

ANNUAL REPORT

23

*Tātou,  
tātou e*



**TEU**

TERTIARY EDUCATION UNION  
TE HAUTŪ KAHURANGI

*Tō tātou Tiriti, tō tātou anamata, tātou, tātou e  
Our tiriti, our future, together*

Te Koeke Tiriti | Foreword

*Tō tātou uniana, tō  
tātou whakakitenga*  
***Our union, our vision.***

Te Koeke Tiriti sets out whāinga to guide our decision-making and our actions, in all the work we do together as TEU. The four whāinga embrace some of the verses of the TEU waiata “Tū Kotahi”.

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*Tū kotahi, tū kaha*

*We are strong and unified.*

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*Ngā piki, ngā heke*

*We endure through good times  
and bad.*

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*Awhi atu, awhi mai*

*We take actions that seek to  
improve the lives of the most  
vulnerable.*

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*Tātou, tātou e*

*We reach our goals through  
collective strength and shared  
sense of purpose.*

# Our purpose

## **Mana Tiriti**

The Union shall advance a shared kaupapa and a collective tikanga to ensure strong relationships between Māori and Tāngata Tiriti members. These Rules shall be interpreted and applied having regard to this tikanga/culture and the articles of Te Tiriti o Waitangi which shall be implemented in the policies and practices of the Union.

## **Mana Mahi**

The Union shall advance the industrial and professional needs of Members by: negotiating collective agreements with employers on pay and conditions; advocating for democratic rights in all workplaces; and advocating for academic freedom in the tertiary education sector. The Union shall promote and protect the interests of the members in appropriate cases through taking personal grievances and/or collective action.

## **Mana Taurite**

The Union shall promote equity in all parts of the tertiary education sector, and work to ensure equal employment opportunities for all workers.

## **Mana Mātauranga**

The Union shall protect and enhance the provision of quality tertiary education in Aotearoa as a public good that is publicly funded, publicly controlled, and publicly governed in the interests of all who live in Aotearoa. The Union shall advocate for the empowerment of staff in decision-making in the tertiary education sector. The Union shall advocate for a tertiary education system that is accessible to all; acknowledges, values, and validates Mātauranga Māori and cultural provision; and which advances life-long learning for Māori and Tāngata Tiriti.

## **Mana Taiao**

The Union shall work to foster ahikā – the interrelationship of people and the land, including supporting a sense of tūrangawaewae for all which fosters a sense of belonging. The Union will take action to transform the relationship of the Union and the tertiary education sector with Te Taiao (Papatūānuku and Ranginui) by supporting climate justice, just transitions, and kaitiakitanga of the natural environment, in relationship with mana whenua and mana Tāngata.



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**TŪ KOTAHI**

**TŪ KAHA**

**WE ARE**

**STRONG &**

**UNIFIED**

# *Kaumātua welcome*

Matua Hōne Sadler and  
Taua Roimata Kirikiri

## **Tēnā rā tātou Te Hautū Kahurangi**

**Kua tae mai taua wā o te tau hei kohikohi, hei whakamārama atu ngā mahi kua oti i a Te Hautū Kahurangi i te tau kua pahuri atu. Ko te poroporoaki ki a tātou mema, whānau hoki kua haere ki tua o te ārai, kua riro ki te wāhi ngaro, e kore e kitea a konohi kore rawa e wareware i a rātou. Ko rātou o te uniana e kaha nei te whawhai kia whai mana, kia tū māia te tangata i tōna āhuru.**

**Me mihi hoki ki te Te Pou Tuarā hou, ki a Lichelle i timata i tōna tūnga i te Mahuru, 2022. Koia rā ko ia e kawe nei i tō tātou kaupapa e hāngai ana ki te Tiriti o Waitangi. Nau mai, haere mai Lichelle.**

Greetings to all our members of Te Hautū Kahurangi. It is time once again to reflect on our achievements and progress towards shared ownership of Te Tiriti o Waitangi in all aspects of our work. We acknowledge those members and whānau who have passed and especially think of their endeavors and commitment to our kaupapa. We welcomed Lichelle to her new role as Te Pou Tuarā for Te Hautū Kahurangi last year. We are honoured to have her join our team to continue to help shape our Te Tiriti o Waitangi kaupapa going forward.

We have finally arrived at this year's conference to consider our rules review. We want to acknowledge the work that the staff and members of Te Hautū Kahurangi have already done to honour the Tiriti relationship. It has been eight years since the late Dr Moana Jackson conducted the Tiriti audit in 2015. Of the 13 recommendations, five are left to complete, all pertaining to constitutional reform. We have worked tirelessly to present a draft of our rules and look



forward to robust debate and discussion. We continue to reflect upon the mahi that Dr Jackson did to bring us to the space that has enabled us as a union to collectively address change with the hope that we will continue to move forward together as a Tiriti-led union.

We also want to acknowledge the mahi that went into producing the Tiriti video series that aimed to share our members' perspectives on our rules review. The theme is appropriate and timely for this year's annual conference 2023 "Tō tātou Tiriti, tō tātou anamata, tātou, tātou e." – "Our tiriti, our future, together". The Tiriti is about our future together. It's about including people, and it's not about one on top of the other, it's about doing it together.

So, let us as a union stand in solidarity together, tū kotahi, tū kaha, tātou, tātou e.

