

Te poari wins constitutional change

THE TERMS of the kaiwhakahaere and tumu whakarae will now be determined by Te Rūnanga members, rather than restricted by the terms set for other NZNO directors. The constitutional change means their terms will be three years, with a right of re-election for a further consecutive three years. They may then be eligible to stand for office again every three years thereafter.

The constitution currently reads that the term of all directors shall be three years, with a right of re-election for a further consecutive three-year term. They may then be eligible to stand for office again after a break of three years.

Introducing the remit, Te Rūnanga member and former tumu whakarae Tracey Morgan said the remit offered a solution to an inequity. Cultural safety was the issue here, she said, with Te Rūnanga knowing best what system worked for them. The remit had been endorsed by Te Rūnanga hui ā-tau for the last two years, she said.

"NZNO prides itself on being an organisation that embraces and advances the spirit of biculturalism, as articulated in our mission, systems and processes," the rationale read. "That is how, as an organ-



Te poari member Tracey Morgan introduced the remit.

isation, we acknowledged the relationship between tangata whenua Māori (Te Rūnanga) and all NZNO members. This recognises that while we all have the same goal, aspirations and objectives, our processes and journey to get there may be different, respecting the uniqueness that both groups bring."

The constitution also states that the election process for the kaiwhakahaere, and tumu whakarae positions should be done in accordance to tikanga or "the Māori way of doing things".

"Te Rūnanga is extremely clear that the leadership must have governance skills and knowledge to an exceptional

level but also have exceptional skills and knowledge in matauranga and tikanga Māori because of the responsibilities incumbent in their roles and responsibilities to Māori members," the rationale concluded.

When the original constitution was passed in 2011, it indicated the positions had "unlimited tenure". The unintended consequence of this decision had affected tikanga processes and partnership responsibilities.

The remit also highlighted the inequitable nature of the constitutional change. "Currently the pool for eligible NZNO members to stand for president or vice-president is from 35,424 registered nurses (RNs), compared to 2174 NZNO Māori RN members who could contest the kaiwhakahaere and tumu whakarae positions, with the same tenure and stand-down time."

Some delegates questioned how the change would affect succession planning and whether the constitutional change would prevent new leaders from emerging. However, delegates were largely in support of the remit, with 82 per cent voting in favour and 14 per cent against. Four per cent abstained. •

Members can now join three sections/colleges

NZNO MEMBERS will now have the option of belonging to up to three colleges or sections, rather than just two.

Speaking in support of the remit, nurse managers section member Sarah Tweedale said there was a significant number of members who wanted the opportunity to join and benefit from being a member of multiple colleges or sections. The status quo often resulted in members sacrificing one college or section membership over another.

"The benefits of belonging to a maximum of three college or sections will allow wider professional networking and support for members," the rationale read. "It will improve connectivity of professional groups at a national level,

encourage widespread sharing of innovative ideas and provide cross organisation membership support regarding professional challenges."

Associate professional services manager Hilary Graham-Smith said a similar remit was defeated in 2014. She also pointed out that achieving a quorum at section or college AGMs was already difficult – the change could make this problem worse.

There were questions about potential voting complications if the next AGM moved to a "one member, one vote" system, as is being discussed (see p17).

The policy remit was passed with 79 per cent of delegates in support and 18 per cent against. •

Should board members be paid?

AN INEQUITY exists in board members' reimbursement levels, vice-president Rosemary Minto argued in her presentation to the AGM.

Minto linked the issue to the volunteers sustainability project being led by co-leaders Grant Brookes and Kerri Nuku. NZNO was not a small organisation, she said, and board members were having to spend more time than ever before on board work. "We also have a smaller, skills-based board and we need a robust succession plan."

With the board wanting to improve the sustainability of volunteers, the question was now whether NZNO could afford to or should pay directors' fees. Minto asked members to consider these questions. •