



TEU | TE HAUTŪ
KAHURANGI
TERTIARY EDUCATION UNION

Voluntary Leaving and Enhanced Retirement Offers Advisory

- It's important that we pushback against employers calling for staff to apply for voluntary leaving schemes and enhanced retirement offers in the tertiary education sector.

Why? Because employers have not demonstrated there are surplus jobs, neither have they done any proper consultation.

TEU's own research has shown rising workloads in the sector, this shows there no room for cuts.

Their reason is based on uncertainty around when international students will return. The Government has begun the managed process of reintroducing international students.

They have reserves to see them through the blip caused by COVID-19.

So, if you're approached about selling your job, we ask you to think twice:

- 1 Has my employer proved that there are too many people working in my department, workplace, and institution through a proper change management process?
- 2 What will happen to students and my colleagues if I leave? After all, if I sell my job away, they won't be replacing me with another employee.

Cuts to courses, services, and jobs are not the answer

We acknowledge that the closure of borders due to COVID-19 has impacted severely on the revenue of our institutions. However, there are alternatives to job cuts.

The Minister of Education Chris Hipkins has publicly stated that there are many alternatives for coping with the revenue shortfall. Log on and connect with TEU to watch the Minister's message on YouTube. [▶](#)

DON'T

SELL

JOBS

Everyone is affected when jobs are cut

It is crucial when making decisions of this kind that the people affected have a say regarding the future consequences.

Making decisions about what roles are considered essential/non-essential seeks to undermine the genuineness of consultation and could result in a position/s being reduced or disestablished where there is future need.

Such position losses can also have a significant impact across institutions namely:

- Imposing added workload
- Adding job responsibilities to high workloads
- Impacts on the nature of institutional services

If the employer can demonstrate through a proper process of consultation that there is a genuine need to reduce the number of positions, then voluntary severance can be used.

Your voice, your future

As TEU members we must unite together to pushback and let institutional leaders know they must find new economic solutions.

Tū kotahi, tū kaha

If any of your colleagues are affected both now and in the future ask them to join TEU.

Stay social with TEU through Twitter and Facebook, share your experiences and join the kōrero.



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