# Julie Douglas

Tumu Whakarae | National President

**2023 will be an exciting year for TEU with the possibility of significant reform through updating our rules. The passing of these rules will signal a maturing of our union and our deeply held belief in equity and commitment to our Tiriti relationships.**

It's also a general election year, and one which offers us the chance to challenge all political parties to put more funding into tertiary education. There is no doubt that the tertiary education sector continues to suffer from a lack of adequate funding to ensure learners are receiving the best education through the best conditions for members, both in delivering education as well as supporting the processes and infrastructure within institutions. We have been fighting this issue particularly in the last year in Te Pūkenga and the university sector, and we will continue this fight. And we need your help to speak to politicians as they electioneer for a place in parliament to see if we can get one of the political parties agreeing to ensure that funding for our universities, wānanga, and vocational education network is at least inflation proofed.

In the coming year, we will keep pushing back anytime an employer tries to ride rough-shod over a collective agreement. Our determination in this area was demonstrated in the last year when we challenged AUT's leadership. The Employment Court ruling and handing down of a fine to AUT over their repeated non-compliance with the collective agreement reinforces why union membership is so important for employees – 80 jobs were saved at AUT.

We need to stand together as the environment we operate in continues to be difficult. Indications of lower domestic, and only slowly improving, international enrolments have done little to foster a positive secure outlook for members. This has been compounded by the exceptional weather



events earlier this year which have caused disruption, destruction, and chaos both on a personal and workplace level. The ongoing impacts of these events must not be overlooked as the weeks and months pass. Recovery in numerous parts of the sector will be slow and require support from everyone.

We must build on the work we've done since Conference 2022 – on the industrial strength that came when members at all eight universities took strike action together. And build on the work to consolidate the old collective agreements within Te Pūkenga into a single collective agreement and in doing so secure enhanced industrial strength as these members can be totally united in action in this sector as well.

While we can't control the environment that we operate in, we can control what we do. How we operate as a union – together, building strong alliances within our numbers, recruiting to ensure we build our industrial muscle, and working collaboratively to ensure we are all getting the best we can, whatever part of the tertiary education sector we are in.



Together we will continue to do what we do best, ensuring members' voices are heard, that we have representation at all levels of decision-making in institutions and by government. And if we all stand firm, we will continue to be successful in upholding the rights of workers.

We are on the brink of something pretty special and I look forward to working with you all to realise the goal that we have been working towards for over a decade: to create a union fit for the contemporary world of Aotearoa.

I roto i te kotahitanga

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## *Sandra Grey*

### Te Pou Ahurei | National Secretary

**Te Hautū Kahurangi was all over the media up and down the country on Thursday 6 October 2022, when staff at eight universities stood up for a real pay rise. And those days of action do make us smile, and smile big, as we proudly stand up for what we believe in.**

But that one day was a culmination of years of behind the scenes work to get eight collective employment agreements to align, of hours at the negotiating table, of early mornings and late nights strategising and planning, and many weeks of work to ensure we had the signs, flags, and changes ready for the marches and rallies. And this wasn't the only place of action from the 34 staff of the TEU and the member leaders at campuses up and down the country.

For the TEU, the last 12 months have yet again been ones of mammoth effort. Effort which has paid off – pay offers in universities were increased after strike action; hours and days spent in working party talks have led to a proposed consolidated collective agreement for Te Pūkenga; actions that led to people on fixed term agreements being moved

into permanent jobs were taken; agreement to work more closely with staff in the wānanga sector by government officials and the former Tertiary Education Minister; and so much more – as you'll see throughout this annual report.

And while it culminates, at times, in things like the university strikes, often the effort is expended in much quieter ways – in meeting rooms, online hui, via email, letters, filing statements of problem, and in phone calls.



What does that ongoing effort look like?

Over 119 meetings where members had their say on the rules of the Union; 12 full days of Council and National Committee meetings, and hundreds of hours of branch committee meetings; statements of problem being filed in the Employment Relations Authority; dozens of meetings with the Tertiary Education Commission, Ministry of Education, and politicians; six all-day hui (for U35, Rainbow, Māori members); and, dozens of challenges to and campaigns against restructuring and job losses across all our tertiary education institutions.

Sadly, not every bit of our effort is rewarded appropriately.

The past twelve months began with the news that the government was only increasing tertiary education funding by 2.75%, despite all of the work lobbying for a funding increase.

And the effort we put in did not result in a more stable or collegial tertiary education sector.

The establishment of Te Pūkenga is the largest state sector change in 30 years, and our members are feeling the brunt of these complex and messy changes.

COVID-19 continues to disrupt meetings of the Union, as well as our work and home lives. And as is repeated throughout this report, the cyclone and other adverse weather events have caused major human and social harm.

Additionally, the significant drop in student numbers across all tertiary education institutions means job losses keep looming in our sector and workloads keep rising.

But our efforts have been noticed by the people who matter – the people who work in the tertiary education sector. This is evidenced by record numbers of people joining our union over the last year. And the more TEU members there are, the more we can do.

We may not always win, but what the last year has shown us is that we have a better chance of winning if we stand together. Let's get planning on where we will next stand together and stand strong for real pay rises and better conditions of work.



