
Tōpūtanga Tapuhi Kaitiaki o Aotearoa NZNO

CONSTITUTION REVIEW

Regional Convention

11 June 2024

Tracy Black and Grant Brookes on behalf of the Constitution Review Panel





Background

In 2020, a remit was passed through the “one member, one vote” process, calling for a full independent review of the NZNO Constitution. Morrison Kent completed the independent review. Morrison Kent’s report was peer-reviewed by Ross Wilson.

The report from Morrison Kent and the peer review from Ross Wilson was presented to the AGM in 2022. The AGM agreed to the next steps in the Constitution Review, calling for consultation with members on what concepts should be included in a revised constitution.

Following the 2022 AGM, a Constitution Review Panel was established by the Board and Te Poari, the panel sought feedback to review the constitution in accordance with the following criteria.



Background

1. Meeting Tōpūtanga Tapuhi Kaitiaki o Aotearoa NZNO's obligations to Te Tiriti o Waitangi
2. Embedding democratic processes for members into the operations of NZNO that can work in a bicultural environment
3. Giving effect to Maranga Mai! strategy.

After considering member feedback received in 2023, the Constitution Review Panel is now directing the drafting of the revised Constitution.

Note that the constitutional clauses relating to our Māori structures (31.3 and 25.2.3.3.ii) cannot be replaced without Te Rūnanga ratifying any proposal to alter the Constitution regarding te Tiriti partnership. The rules also provide for Hui-ā-Tau endorsement.



Proposed changes

1. Obligations to Te Tiriti o Waitangi
2. Giving effect to Maranga Mai! strategy
3. Embedding democratic processes for members
4. Coming together to take action
5. A united union for nursing and healthcare professionals

Working efficiently and effectively in a timely fashion and guided by NZNO vision, mission, values and objectives



Obligations to Te Tiriti o Waitangi

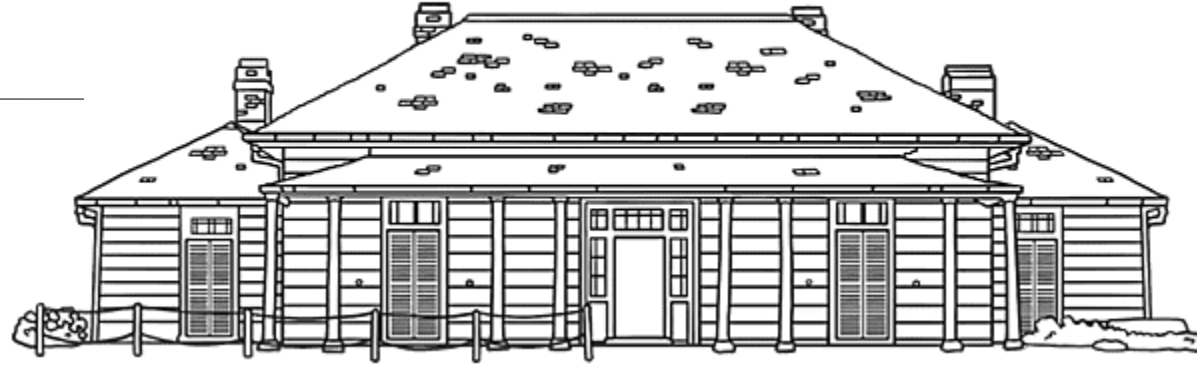
What is the issue ?

- No equal partnership between Tōpūtanga Tapuhi Kaitiaki o Aotearoa NZNO and Te Rūnanga o Aotearoa as a whole

What options were considered ?

- WAI2575 report
- He whakaaro here whakaumu mō Aotearoa: the report of Matike Mai Aotearoa - the independent working group on constitutional transformation

Values



RELATIONAL SPHERE

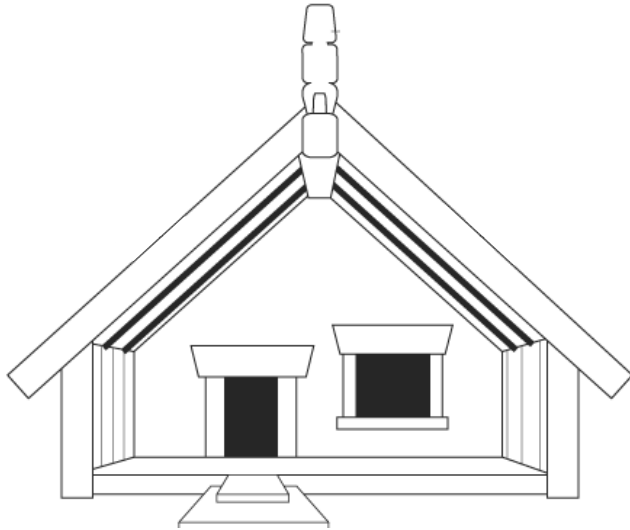
Equal partnership
Joint meetings for Board and Te
Poari

Te Tiriti o Waitangi

- Rangatiratanga
- Kawanatanga
- Oritetanga
- Whakapuakitanga reitenga Māori

Values

- Wairuatanga
- Manaakitanga
- Whanaungatanga
- Wairuatanga
- Kotahitanga
- Ukaipōtanga



TINO RANGATIRANGA SPHERE

Te Rūnanga o Aotearoa
Whānau, hapu & Iwi concept.
Governance and the right to make our
own decisions are inherent in what and
who we are.



KAWANATANGA (GOVERNANCE)

Board of Directors



Giving effect to Maranga Mai! Strategy

What is the issue?

- Clause 9 - Structure of the NZNO

What options were considered?

- Examination of the constitutions and rules of other unions

What is being proposed?

