

Pasifika Physiotherapy Association Strategic Action Plan 2026-2027



Our Mission

**PPA exists to inspire, empower, connect, support and nurture the
Pacific physiotherapy community to learn, to lead and to flourish.**

Our Values

‘Ofa (Love) - Faka’apa’apa (Respect) - Tautua (Service)

Three key strategic Priorities 2026 - 2027
1. Grow the PPA membership yearly, and committee member capacity and sustainability, for PPA to flourish 2. Build a financially viable association that can sustainably deliver our Mission 3. Focus on our “Pacific Physiotherapy Community” a. Strengthening Pacific Identify, cultural connection and belonging b. Prioritise Leadership Development

Objective # 1	What are we trying to achieve:	Challenges & Risks		Potential Partners
1. Grow the PPA membership yearly and committee member capacity and sustainability for PPA to flourish.	1. Membership Attract 80% qualified Pasifika physios - Focus on qualified physios - Raise visibility and understanding of PPA's role to potential new members 2. Committee: Minimum 10 Committee members 1 Rep per school/uni (4) 1 rep per island group (3) 1 rep treasurer lead for funding subcommittee 3. Expanding by inspiring new generations - Nurturing students to become a member through physio schools - Identify how many Pacific PTs graduate each year to assess target for PPA - Physio board incubator and outreach for high schools - Increase students' knowledge of physio as a career pathway Target to aim for 4% and increase from 1.9% current equivalent of half Pacific population which is 8.9% total NZ population.	- Lack of clarity of membership process - Data: Visibility of PPA to those who are qualified Pacific physios - Strengthening connections with the Island nations - Establishing continuity of the ongoing relationship with students		- PMA - Te Whata Ora (?) – RJ; Eti, Nari, Ulma – connection to Pacific physio's employed - Universities - FNU - Tae ora tinana - PNZ - Pacific Physios with connections to the region - National organisations e.g. Habit, TSI via their Pacifica Rep. Connection to staff networking opportunities in PPA
Top 5 Ideas	Description	Timeframe	Who	Status Update
Define Committee & Membership roles & responsibilities	- Subgroups – Funding / Pacific region reach / TEP/ student/membership - Projects – Online Ed / Coconnect / Liz Holt - Seeking 2 PPA members keen to assist with Funding subgroup and ? funding workshop - Seeking a Membership and Marketing Role to report new subscriptions to secretary monthly Membership Role to: - Contribute to the Mission - Be an active member - Share experience / skills to contribute to development & growth	Q3 2026 Q2 2026	Sagar Nari-Jane Eti	Nari-Jane appointed to Membership and marketing role

	Secretary to report to committee monthly and contact members on result of committee review & responsibilities			
Continue Connecting with each PT school to link with students and support them	- PPA Student subgroup - Pass on relationships, only chair - MOUs - Promote via personal relationships. Online learning sessions – invite others - Have a presence at events		Katie W Char UoO Liz/ Eti UoA Jorjia AUT	Meeting 6 weekly
Grow relationships with those groups/schools in the Pacific region	- Promote PPA via non-PT/GP / Companies who might know PI PTs - Navigate Fiji relationship	Q3 2026	Oka Eliana – Samoa Debbie – FNU Paul New Island Uni PNG	Ongoing.
Additional Ideas				
Determine how to capture new memberships	- QR Code at event - Approach student / Uni subgroups - Online learning sessions (in progress) - Leverage website / social media - LinkedIn - Auto-signature for emails	Q3-4 Before Coconnect 2026	Marketing Emily	
Membership & Engagement	- Promoting online – Website / FB / fnSta (social media) - Events – QR Code / link to registration form - Partners sending form to partners - Mailing list: Old & new memberships; PMA/Google Drive; Combine lists		Marketing.	
Priority # 1 – 2026/2027				
Marketing	- Streamline membership applications to different platforms/ mailing lists to sign up to be a member. - Follow up via email - Find a Marketing Rep		Marketing	