# Financial Report

## Statement of Comprehensive Revenue and Expenses For the Year Ended 31 December 2022

	2022	2021
Membership Subscriptions	\$5,459,602	\$5,267,194
Commissions Received	\$1,282	\$1,524
Interest Received	\$49,045	\$16,778
Rent Received	\$23,400	\$33,737
Sundry Income	-	\$60,000
Gain on Disposal of Investment Property	-	\$196,287
<b>Total Revenue</b>	<b>\$5,533,329</b>	<b>\$5,575,520</b>
<b>Less Expenses</b>		
Governance	\$370,473	\$368,109
National Committee/Sector Group	\$28,827	\$32,183
TEU Activity	\$471,541	\$208,002
External Responsibilities	\$144,566	\$112,640
Financial/Legal Services	\$185,977	\$155,613
Staff Related Costs	\$3,482,602	\$3,151,871
Wellington & Regional Offices	\$838,909	\$753,024
<b>Total Expenses</b>	<b>\$5,522,895</b>	<b>\$4,781,441</b>
<b>Net Operating Surplus</b>	<b>\$10,434</b>	<b>\$794,079</b>
Net Surplus before Taxation	\$10,434	\$794,079
Income Tax Expense	\$14,248	\$21,375
<b>Net Surplus after Taxation</b>	<b>(\$3,814)</b>	<b>\$772,704</b>

If you would like a full audit report email  
[trina.coombs@teu.ac.nz](mailto:trina.coombs@teu.ac.nz)

**NGĀ PIKI**

**NGĀ HEKE**

**WE ENDURE**

**THROUGH**

**GOOD TIMES**

**AND BAD**

# Take two for TEU

## Get your stopwatch out!

Your challenge is to take two minutes to tell a colleague or friend everything we have achieved together in the last 12 months. Can you do it?

1. We negotiated 58 Collective Agreements
2. Assisted 320 members with their individual grievances and disputes
3. Recruited over 3,300 new members – a massive increase on recent years
4. Ran a nationwide campaign to shift pay settlements in universities
5. Challenged the Te Pūkenga senior management as rumours continued to swirl about more staff cuts
6. Employed seven new TEU staff members
7. Took strike action at eight universities with 7,000 members participating – the largest strike our sector has seen in two decades
8. Grew TEU's climate justice network Tiakina te Taiao
9. Launched two pay equity claims for low paid library assistants and clerical administrators
10. Stood against bullying on Pink Shirt Day
11. Ran delegate education courses throughout Aotearoa
12. Advocated for members caught up in 54 restructuring proposals which impacted on over 420 jobs
13. Supported our sister unions across the Tasman and in the UK as they faced sustained attacks on their working conditions
14. Published our third issue of member led journal Te Ira Tangata
15. Held a successful annual conference in 2022
16. Launched a video project that enabled members, both Tāngata Whenua and Tāngata Tiriti, to express what a Te Tiriti-led union means to them
17. Continued to fight unsustainable workloads
18. Increased our density and strength in universities
19. Marked Suffrage Day and International Working Women's Day with fun events that raised the profile of our pay equity claims
20. Celebrated Pacific language days throughout the year
21. Made significant progress towards a consolidated academic collective agreement for the Te Pūkenga subsidiaries
22. Progressed negotiations towards an allied staff collective agreement for the Te Pūkenga subsidiaries
23. Recruited over 300 new Māori members

- 
- 24.** Saved 80 jobs at AUT!
- 
- 25.** Provided meaningful feedback and input into 28 consultations by institutions and the government – including the Te Pūkenga Ako Framework, Refreshed International Education Strategy 2022-2030, the Employment Relations (Extended Time for Personal Grievance for Sexual Harassment) Amendment Bill, Tā Tātou Huarahi – Our Pathway: Te Pūkenga Organisational Direction and Design, and Whiria te Ako (Te Pūkenga)
- 
- 26.** Launched an online campaign to raise awareness of what university and polytechnic staff really do
- 
- 27.** Stood in solidarity with firefighters, teachers, and other striking union members
- 
- 28.** Celebrated IDAHOBIT Day with events up and down the country
- 
- 29.** Hosted regular online meetings for branch presidents, networks, and reference groups to get together, plan, and share information
- 
- 30.** Organised and held a successful Hui-ā-Motu
- 
- 31.** Produced 22 editions of Tertiary Update to keep members up to date with progress in our mahi – readership almost doubled in 2022
- 
- 32.** Supported our trans members in the face of attacks on their right to exist
- 
- 33.** Called out threatening behaviour directed at high profile academics
- 
- 34.** Met with and lobbied the Minister of Education on matters of importance to our members
- 
- 35.** Worked with the Greens who supported actions at AUT and asked questions about staff wellbeing in the House of Representatives
- 
- 36.** Highlighted Māori, Pasifika, and other ethnic wage gaps
- 
- 37.** Rallied public support to keep MAINZ and the Weltec Whitireia music school open
- 
- 38.** Held 119 hui to discuss the Te Tiriti rules review
- 
- 39.** Significantly increased our media profile
- 
- 40.** Fought for current and future staff at University of Auckland with a month-long marking ban and a 23-hour strike
- 
- 41.** Extended and enhanced our fee waiver for low income members
- 
- 42.** Rallied on the steps of parliament in support of our calls for government action on tertiary funding
- 
- 43.** Marked Te Wiki o Te Reo Māori by sharing TEU phrases on social media
- 
- 44.** Celebrated Aotearoa's first Matariki public holiday with a special edition of Tertiary Update
- 
- 45.** Kept Te Pūkenga members informed with almost 20 VET Newsletters
- 
- 46.** Successfully held a Rainbow Te Kahukura hui
- 
- 47.** Challenged rushed and disrespectful consultation around curriculum change in Te Pūkenga
- 
- 48.** Called the government out for continued low levels of funding to tertiary education, levels which don't keep pace with inflation
- 
- 49.** Redesigned our delegate education courses
- 
- 50.** Signed up 621 casual members

## The Challenges we faced together



**Loma-Linda Tasi**  
Whitireia



Being part of the Union is the avenue for me to support my colleagues. I know what it's like to work as a Pacific tertiary educator, and hopefully we can inform policy decisions – even the reform of vocational education and training – be very active in the consultations, and very clear what the needs are in terms of how we support Pacific students in the tertiary sector.



