- ❑ How can we develop the political nursing voice within Pinnacle?

A bit about me...

- 1986 - Qualified RN
- 1993 - District Nurse BSc (Specialist degree)
- 1998 - MSc Primary Health Care Policy and Management
- 2000 - NHS Director of Nursing/Community Services
- 2004 - Department of Health Primary Care Advisor
- 2005 - Primary Care academia full time
- 2009 - General Practice ownership and a policy analyst with Nuffield Trust
- 2014 - Pinnacle!

Qualified Executive Coach and Mentor

I've learnt the importance for all nurses to be political and Political!



Poll No. 1

In relation to your nursing role how 'political' do you consider yourself to be?



Why am I so passionate about this?



'We all know great leadership when we see it. Outstanding nurse leaders, guided by a moral compass, simultaneously see the big picture and the consequences at micro level.'

But....

*While policy and politics determine health and nursing practice, most nurses just want to get on with their day job. **They carry out decisions made by others but have little say in them, and weak influence or status,** although they are increasingly knowledgeable and skilled.*

*In settings where policy decisions are made - parliaments, governments, and boardrooms - **nurse leaders are often neither heard nor heeded'***

Salvage J and White J (2019) Nursing leadership and health policy: everybody's business, International Nursing Review

<https://onlinelibrary.wiley.com/doi/epdf/10.1111/inr.12523>

Why *do* primary care nurses
earn less than DHB nurses?



4 KEYS TO INFLUENCE OTHERS



ORGANIZATIONAL INTELLIGENCE

Understand your organization's formal and informal structures.



TEAM PROMOTION

Promote your team and yourself to create more visibility for the work you're doing.



TRUST- BUILDING

Build and maintain trust to guide people through risk and change.



LEVERAGING NETWORKS

Recognize and cultivate the power of your network to create change.



Center for Creative Leadership

Demonstrating 'Organisational Intelligence'



1. How health system funding flows
2. How general practice is funded
3. What's on the primary care horizon
4. What's happening in other NZ areas/countries
5. NZ Health Strategies
6. Health stats
7. Latest intelligence on your particular service area

A nursing voice that has credibility and authority will be listened to, and valued

Demonstrating your worth: Team Promotion



Being able to articulate what you do that contributes to

- a) Great patient outcomes and experience
- b) A successful practice 'business' (or PHO)
- c) An efficient health system

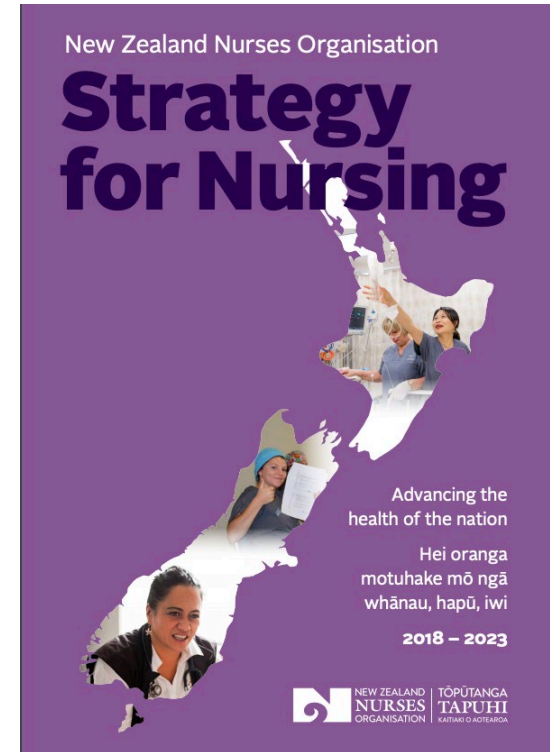
Knowing your team data – what's the story?



Trust Building

1. Talking solutions, not issues
2. Taking control and delivering change
3. Talking services and outcomes first, nurses second
4. Establishing a data informed position

Delivering on national strategy.....



Leveraging Networks



1. Knowing the network opportunities
2. Engaging in the nursing debate
3. Develop your 'political' voice
4. Feedback and engagement with your College
5. Support your emerging leaders

**IF NOT ME, WHO?
IF NOT NOW, WHEN?**

Why lack of pay parity?



Too few primary care nursing leaders

Lack of a unified national primary care nursing leadership voice – NZNO?

No primary care DON forum like DHBs that gets in front of the Minister

We're not growing enough 'politically astute' primary care nursing leaders

Fragmented model of general practice

Demonstrating value of primary care is tricky

Breakout for 20 mins



What needs to change/develop

- at practice level?
- at PHO level?
- at national level?

How can Pinnacle help?

Poll No. 2

And now?

In relation to your nursing role,
how 'political' do you think you
need to be?



So getting political could start with your
Pinnacle Primary Nursing Conference!

16th/17th October

We want to see and hear you