

Tū tatou kaimahi, tō mātou whakakitenga | Our general staff, our vision



This vision statement outlines TEU's commitment to general, allied, and professional staff across the ITP network, universities, wānanga, and all tertiary education spaces.

Tū Kotahi, tū kaha | Spaces where all staff have voice

General staff must be empowered to be part of all decisions in the tertiary education sector – that is on matters academic, non-academic, operational, and regarding well-being. This means: strong workplace democracy and academic freedom for all staff – general and academic; an equal place for general staff at all TEU decision-making tables; and, fair representation of general staff on all TEI governing bodies and committees, and participation in TEI decision-making at all levels.

Awahi atu, awahi mai | Strong, equitable, and reciprocal relationships

We foster good relationships between people – relationships based on trust and that acknowledge the expertise and experience of all who work in tertiary education. This means: recognition that general staff must be afforded the trust and opportunities to organise their work based on their expertise and experience.

This means they will be able to take their rightful place in fully contributing to improvements in the tertiary education sector; and, general staff must have workloads that are equitable, fair, and manageable and allow them time for whānau, friends, and activities outside of work.

Nga piki, nga heke | Ensuring all staff have a place to stand

The contribution of general staff to tertiary education must be properly acknowledged and remunerated. This means:

Governments must adequately fund TEIs to ensure general staff are paid well and fairly; TEIs must ensure that all agreements have salary scales with incremental progression to value experience; There must be access to proper professional development, promotions processes, and proper redeployment opportunities in moments of institutional change and restructuring;

There must be proper recognition in all TEIs of the contribution general staff make the learning and research environments; and, We will work together to improve job security for all general staff and minimise the use of fixed term and causal agreements.

Tātou, tātou e | Stronger together

A strong, accessible, and inclusive tertiary education sector founded on Te Tiriti o Waitangi requires full recognition of the equal but different contributions made by general and academic staff.

**General staff manifesto appendix
Draft as at 28 August 2020**

We are the people who:

Make on-campus, on-job, and on-line learning environments and research environments a reality;

Contribute to the mentoring and guiding of students in their learning journeys, and to professional development of staff

Organise the enrolment and induction of students;

Purchase or create, set up and maintain hardware and software for research, teaching and administration;

**Determine the appropriate responses to the ever-changing IT infrastructure;
Advise research groups on advanced computing techniques;**

Facilitate student and staff access to information resources;

Manage and support specialist research infrastructure and facilities;

Allocate and manage student housing;

Create budgets and monitor expenditure;

Plan and implement student recruitment and outreach programmes;

Promote and market the TEIs to the wider community;

Manage and support research infrastructure/facilities;

Create print, online and electronic publications and resources;

Manage quality assurance processes in teaching and learning;

Negotiate research grants and links with industry and with whānau, hapū and iwi;

Supporting students and staff with disabilities – both with mental and physical wellbeing and health.

Engage with a variety of communities on behalf of TEIs;

Take responsibility for health and safety education and compliance;

Service committees, generate documentation and provide advice on legal and regulatory matters;

Help students find rewarding careers;

Support students and staff with disabilities;

Support the mental and physical health of students;

Manage and implement human resources policies;

Develop and maintain buildings and grounds;

Provide a front-line reception service to all visitors and callers;

Administer assessment procedures;