**Suze Wilson**  
Massey University



I've seen several lecturers resigning over workload stress. And then they don't get replaced so other people are expected to absorb the already unrealistic workload demands until eventually they leave too. So just putting up with this is not a sustainable strategy.



**Aimee Lowe**  
Victoria University



With pay hovering around the living wage and yearly increases that don't keep up with the rising cost of living, many new library assistants move on quickly because we can get paid more fairly in similar roles that are not female dominated, such as IT. Even if a library assistant moves into a librarian role, they would be better off in an entry level role in a different sector.



## Jodi Hawe

Otago



Not until recent times have I come to appreciate and recognise why Puanga was so significant to my parents, but after the passing of our mum I gained more clarity and understanding. This time of the year gave importance to reflecting on the past to retain the kōrero and add new ones. Grabbing hold of everything our tūpuna built through tūmanako, hiahia, and moemoeā, and making it better for them and generations to come. Mixing the old with the new, creating and holding space and place for us all to succeed in this time and āpōpō.



## Selina Marsh

University of Auckland



I am now a full Professor  
I am also a poetic confessor

I used to be a McD's worker  
Then I became a Uni tutor

I worked my way up through uni rank  
Professional Staff at my flank

I no longer earn minimum wage  
But I stand with the 'me' of yesterday

I also stand with tomorrow's 'me'  
I stand in solidarity



## Bruce Delaney

Wintec



In the polytechnic sector the challenges are the extra workload and the compliance. Just so much extra workload that people don't see. The marking of assessments and the writing of assessments, the developing of teaching material. 30% of my work probably is administration, which is taking me away from the classroom.





## *Tanya Ewertowska*

AUT



I've really liked the debate around [the rules review]. It's intense but it's cool to see the space being given for all points of view to be talked through and still see that we are moving in a good direction with a social justice and social movement approach to unionism.



## *Ben Dickson*

University of Auckland



I'll be out marching, but I'd rather be in my lab continuing my research. I'm 9 years precarious – and if they won't give me a real job, at least give me a real pay rise.



## *Darcell Apelu*

Toi Ohomai



There are hidden expectations around numbers in that if there are no student numbers, your job's gone. Though I would love to be able to inspire and pull people into my industry, I think there's a part of that business orientated mindset to get people and bums on seats but actually the value of education should always be the top priority.

# Vice Presidents' Reports

Hūhana Wātene  
Te Tumu Arataki



**Tena koutou e Te Hautu Kahurangi: TEU members.**

**After Conference 2022, Te Toi Ahurangi decided to focus on Union issues that Māori representatives could actively contribute to, and it has been a productive strategy.**

Before going into details of all we've done together, I want to acknowledge the many years of service Lee Cooper provided TEU as Te Pou Tuara | Māori Officer and his commitment to members by ensuring Te Toi Ahurangi contributions provided a platform that Te Hautu Kahurangi could promote and ultimately foster a Te Tiriti lead Union.

His ongoing acknowledgement of Moana Jackson's Te Tiriti o Waitangi audit and the final recommendation of co-governance that this year's National Conference will discuss in detail and vote upon. Tena koe Lee, he mihi arohanunui.

The following whakatauki now acknowledges TEU's new Pou Tuara | Māori Officer Lichelle Kerei – "when one leader leaves a new one emerges." Tena koe Lichelle, miharo e hoa.

**What has been the productive mahi Te Toi Ahurangi since conference 2022:**

1. TEU Rules Review. We have had active engagement with the Rules Review meetings which has ensured Te Toi Ahurangi is being heard and is providing constructive advice. There have been robust discussions, genuine engagement, and clear communication – all crucial for a successful co-governance model. Of interest to Māori members is the clarification of the roles Te Uepū will be responsible for in the proposed new structure – Te Uepū representatives will be the conjugant between the Co-Governance Council and Māori membership. This will be achieved through continuing Te Uepū hui pre-conference, Hui-ā-motu, and two additional online hui.
2. Recruiting new members: It has been thrilling to watch TEU recruitment in the last year which is at an all-time high. For Te Toi Ahurangi there was real success when we surpassed our goal of 1000 Māori members and continued to grow the numbers of Māori joining TEU – ka mau te wehi.
3. As part of the recruitment work, Te Toi Ahurangi has chosen to base the actions on whanaungatanga – making and establishing relationships with the aim of increasing Te Hautū Kahurangi Māori membership to a new goal of 2,000 members. One such initiative is a national recruitment strategy connected to "Matariki" – so look out for details coming soon.

## What else have we been up to?

Our Te Mahere Mahi (created in February 2021) sets out the kaupapa of importance to Māori in TEU that will continue to be progressed by Te Toi Ahurangi through until 2024.

As well as the work on the Rules Review and recruitment, we are continuing to work on the implementation of our Te Koeke Tiriti framework; the Rangahau Projects; supporting Māori members in Te Pūkenga; the Mana Wāhine Kaupapa Inquiry; a Te Reo Rangatira Strategy; and, a Māori Employment Strategy.

This broad kaupapa offers members options to grow within TEU through their activism and within an important support framework.

Te Toi Ahurangi continues the practices of Tuakana/Teina (experienced/developing) to ensure members provide and develop constructive contributions to the Union's mahi. Te Toi Ahurangi aims to provide kaupapa for representatives to develop new skills and opportunities for representatives who want to engage more.

Education is the key, and we can all be a part of this amazing opportunity to be forward thinking and brave. No reira, tena koutou, tena koutou, tena koutou katoa.