Objective # 2	What are we trying to achieve:	Challenges & Risks		Potential Partners
2. Build a financially viable association that can sustainably deliver our Mission	Becoming financially viable - Funding sources identified and captured - Determine minimum \$10-15k target range annually - Identify opportunities to grow income i.e. develop microlearning modules Visibility & transparency - Documentation, processes, systems - Templates in use - Create a risk grid - Understanding of legislation Secure shared space	- Getting struck off - Treasurer delegated authority - Visibility of funding sources - Sourcing funding opportunities - Invoice templates		- Health NZ - Vaka Tautua (microlearning example) - PMA (exists) - PT Board (exists) - PAHANZ / Le Va / MOH? Tertiary – existing: - AUT – Agreement; - OTAGO – ADP; - WINTec – Agreement - UoA – No agreement – Liz Holt? Potential - HealthNZ - Pacific Support Fund - World PT / PNZ - Asia Pacific – 2 yearly conferences - Ministry for Pacific Peoples
Top 5 Ideas	Description	Timeframe	Who	Status Update
Documentation	- Invoicing Process - Official PPA invoicing document - Official PPA financial document - Documentation training - Committee decision process Delegated authorities set up	By Q3 2025	Sagar Jordan (trained committee member)	in progress In progress in progress
Systems & Processes	- Consistent payment day i.e. 20th month - Upskilling in systems & processes - Succession planning - EOY filings - Reports	By Q4 2026	Sagar, Jordan (trained committee member)	Pending Pending pending Completed Completed
Funding	Dedicated funding role addition option to Co-Share	Ongoing	Dedicated funding role - Josie	Pending Pending

	- Funding opportunities sub-committee - Funding sources & opportunities - Approved funding criteria i.e. decision tree - Explore micro credential opportunity			Pending Pending Pending
Legislative understanding	- Determine what this means for PPA - Identify steps required to achieve	By Q3 2026	Sagar Jordan (trained committee member)	Completed Completed
Additional Ideas				
Achieve Partner Affiliate status	To be registered in Research e.g within funding applications			In progress
Accessible documents	- Google Drive? Is this the right platform? Do we need more flexibility; Who can access now? - Investigate MS rates for a charity - Create a template agreement for all TEPs		Marketing Sagar	
Important Funding Dates	Document and calendarise to ensure have on the radar and allocated to an owner to ensure opportunities for funding are not missed		Funding subgroup.	
Priority # 1 – 2026/2027				
Plan for upcoming important Funding Dates	- Health NZ PSF – due date (end of June?) - PAHANZ – due date (end of June?) - Investigate funding to outsource – to who?		Eti & Sagar	

Objective # 3	What are we trying to achieve:	Challenges & Risks		Potential Partners
3. Focus on our “Pacific Physiotherapy Community” a. Strengthening Pacific Identify, cultural connection and belonging b. Prioritise Leadership Development	- Shift focus to “Pacific Physio Community” - Physios, Physio assistants, physio students. - Strengthen Pacific identity/cultural connection and belonging - Culturally responsive professional development. - Create meaningful connections - Priority on Leadership development Identify and support future Pacific Physio leaders.	- Reducing accreditation failure - Wrap around support for students b) Skill and capacity at the committee level		- Relationships with Pacific Advisory Board - Tertiary - Nursing - PAANANZ – Martin Chadwick - Allied Health Leadership – Martin Chadwick - AUT / UoA / OU /Wintec - Pacific Liaisons - Pacific Health Leadership - Tāngata o le Moana - TWO Pacific Workforce - PMA - ToT - Pacific Orgs – Etū, South Seas. - PT Board – Pacific Peoples Committee - MPP
Top 5 Ideas	Description	Timeframe	Who	Status Update
Provide early engagement support	- Getting students interested early “If you can see it you can be it”	Q3 2026 CoConnect	Student subgroup	Work in progress.
Online Website	- Be visible & enhance legitimacy - Create a point of contact to describe PPA - Communicate PPA aspects and roles - Work with board to align & market PT in pacific groups	Start in Q4 2026	Jordan With Eti, Katie	Website active.
Shape the curriculum design	- Stock take curriculum & evaluate what Pacific health content is being taught in NZ - Proposals to work on programs – to own the design & delivering of educational content - Investigate micro credentials & online courses & resources for a fee i.e. cultural competency within the profession - Approach partners for funding	Q3/Q4 2026	Oka, Char, Elijah, Eti Liz Holt, Jorjia Jill Caldwell	Work in progress.

	Create a dedicated support group for students			
Source and create data, access, evaluation	- Source accurate Pacific Physio workforce data - Create process for ongoing collection of data	Explore Q2-Q4 2025	Oka, Eti, Others?	Work in progress. The website will collate this data moving forward.
Identify opportunities to influence / authority to change systems / barriers	- Establish cultural professional supervision for Pacific NG - Being intentional about succession. <i>(Establish what this looks like)</i> - Supporting PPA members into leadership positions. <i>(Create the model)</i> - Providing letters of support <i>(Create a template?)</i>	Explore Q3 2026	all	Work in progress.
Additional Ideas				
Pacific Learners Success School				
Research	Subgroup			
Build Partnerships	- Create a priority list and plan who / when - Connect with existing relationships / meetings			
Survey / Questionnaire	Assess what PPA could offer that prospective members would value		Memberships	
Partnerships	Link to others already providing support, or wanting to			
# 1 Priority for 2026/2027				
Partnership Plan	Where is the appetite, who is ready?			