

“He waka eke noa” “We’re all in this waka together”

The whakapapa of our organisation, our members, and our nation are intrinsically linked. Events in history shaped our organisation professionally, industrially, and bi-culturally as we grew. This has led to the development of the current structures within NZNO Tōpūtanga Tapuhi Kaitiaki o Aotearoa.

From the time of the discovery of Aotearoa, when Māui fished up the North Island and his waka became the South Island, we – ourselves or our ancestors – have come to this land in a type of waka. We paddled, sailed, steamed, or flew. So our representation of how we work together and where we all fit takes the form of a waka.

Seen from above, the structures which NZNO members can be part of are shown as paddlers towards the front, while the staff who deliver services are grouped towards the back. Paddlers who sit nearer to each other have closer relationships, with levels of authority rising closer to the bow and stern.