## David Kenkel

### Industrial and Professional Vice President



#### Ngā mihi mahana

**Industrial matters are the core of any union and ensuring our mahi in this area remains well focused, strategic, and on track is the core work of the Industrial and Professional Committee (IPC).**

With membership from across the sector, we discuss ways of facing the challenges ahead – which are many.

We face nation-wide challenges such as the lingering effects of COVID, massive floods still profoundly effecting many areas, and what some are calling ‘resiliency erosion’ in the face of too much change too quickly.

All this within the context of inadequate government funding. Everyone is short changed when tertiary education funding is inadequate – ākongā, whānau, and of course, the members of the TEU and their families.

The IPC will work this year to make sure these challenges are front and centre in our work and dialogue.

In the last year we have had to traverse the complexities of core conditions coming under threat in the university sector.

And then there has been the increasing loss of faith amongst staff about the ability of the Te Pūkenga senior management to deliver a functioning and healthy vocational education and training network. The overemphasis on work-based learning from government leaders and Te Pūkenga senior managers is concerning given that 30-50% of vocational education provision is degree level and requires both classroom time and delivery by trained educators.

Then there is the work to address the need for pay parity within Te Pūkenga. This will require a joint approach both negotiating with Te Pūkenga senior management and lobbying the government for additional funds so that the staff across the network get pay parity.

There is also more work to do around excessive workloads across the tertiary education sector, the lack of secure work, and of course pay and conditions generally.

Retaining our core conditions remains even more critical during insecure times where ‘divide and conquer’ tactics are a tempting for employers. The TEU reasserts the importance of nation-wide core conditions and hopes that the broad membership also understands their critical importance.

The year ahead presents both unique opportunities and challenges aplenty.

This being an election year introduces a new element and the IPC and TEU staff are committed to being first-off-the-rank in understanding new education policy from the various parties and stand ready to use our right of critique as part of the broad coalition of those with the duty to be the critics and conscience of society.

## *Jael Reiri* Women's Vice President



**Tēnā rā koutou katoa,**

**Warm greetings to you all.**

**My thoughts and well wishes go out to all whom were directly impacted by Cyclone Gabrielle. Please know, those of us who weren't affected feel the suffering of our communities. I send sincere condolences with aroha and support in the journey for recovery.**


2023 is a one-year term for all of us in national TEU positions because of the work to progress and finalise the rules review. I'm proud to be part of a union that welcomes Te Tiriti to all discussions, ensures known tikanga is followed and that decisions are confirmed under fair and equitable processes. And my hat goes off to the many who have worked through this process.

Over the past year, the National Women's Committee (NWC) has continued to advance TEU's Gender Equity Strategy. I would also like to acknowledge the increase in active participation of women members across the tertiary education sector. It is pleasing to see because our voice and presence will only grow, alongside being given the respect with mana that we rightfully deserve.

A number of activities are worthy of note since last the conference.

Dr Sarah Proctor-Thomson and myself represented TEU by attending the COPE Women's Conference in Fiji. TEU, together with other teacher unions of the South Pacific joined to share what's on top and how going forward we can support each other with safe and best practice in our workspaces. NWC and their work with the Gender Equity Toolkit and also Pay Equity claims served purposeful for other union women.

Looking ahead, we have a lot of exciting things happening in the coming year and beyond. Of particular note for our committee is the Union's pay equity mahi, which will continue at pace now that our two claims for library assistants and clerical administration workers in the university sector have been confirmed as arguable. From here we must grow our campaign activity and visibility on campuses, to engage and grow our membership, and in turn our collective strength, to help us achieve the best possible result.

 ***Our voice and presence will only grow, alongside being given the respect with mana that we rightfully deserve.***

# Obituaries

## Dr Joce Jesson



Dr Joce Jesson, a senior academic at the Auckland College of Education and then the University of Auckland until her retirement in 2008, was union through and through. She was ever an active leader of her union throughout her career in education – starting with the Post Primary Teachers Association, through to the Teachers College Association, the Association of Staff in Tertiary Education, and finally the TEU.

Former TEU and ASTE Te Pou Ahurei | National Secretary Sharn Riggs remembers Joce as a feisty unionist, feminist, and educationalist – “and she really was all three of those things.”

*“Dr Jesson was a leading light in teacher education, the union movement, and for me. Her leadership, wisdom (sometimes slightly left of field but always insightful), and friendship were invaluable from the TCA merger with ASTE, to my early days as National Secretary and beyond when she played an active role in the Union at a branch and national level.”*

*“Being a good teacher was a calling for Joce, and she was very passionate about protecting and enhancing teaching as a profession. Back then there was a different, more democratic relationship between the Union and employer and as a Branch President Joce was at the decision-making table laying the ground for much of what happened in teacher education throughout those years.”*

*“She was always active, always willing to challenge the powerful when needed and always particularly keen to ensure young people were brought on board and heard.”*

*“Dr Jesson will be greatly missed by everyone who knew her.”*

# Dr David Neilson



A Senior Lecturer in Sociology and Social Policy at Te Whare Wānanga o Waikato | The University of Waikato, Dr David Neilson is summed up by former branch organiser Megan Morris as “a lovely man.”

