

# NZEI Te Riu Roa Organisational Review



# Organisational Review: Guiding Vision

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*“Ma te whakatopu mai whakangatahi  
whakangaio mahi tatou, ka puta te reo  
aumangea o te mautauranga kounga”*

*“Our collective industrial/professional action will  
ensure the most powerful voice for quality  
education”*

# Organisational Review: Principles

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- Giving effect to *Te Tiriti o Waitangi* (rule 1.8.4).
- Accountability, both individual & collective applies.
- Organisational re-design

# Organisational Review: Tiriti o Waitangi

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- Promote mutual respect and understanding
- Encourage inclusiveness
- Enable open, transparent communication
- Develop a comprehensive Treaty partnership
- Meet the needs of all members and sectors

# Organisational Review: Accountability

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- Effective use of resources
- Research and understand societal context
- Respect for diversity
- Open reporting to members
- Financial transparency
- Membership involvement
- Responsibility for completion

# Organisational Review: Principles of Organisational Re-design (1)

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- Strategic direction and delivery aligned with the goals of the organisation in a “**whole of union**” focus
- Promote meaningful membership involvement
- Meet the diverse needs of members in a whole of union context

# Organisational Review: Principles of Organisational Re-design (2)

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- Promote cooperative/professional work practices between members and staff
- Cost effectiveness and efficiency
- Promote a learning and development orientation
- A mix of “fixed” and/or “flexible and fluid”

# Organisational Review: Recommendation 1

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That the National Executive using the agreed vision and principles, bring to Annual Meeting 2009 a report that promotes structures and processes for the future of the organisation, including relevant rule changes.

# Organisational Review: Recommendation 2

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That the following process be used to develop that report;

- Term 4 '08 – develop proposals for consultation
- Term 1 '09 – consultation with membership
- Term 2 '09 – feedback and refinement
  - report preparation
- Term 3 '09 – report sent to worksites and membership groups
  - Annual Meeting – report tabled