



Terms of Reference – Review of Constitution

Purpose

To undertake an external, independent review of the NZNO Constitution and present recommendations to the 2021 Annual General Meeting (AGM) for consideration or endorsement.

Rationale

As a Te Tiriti-based organisation, over the years member engagement within the structures has varied in some areas and engagement is disproportionately low given the members they are representing, or the Constitution has not been flexible enough to adapt to changes within the health care system operating in the region. Developing and supporting members into leadership positions has been a problem for some of our member groups. The “NZNO Volunteer Sustainability Review 2017” highlights many of the challenges as a member organisation reliant on volunteer support to ensure local knowledge and engagement is integrated and acknowledged.

As the largest member organisation, NZNO prides itself on being member-facing, but there is criticism about being member driven, transparent, having appropriate representation engagement, responsiveness and outcomes to meet the needs and workplace demands of our members. Communication has been a longstanding criticism of our membership and therefore requires an objective view to ensure that the NZNO Constitution will enable this expectation and what systems would enhance the experience for members.

The NZNO Constitution is a vital document as it sets out the structures, roles, responsibilities and interaction with NZNO staff; as such a key role in articulating this interface it is imperative to ensure the Constitution’s form and function remains relevant and responsive to members.

Scope

The purpose of the Constitutional review is to scope and review the New Zealand Nurses Organisation Tōpūtanga Tapuhi Kaitiaki o Aotearoa (NZNO) Constitution as outlined in the confirmed December 2019 NZNO Board of Directors minutes with the following guidance:

- The review will occur following the 2020 AGM after the adoption of the NZNO Strategic plan 2020/25.
- The review will be conducted by external independent facilitators, who have legal expertise, knowledge of articles of Te Tiriti o Waitangi, prior knowledge and engagement of NZNO.
- At least one of the facilitators will be nominated by Te Poari to ensure Te Tiriti integration.
- Consultation with members across all member structures as identified in the NZNO Constitution.
- Communication will be transparent and the final document presented to the 2021 AGM for consideration.