*“David served at all levels of the branch, particularly in the AUS days, and was always super active. As a prominent academic in the Labour Studies unit, the labour movement as a whole has benefited greatly from his passion for our work. Many union officials past and present have either been trained by him or at least been influenced by his work.”*

*“David was always clear and articulate, and he loved nothing more than engaging with people politically. He could always*

*be relied upon to take a leading role in the coordination of action committees whenever there was an industrial dispute – right up to last October, when he was prominent on the picket lines throughout last year’s strike action.”*

*“He will be sorely missed here in the Waikato.”*

*In a message to staff at Waikato, Vice Chancellor Neil Quigley said “As a teacher and supervisor, David urged his students to think, embrace their journey and enjoy learning. As a researcher, he aimed to carve out new theory and inspire social change.”*

*“His research career was in the midst of an ascent, marked by the recent publication of his book, *The Struggle to Make Democratic Socialism in the 21st Century*. David was very proud of this publication and looked forward to holding a launch event for it in the near future.”*

*“Driven by his academic interests, David was also committed to activism, taking on additional service roles in the community and being an active member of the Tertiary Education Union. David’s colleagues describe him as engaged with the theoretically complex, leaving a legacy of work underpinned by the Marxist tenet of the point of knowledge being to change the world.”*

**AWHI ATU**

**AWHI MAI**

**WE TAKE**

**ACTIONS THAT**

**SEEK TO IMPROVE**

**THE LIVES OF**

**THE MOST**

**VULNERABLE**



# Irena Brören

Te Pou Ahurei Takirua – Ahumahi |  
Assistant National Secretary – Industrial



**The last year has seen our sector continue to face many challenges in the industrial space – ngā piki, ngā heke.**

The biggest challenge has been significant inflation (CPI) increases between 6.9% and 7.2% over the past twelve months. Our collective agreement settlements have not matched these high inflation rates, and this will have an ongoing impact on recruitment and retention for staff in the sector.

The National Industrial Strategy has continued to guide all collective agreement negotiations, but not without some

difficult conversations about our guardianship of core conditions in our collective agreements that we must safeguard on behalf of future generations of union members.

TEU negotiated 58 collective agreements during this past year. Our strength comes from standing firm as a united membership across Aotearoa New Zealand.

The Te Pūkenga Collective Agreement Working Group continued to progress a new consolidated collective agreement. If ratified this will mean that over 2000 TEU members will be covered by one collective agreement, and this will enable them to work collectively when this collective agreement is renewed again in 2024.

As has been noted already, the campaign to improve pay and conditions in the university sector saw all eight branches take strike action. This was successful in growing our collective power and improving employer pay offers – tū kotahi, tū kaha.

In the last year we have ramped up our work to progress our two gender pay equity claims for library assistants and clerical administration staff in the university sector. The universities have agreed that the claims are arguable, marking the first step towards addressing gender pay inequity.

Over the past year we have continued to work together on individual member cases ranging from challenging the legality of fixed-term appointments, to payment of leave and holidays, student complaints, bullying and



***the campaign to improve pay and conditions in the university sector saw all eight branches take strike action.***

***This was successful in growing our collective power and improving employer pay offers – tū kotahi, tū kaha.***

sexual harassment, and health and safety (particularly workplace stress) and long-term illness.

We have also advocated for our members through numerous reviews, restructurings, and voluntary leaving schemes. Most notable amongst these was the high-profile Auckland University of Technology (AUT) case, where we successfully saved 80 jobs in January 2023 after three legal cases to enforce the collective agreement. AUT was fined for a breach of the collective agreement and required to reimburse TEU's legal fees.

In addition to the expertise of our industrial team, we have continued to retain Oakley Moran for our legal services, and they have represented members at mediation, the Employment Relations Authority, and the Employment Court over the last year.

All of this day-to-day work is about awahi atu, awahi mai.

Together we make tertiary education institutions better places to work – tātou, tātou e.

**87%**

**across 18 collective agreements,  
at 8 universities,  
voted to strike.**



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



# Significant mahi in the coming year and beyond

## Pay and conditions – Universities

Thursday 6 October 2022 provided an undisputable highlight of the past year. When as many as 7,000 TEU members across all eight universities downed tools to participate in nationwide strikes, we showed what we can achieve when we stand together as one.

Our action sparked unprecedented media coverage and rapid growth in our membership. What this showed us is the public and non-members alike will rally behind us when we show them our legitimate concern and our power.

It wasn't easy – there were challenges and setbacks. But it was worth it. While we didn't achieve everything we set out to achieve, we took a significant leap as an industrial union and we were never going to meet all our challenges with one campaign. This is why we have to keep our momentum going.

One of our objectives in 2022 was to get Vice Chancellors and the government into tripartite talks to discuss the underlying issue at stake – the inadequate funding of our sector. However, both parties refused. In 2023, our pay equity campaign gives us a great opportunity to show them what can be achieved when we get around a table and talk as a sector.

In the meantime, our attention pivots to 2024 when the next opportunity for coordinated national action will present itself. We must plan now. Reviews of the mahi in 2022 told us loud and clear that we must get organised early.

To that end, university branch presidents have met twice in early 2023 to set the strategy, and plans are rapidly advancing to take it to the next level. Exciting times await.



### **Pay and conditions – Te Pūkenga**

Consolidating collective employment agreements from 16 former institutes of technology and polytechnics has remained a complex and ongoing priority project.

Countless hours have been spent working through this in a thorough and professional way to ensure the best and most enduring result possible that leaves none of our members disadvantaged.

It is hoped that there will be a round of member meetings followed by a ratification vote for the new academic staff collective employment agreement underway prior to Conference 2023. However, the hard mahi won't end there.

To secure a similarly thorough and well worked through TEU allied/general staff collective employment agreement remains a high priority.

A dedicated project lead has now been appointed to drive our industrial mahi across the Te Pūkenga network alongside the organisers who work with members in every corner of the network. It's crucial that we both increase our density and our member activism in the vocational education sector if we are to mount a successful opposition to the troubling direction being signalled by the government, the Tertiary Education Commission, and the leadership of Te Pūkenga – towards on the on-job learning at the great expense of face-to-face classroom teaching and learning.