- Removal and changes to membership structures
 - Removal of 11 Regional Councils
 - Removal of the Membership Committee
 - Replace with local organising committees and introduce National Delegates committees



Embedding a democratic process for members

What is the issue?

- Clauses 25 – AGM,
- Clause 29 - voting for constitutional and policy remit,
- Clause 31 - Alterations to the Constitution and Policy Remits
- Schedules One - Membership and Bargaining, Five – Elections and other ballots and Six – removal of officers and other position holders



Embedding a democratic process for members

What options were considered?

- One member, one vote
- Majority voting by delegates at NZNO AGM

What is being proposed?

- Constitution will be subject to five-yearly reviews
- Policy remit annually
- Hybrid of the current one-member, one-vote system and decision-making by delegates.



Coming together to take action

What is the issue?

- Disagreements between individual members or between groups of members are an inevitable part of any large organisation

What options were considered?

- ERA disputes resolution framework
- Te Rūnanga kōrero tahi process



Coming together to take action

What is being proposed?

- Delete Clause 9 Schedule One, relating to Disciplinary Matters
- Include the kōrero tahi process and mainstream mediation process



A united union for nursing and healthcare professionals

What is the issue?

- The lack of collectivism impacts our ability to achieve the “Five Fixes” in the Maranga Mai! Strategy
- Governance and senior management titles

What options were considered?

- Examination of the constitutions and rules of other unions



A united union for nursing and healthcare professionals

What is being proposed?

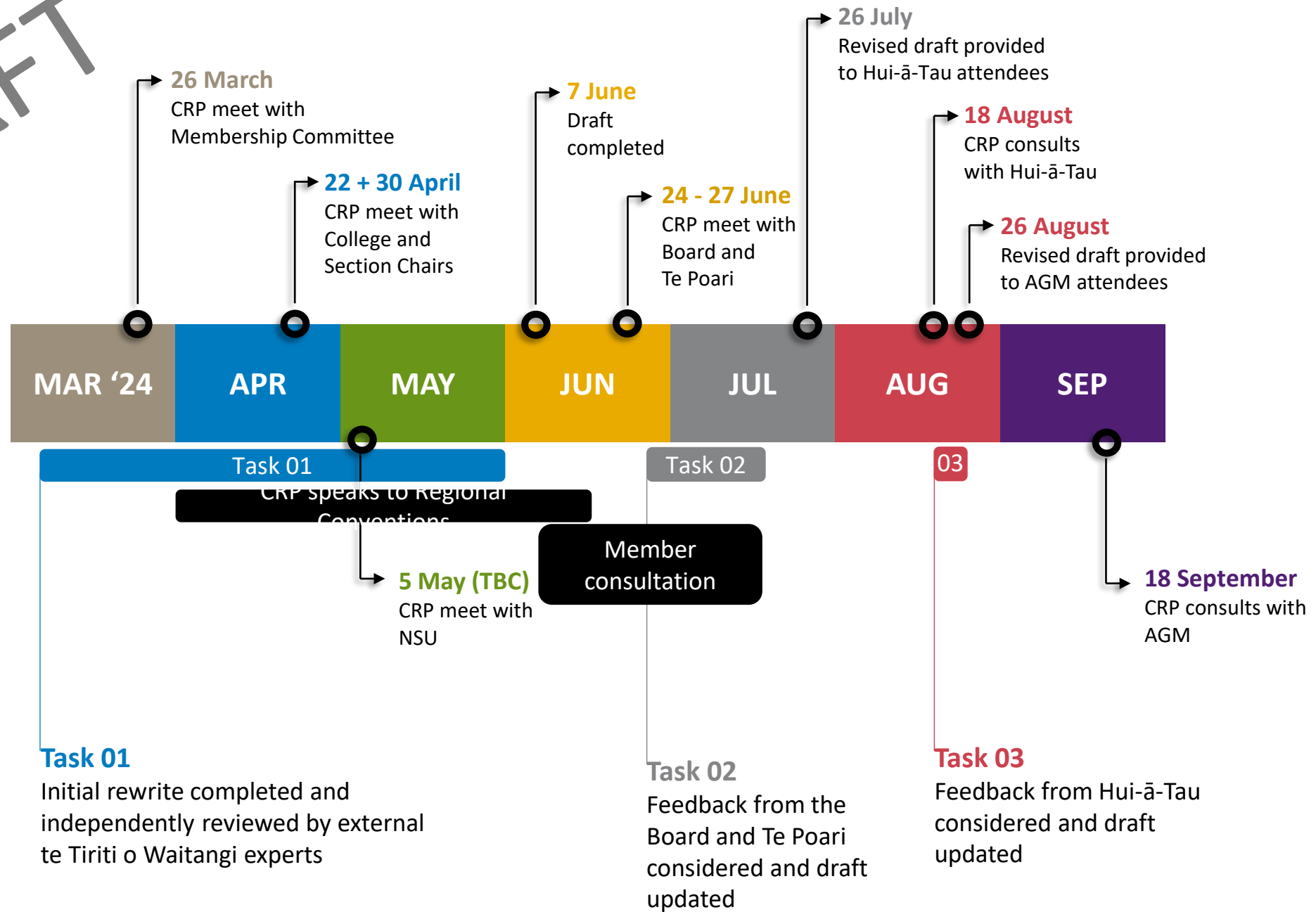
- Proposed name changes;

Board of Directors – National Executives

Chief Executive Officer - National Secretary

REVISED Constitution Review Panel (CRP) Phase 2 – Timeline from March 2024

DRAFT





TIME FOR QUESTIONS



NEW ZEALAND
NURSES
ORGANISATION

TŌPŪTANGA
TAPUHI
KAITIAKI O AOTEAROA