

PNZ Co-design Group Key Messages

Co-design Group

1. The Co-design Group met on Feb 7th and 8th to continue their development of a blueprint for a unified future-focused PNZ. The group was facilitated by Maven Consulting, with Gibson Sheat Lawyers attending for one session. Representatives from all PNZ Branches, SIGs, Tae Ora Tinana, National Executive and National Office were invited to attend.
2. Prior to the meeting of the Co-design Group, a current state analysis summary report was circulated, outlining roles and structures, combined financial assets, volunteer and paid resources, and highlighting the extent of duplication and inefficiencies in processes and systems, affecting the ability to deliver full member value.

A unified approach

One entity

3. Based on their previous work, and following legal advice, the group agreed to a single legal structure whereby Branches and SIGs continue to exist (but not as separate legal entities), with clear roles and functions.
4. Entities that are registered charities will have separate arrangements / negotiations to ensure these member organisations remain aligned to and supported by PNZ.
5. Trusts (such as the Scholarship Trust) will sit outside the legal structure but can be administered and supported by PNZ.
6. The core purpose of the collective organisation moving forward is to:
 - a. Advocate for the profession
 - b. Drive quality, through promoting best practice and professional development
 - c. Facilitate active participation by members
 - d. Deliver value for money member services.

Becoming one entity

Subject to legal advice clarifying the process of establishment and disestablishment, we expect the transition to follow the points below:

7. All SIGs and Branches will join the new incorporated society under one legal structure, operating as sub-groups / committees (as opposed to separate legal entities).

8. The process of transitioning to the new organisational structure involves the development of Terms of Reference that clearly state the respective roles and obligations of National Office, Branches, and SIGs, to meet the collective purpose of PNZ.
9. Individual transitional agreements will be agreed between the new Incorporated Society and each entity before disestablishment of the existing SIG/Branch legal structure. This will state any special legacy arrangements to ensure existing assets, relationships and affiliations are managed in a mutually agreed and timebound way.
10. The new incorporated society will take over accountability for existing agreements and future service agreements, including any employment contracts or sponsorships, currently held by Branches and SIGs.
11. PNZ's status as a member of WCPT is unchanged. WCPT must be advised of any constitutional changes. The single entity will not impact a SIG's eligibility to remain part of any sub-group of WCPT, provided it remains part of PNZ.
12. The volunteer network which currently supports the work of Branches and SIGs will continue to operate. This is an integral part of PNZ and is to be preserved and encouraged.
13. The fee structure of the new organisation is yet to be determined. Financial modelling with projected membership fees will be prepared before any vote is taken. There will be a clear focus on delivering value for money services to members under the new structure.

Governance

14. A new skills-based governance structure is recommended by the group. This could comprise both members and independent representatives and will be developed as part of the constitution. A programme will be put in place to ensure continuity of the Board during the transition.
15. The role of Tae Ora Tinana as PNZ's Treaty partner will be developed as part of the constitution.

Ongoing process/next steps

16. A draft constitution document and Terms of Reference will be sent to all SIGs and Branches as soon as possible.
17. Once further feedback has been received from members on the legal structure and Terms of Reference, we can proceed to a constitutional vote.
18. Branches and SIGs need to meet and discuss their particular situation, needs and related timeframes.