This is a battle that will require grassroots mobilisation and action.



### Tiakina Te Taiao | Climate Action Network

The extreme weather events that unfolded across the country in early 2023 provided a stark reminder of the realities of climate change. In addition to impacting homes, communities, and key infrastructure, the tertiary education sector was impacted – from the disruption of suddenly needing to shift teaching online, to entire campuses being closed indefinitely (e.g., MAINZ and EIT’s Taradale campus) – TEU members’ capacity to deliver quality education continues to be constrained due to the effects of climate change. We also see the clear need to ensure a high-quality tertiary education system that supports transitions to a climate-changed, low-emissions future – this will only happen through strong member voice, collective action, and industrial activism.

Since its establishment in 2021, our climate action network, Tiakina te Taiao, has continued to gain momentum through increasing membership numbers and networking with other unions and education- and climate-related groups across the tertiary education sector.

The network has met bi-monthly, produced regular newsletters, and provided timely information direct to members. In addition to formal submissions at both institutional and national levels, we have also challenged the TEC to provide leadership in ensuring all facets of our tertiary sector are acting together in a visible and meaningful way to mitigate climate change. Tiakina te Taiao members have contributed to shaping the TEU Rules during the current review process to reflect climate-related issues that impact our members and our sector.

We are also currently working to influence the government’s Equitable Transitions Strategy. This strategy intends to ensure Aotearoa New Zealand’s shift to a low emissions future is fair and inclusive. We consider the provision of high-quality education – in conjunction with robust support and conditions for workers throughout the tertiary education sector – as being crucial to this intention being successfully realised.



## Union education

Education of members in leadership roles and activists is a vital component of any successful union. In the past, the TEU has largely done this in an ad-hoc way, but since the creation of a specialist Education & Industrial Campaigns Officer role in 2021, this has become much more structured, coordinated, and systematic.

Over the past year we have undertaken significant work to refresh our Level 1 Delegate Kit for courses planned throughout 2023 and beyond. In addition, we now have national committee and branch president induction training.

A major focus of our training continues to be a focus on increasing collective strength through training activists one-on-one and in small groups to use structured organising conversations in their workplaces to build relationships that can be converted into action that grows our union power.

We are also developing a refreshed Level 2 Delegate Training course that will focus on problem solving, TEU values, and what being part of a union is all about.

Finally, we aim to have a formal Delegate endorsement process ready for Branch AGMs later in 2023.

Watch this space!



## Academic Freedom

TEU is the voice of academic freedom. Over the past year we have continued to speak up and speak out when academic freedom has been under attack. In particular, we publicly challenged the Chief Executive of Te Pūkenga when he used public service guidelines to state that our members should be “politically neutral” in an election year.

But we are also an organisation that both understands and promotes the responsibility that comes with academic freedom as well as the distinction between academic freedom and freedom of speech. We do not stand up for hate speech or the use of academic freedom to attack the vulnerable.

Over the past year we have actively supported members who have used their academic freedom to, amongst other things, explain public health measures and support marginalised communities in the face of bullying, harassment, and other public attacks that have been intended to shut them down.

In addition to this work, we will hold an Academic Freedom Online Conference in November 2023. Keep an eye out for more information on this over the coming months.





**DANI PICKERING**  
HUMANITIES SOCIAL  
SCIENCES TUTOR  
VICTORIA UNIVERSITY  
OF WELLINGTON

One of the biggest issues in tertiary education is the precarity.

If there is insufficient research outputs, you could lose your job.



**JULIE DOUGLAS**  
SENIOR LECTURER  
AUCKLAND UNIVERSITY  
OF TECHNOLOGY

### Secure work, better futures

Precarious employment continues to be a major issue of concern as employers seek to exploit early career academics as cheap, “flexible” labour. A very large number of staff in our sector are struggling on low wages with no guarantee of employment from year to year, month to month, and sometimes even week to week.

Our union continues to be active in this area. We have had considerable success in converting fixed term agreements into permanent employment covered by a collective agreement. We have also enjoyed some success in helping staff whose casual employment does not fit the legal definition.

In some cases, this has resulted in more stable employment; in others we have ensured that service recognised in redundancy situations and in others we have assisted members in reaching appropriate settlements.

This mahi is ongoing and we encourage all our members on permanent agreements to support their precarious colleagues, especially those who have been on casual or fixed term agreements for a sustained period, to both join TEU and come forward to see if we can assist them.



# Life Membership

## Craig West

**Te Hautū Kahurangi | Tertiary Education Union has awarded life membership to Otago Polytechnic's Craig West.**

Westy, as he is affectionately known, has been the Branch President of the Otago Polytechnic branch since 2011, and was heavily involved in the branch committee prior to his election. In his time as Branch President, Craig has built a committee that is representative of all of Otago Polytechnic's schools, campuses, and departments.

Craig has also passionately worked to erase the academic and allied staff barrier that has often existed at the polytechnics. Many allied staff have named him as the reason they joined the TEU.

An active recruiter, a visible presence around campus and a trend-setter – Craig has established a culture of unionism and collectivity across the branch.

Craig has been a leader in the rainbow network in the Union as well as a leader among branch presidents, often given speaking roles at branch president hui or at conferences.

Craig's strongest skillset is in showing awahi towards those who are taking on leadership roles in the branch, in networks or in national committees and council. Otago Polytechnic is represented across every TEU national committee and National Council. Many Otago Polytechnic representatives have been actively supported by Craig to take on, or continue, in these roles for many years.

