

**TEU****TERTIARY EDUCATION UNION
TE HAUTŌ KAHURANGI**

28 May 2019

Kia ora members

Background

Pay and pay/career progression remains one of the key issues for TEU Professional Staff members at UoA. Many Professional Staff do not feel that the current remuneration structure and pay rates reflect the value of the work they do and the contribution Professional Staff (PS) make to the success of the University.

This view is in line with the employer's own survey in 2015 and again in 2017 which identified; satisfaction with work, career and development and reward and recognition as the key issues and acknowledged that PS do not feel as valued as their academic colleagues.

The Unions have consistently raised claims, in collective agreement (PSCA) negotiations, to address the issue of pay rates and pay progression. In the 2017 PSCA negotiations the employer agreed to use best endeavours to continue the programme of work for the Professional Staff Remuneration Strategy (the Review) within the term of the current Collective Agreement.

What's happening?

With Phase One – Job Evaluation almost complete, Phase Two - developing a remuneration model that fits with the new evaluation system is underway. A joint employer union working group has been set up with union representation from the Library, Faculty administration, the International Office and Technician support.

Members expect that the process to evaluate Professional Staff jobs is fair and understands the work you do at the University. Your TEU representatives on the joint committee have voiced reservations about the job evaluation process and methodology SP 10 (<https://www.strategicpay.co.nz/>) and the ability to assess University Professional Staff roles. Members can expect to hear in the next few months how your particular job has been evaluated, TEU will work with members to ensure you are satisfied your role has been fairly and accurately evaluated.

TEU, and hopefully the employer, is committed to producing a fair, transparent, objective remuneration model. Here is a link to the TEU campaign for *Fair Pay* <https://teu.ac.nz/issues/pay-fairly/#a-fairer-pay-system-heres-our-plan> which outlines the TEU model for fair pay. The model is consistent with the academic staff pay model.

Tū kotahi, tū kaha | Stronger Together

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The goal is to have the proposed model ready for collective agreement negotiations in August. If agreement cannot be reached between the unions and the employer the remuneration model will still be raised as a claim for negotiations. In any event members need to be fully up to speed with any proposal and the positions of the employer and union parties when we start bargaining.

At the first working group meeting we discussed what a fair pay model would look like. We agreed ten features desired in a new framework, which;

1. reflects growth in capability, experience and knowledge, as well as performance.
("performance" is an employer feature, the TEU model does not use pay to manage performance)
2. aligns to markets
3. acknowledges internal relativities
4. includes clear guidance on how pay should be set/ at appointment and progression
5. has greater clarity on remuneration ranges including overlap between ranges
6. is a remuneration strategy that is agreed/published and transparent
7. reconsiders how contribution is acknowledged for example as a team as well as individuals
8. is simple and intuitive
9. links to a refreshed Evolve (This is an employer feature, TEU's position remains that Evolve should focus on professional and career development and not be linked to pay. Our view is supported by the feedback coming out of the recent listening clinics on Evolve, see attached)
- 10 is sustainable including fiscally.

The working group is now meeting to discuss options for a new remuneration framework. The union representatives will be working hard to make sure any model is fair, transparent and objective and consistent with the features identified above. We will then bring the draft options to members across all campuses for your input and direction.

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