

kia tū tahi tātou

**nzdsn**

New Zealand Disability Support Network



# STRATEGIC PLAN

2022 – 2027

# OUR CONSTITUTION AND PURPOSE

To promote, encourage, support and represent members in providing high-quality, equitable disability services and support for disabled people and families throughout New Zealand to enable good lives.







## **OUR VALUES:**

- 1. Increase the NZDSN membership by increasing our relevance and value to providers.**
- 2. We are committed to the UNCRPD and its principles.**
- 3. We are committed to the principle of mana Motuhake (self-determination) of disabled people.**
- 4. Being a strong advocate for our members and the sector.**
- 5. Where needed and appropriate, we will agitate to ensure our members' voices are heard and seek to make a substantial impact to ensure our members' issues are addressed.**
- 6. We are transparent in all that we do.**
- 7. We are responsive to the needs of our members and timely in offering advice and support.**
- 8. We desire a strong partnership with our members, with others in the disability sector, and those who design and implement policy and service purchasing and funding frameworks.**

**We are committed to unifying our sector so that every disabled person feels they are consistently enabled to enjoy a good life.**

# OUR VISION FOR THE FUTURE

An inclusive New Zealand where all disabled people are valued, their human rights are promoted and protected, and they are enabled to maximise their potential as citizens.







# OUR GOALS:

## 1. To Improve Member development, Support and Satisfaction, by...

Acting on the need to market among non-member providers.

Encouraging and supporting membership by disabled people and whānau who are employing staff.

Increasing the value to our members of their membership with NZDSN by building our knowledge of our membership, the various segments / types of members, the issues they face, and their support needs.

Building and delivering a support framework available to our members to better meet their needs (e.g. tools and templates that interpret the impact of policy to practice so members can design relevant service responses to the transforming system).

Member satisfaction will be measured through research and environmental scans to ensure that NZDSN's support is responsive to their everyday needs and priorities and that members rate NZDSN's activities as value for money.



## OUR GOALS:

### 2. Work with Government and the sector to develop a Disability Workforce Development Strategy by...

- **Calling for and participating in the development and implementation of a Disability Workforce Strategy that:**
  - **Services delivered to disabled people should be determined by them.**
  - **Promotes disability leadership throughout providers.**
  - **Encourages our members to set aggressive targets for increasing the number of disabled employees.**
  - **Identifies the nature of the workforce required to meet the broader implementation of Enabling Good Lives and the needs of disabled people over the next ten years and beyond.**
  - **Considers the range of roles and impact of technologies over that period.**





## Work with Government continued...

- **Attracts people into the workforce and retains them.**
- **Creates a career pathway for those seeking it, including ongoing professional development opportunities and qualifications frameworks.**
- **Addresses the current critical workforce shortage.**
- **Recognises providers' investment in the workforce and reflects this in service funding arrangements.**
- **We reserve the right to comment on the proposed Disability Workforce Strategy so that it recognises the fundamental skills staff need to acquire.**

**This will be measured by the publication of a Disability Workforce Strategy that embodies the voice of providers and includes a strengthened workforce in capability and capacity, promoting sustainability and changing needs.**



## OUR GOALS:

### 3. Influence the Operating Environment by ensuring our members' voice is heard, by

Advocating for our members to set aggressive targets for increasing the number of disabled employees and engage with relevant Ministries on establishing how this will be measured, reported and supported.

Building on our efforts to reflect our members' views on issues related to the operation of high-quality disability support services at all levels, including (but not exclusively) funding, service design, engagement and monitoring; workforce development; and the uncertainty created by the COVID pandemic.

This will be measured by NZDSN being a sought-after influencer on behalf of its membership leading to positive, long-term changes that improve access and quality of disability support services. Furthermore, this will be promoted by NZDSN's strong voice to the government on policy, service design, and legislation.





# OUR GOALS:

## 4. Achieve financial sustainability by

Exploring and securing alternative revenue sources to continue to offer value to our members and to sustain NZDSN's future viability.

Exploring opportunities for partnerships where members can collaborate (and share efficiencies, e.g. around shared services) rather than compete.

Exploring and securing opportunities to use the collective purchasing power of the membership to good effect.

E.g. insurance, director liability, vehicles, travel/hotel costs, employee discounts etc.

This will be measured by sustainable financial growth through diverse revenue streams to fund the innovation required to keep NZDSN relevant and valuable to its members.

NZDSN will also regularly take the opportunity to review the broader operating environment to consider the challenges and changes facing the provider sector and disabled people generally.

**We welcome queries concerning the activities of NZDSN and this strategic plan. Please feel free to contact [admin@nzdsn.org.nz](mailto:admin@nzdsn.org.nz)**

**This strategic plan will be reviewed annually.**







**[www.nzdsn.org.nz](http://www.nzdsn.org.nz)**

**Ph: [04 473 4678](tel:044734678)**

**E: [admin@nzdsn.org.nz](mailto:admin@nzdsn.org.nz)**