



TEU | TE HAUTŪ
KAHURANGI
TERTIARY EDUCATION UNION

A Fairer Way!

A FEW WORDS FROM THE UoA BP

Pay well, pay fairly



Professional staff want to feel valued – don't we all? But the current pay system at the University of Auckland is leaving them cold.

Auckland is the only university in New Zealand with a purely performance pay system for professional staff. At other universities professional staff have models that incorporate annual increments that recognise experience, knowledge, expertise and commitment to advancing quality tertiary education and research.

Staff shouldn't have to compete with each other to get a fair return on the work they do.

[Pay well, pay fairly - teu.ac.nz/networks/pay-fairly](https://teu.ac.nz/networks/pay-fairly)

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The University of Auckland has a performance and development system called Evolve. TEU members believe Evolve should be about professional and a career development. However, Evolve has turned into a crude way of grading staff. This has happened because Evolve is linked to pay and that means staff feel that the only part that really counts now are the rating Evolve generates.

The Evolve grade determines whether a staff member gets a pay rise.

Evolve needs to be separated from pay, the rating needs to be dumped, and there needs to be fewer and more relevant competencies set down for each staff member.

What is needed is an emphasis on staff development and an environment of collegiality and teamwork is fostered.

Want to know more - head to teu.ac.nz/networks/pay-fairly

We're proposing that the employer put in place a new transparent, objective and fair pay model for professional staff which has been designed by staff who know what their jobs all about.

We need everyone's help to make this a reality.

There's many ways to lend a hand to ensure we all have fair pay.

- You could print off and post some of the fliers
- You can join us at meetings
- You can share your stories with us so we can make sure the employers here from the librarians, administrators, technicians, cleaners, and all the other professional staff working at UoA

Together we can make sure everyone gets a fair return on the work and effort they put in to tertiary education.

Nicole Wallace

TEU Branch President University of Auckland

#payfairly