Craig's passion for education originates in community. In a small office in Hillside Road, South Dunedin, not far from his house, Craig supported young students, second-chance learners, solo mums, workers from the industrial buildings in



the area, to see that they too could strive for a qualification.

He pushed people to see that their life experience was at times a better teacher than the schooling system, but that the polytechnic offered them opportunities too. Craig's passion for education springs from community, his leadership in the Union has made community within unionism a focus.

The Otago Polytechnic branch has over 430 members. The branch has seen year-on-year growth in membership and it is the eighth largest branch in the Union, and the largest polytechnic branch by far – in no small part due to Craig's hard work and dedication.





TEU

TE HAUTŪ  
KAHURANGI

TERTIARY EDUCATION UNION

**TĀTOU**

**TĀTOU E**

**WE REACH OUR**

**GOALS THROUGH**

**COLLECTIVE**

**STRENGTH AND**

**SHARED SENSE**

**OF PURPOSE**

# Gender Pay/Equity

In September 2022, TEU with our union partners (PSA and TIASA) raised two pay equity claims for undervalued library and clerical and administration members working across the eight universities in Aotearoa. Pay equity claims are a pivotal tool in building member and non-member engagement in kōrero about the pay and conditions across our sector. Our members were thrilled to reach this first milestone after almost a year of their mahi shaping and honing the claims.

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Since then, TEU Pay Equity Activists across the motu have begun educating and raising awareness about the claims within their university communities. International Working Women's Day (March 8th) was a major highlight with teams



of member leaders curating Pay Equity Library collections; hosting information drop-in sessions and morning teas; doing walkabouts to talk to people likely to be covered by the claims; and holding sausage sizzles to draw the attention of staff and students to the issue of equitable pay.

On April 5th 2023, we received confirmation from the employer group that our claims were “arguable” and worthy of evaluation. This is our second milestone and triggers a collaborative work phase for employers and the partner unions to confirm the final scope of the claim, design and implement the assessment phase, and eventually negotiate fair pay for the valuable work done by staff within the claimant groups. Our Pay Equity Member Leaders will be at each step of the process guiding the breadth of issues that the claims will address and shaping the quality of evidence gathered about the nature of their work.

In the next 12 months we have a critical opportunity to build a strong working relationship with employers focussed on addressing a shared vision of equal pay for work of equal value. We can't wait to get started.



# Changing the rules

**TEU has and will continue to advance mahi to recognise and honour our commitments to Te Tiriti o Waitangi.**

In 2014, Dr Moana Jackson undertook a Tiriti Audit of our Union to gauge the progress in our Tiriti commitment.

In 2015, Dr Jackson presented his report to Conference, complete with 13 recommendations – including the need to develop a framework to advance our Te Tiriti relationship.

As a result of Dr Jackson’s recommendations, Te Koeke Tiriti was developed by our Tiriti Relationship Group through hui and kōrero with members and staff and endorsed by Conference 2019. However, of the 13 recommendations within the Tiriti Audit, 5 are still outstanding – all pertaining to the TEU rules/ constitutional amendments.

Dr Jackson’s report states:

*“The ultimate test for Tiriti compliance then is whether there is a constitutional enabling of rangatiratanga and the other expressions of authority.... the Constitution therefore needs to be specific in the authority that it recognises in Māori members as part of its commitment to implement Te Tiriti.”(p20)*

In addition, organisations should from time-to-time examine if their rules set the right direction and tikanga for their organisation; meet best practice and legislative requirements; and, ensure their rules are accessible, actioned, and that they appropriately serve the needs of a changing tertiary education sector.

The rules review has been an enormous undertaking.

Over the past two years alone, potential changes to the Rules have been discussed by:

- Two previous Conferences
- Council
- National Committees
- A Branch Rules Reference Group
- Branch Presidents
- A National Rules Reference Group
- Branch committees
- Member hui both online and in-person

At the time this report was compiled, 119 hui have been held to discuss and debate these changes, and both days of conference 2023 will be focussed on debating and voting on proposed new rules that have been widely consulted on as well as meticulously checked and finessed by constitutional lawyers.

The result, if passed by conference, will be an Aotearoa first and in some ways a world first – a truly Te Tiriti-led union that acknowledges and celebrates the role of Māori/ indigenous people and their place in Aotearoa, as we welcome, embrace, empower, and give voice to members from all backgrounds and corners of our nation and sector.

The feedback leading up to conference has been overwhelmingly positive. In particular, we are reworking our union into a space that tāngata whenua feel immense pride in being a part of, and there is evidence of this in our Māori membership growth.

Of course, it doesn’t stop here. Te Tiriti is a living document and so are our rules.

We must continue to “be the change we want to see in the world” as we continue to evolve and change. We will advance a dynamic Tiriti relationship, be leaders of anti-racism in our sector and be a force for the decolonisation of tertiary education, now and into the future.

**TOGETHER**  
**WE HAVE ACHIEVED**  
**SO MUCH**



**TEU** | TE HAUTŪ  
KAHURANGI  
TERTIARY EDUCATION UNION

Join [teu.ac.nz](https://teu.ac.nz)

## *Tū Kotahi*

*Tū kotahi, tū kaha,  
Tātou, tātou e,  
Ngā piki, ngā heke,  
Tū kotahi e,  
Awhi atu, awhi mai,  
Tātou, tātou e.*

## *TEU Waiata*

*Stand as one, stand strong,  
Everyone together,  
In joy and in sorrow,  
Let's stand together,  
Assistance given, support recieved,  
Everyone together.*



# PROUD TO BE TEU

