

The following Proposed Terms of Settlement have been agreed between Tai Poutini Polytechnic and the NZ Tertiary Education Union and are subject to TEU Members ratification.

1. Amend Clause 2.6 to read as follows:

2.6 Term of the Agreement

This Collective Agreement is effective 01 May 2014 and expires on 30 April 2016.

2. Amend Clause 2.18 to read as follows

2.8 Pass On

The parties agree that any increase in salary obtained through this negotiation process can be passed on to non-union employees employed by the employer after 4 months of union members receiving the increase.

3. Amend Part II, 3 Definitions as follows:

“Casual Tutor” means an employee who has no set hours or days of work and who is normally asked to work as and when required. Each engagement undertaken by the casual employee is a standalone employment arrangement and, the employment shall be at an end at the completion of the work required.

4. Delete clause 5.5

~~5.5 Hourly paid Casual appointments may be:~~

~~5.5.1 on a part-time basis when appointed for periods of not more than six weeks at any engagement; or~~

~~5.5.2 longer than six weeks when employed for hours which are not more than 0.5 of a fulltime position.~~

~~5.5.3 Any tutor, who exceeds these maxima on a regular basis, shall be appointed as a proportional or fulltime tutor.~~



5. Amend clause 5.7 to read as follows:

5.7 Increments – Casual Tutors

~~Casual tutors may apply for an increment after completing an equivalent of one year's fulltime teaching i.e. 800 hours. A casual tutor's remuneration will be reviewed annually.~~

6. Amend clause 8 to read as follows:

8 Compensation for use of private motor vehicle

A motor vehicle allowance, in accordance with the Inland Revenue Department's Motor Vehicle Reimbursement rates, as set out in the Schedule A shall be paid to compensate employees who, at the request of the employer, use their own vehicles for directed Tai Poutini Polytechnic business.

Delete reference to Motor vehicle allowance in Schedule A

7. Add new clause 9.11 Overnight Allowance

Staff who are directed to be away from their normal place of work on Polytechnic business may claim a minimum allowance of \$10 per day whilst away from home in New Zealand which will include the days of travel to and from their destination. For travel overseas, the amount will be negotiated prior to the time of travel. This allowance does not apply to staff whose primary role includes overseas travel.

This allowance will be paid without receipts.

8. Add new clause to Part IV as follows:

9.12 Reimbursement for changing eyesight

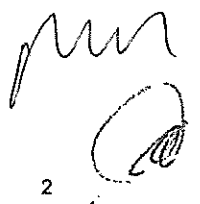
Employees shall, where work involves significant use of a VDU, provide the results of any optometric test to enable monitoring of eyesight and be reimbursed as follows:

- a) corrective lenses, if these are necessary for VDU work and are prescribed, reimbursement will be a maximum of \$150.00 for single vision, clear glass lenses or contact lenses. Optional features will not be reimbursed. This may be claimed at the time when any new prescription lenses are required.
- b) a once only contribution of \$100.00 towards the cost of the first frame will be made.

9. Add new sub-clause at 14 as follows:

14.4 An employee who is appointed into a position up to 0.8 of a full-time position must be classified as proportional.

10. Amend clause 17.2 as follows:



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17.2 Employees appointed on a fixed term or casual basis may have their employment terminated with two week's written notice by either party.

11. Amend clause 20.8 as follows:

20.8 Casual Tutors

Casual tutors shall be entitled to annual leave in each year according to the provisions of the Holidays Act 2003. ~~Unless otherwise agreed, casual tutors employed for less than one year shall be paid leave entitlement at the completion of the period of employment.~~

12. Delete clause 23.7 as follows:

~~**23.7 Casual Staff**~~

~~Casual staff shall become entitled to such special leave and other leave as provided by the Holidays Act 2003.~~

13. Add new clause to Part VIII as follows:

23.10 Wellness Day

An employee will be entitled to one (1) day per year designated as a wellness day which will be debited to the employee's sick leave balance; therefore the employee must have a credit balance before they are able to take this leave.

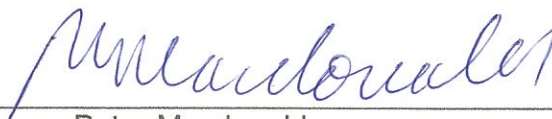
14. Increase personal salaries and printed rates by 1% with effect from 1 May 2014 and by 1% with effect from 1 May 2015. [See attached revised salary scales]

15. Conversion from current part-time to proportional appointments

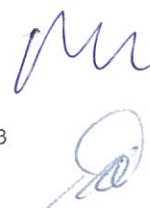
TPP will review all casual engagements and where applicable on a case by case basis transition employees to their correct employment status that will recognise the employee's service with the institution. TEU will be involved in this review in those situations where it involves TEU members.



Phil Dodds
TEU Advocate
Date: 18 September 2014



Peter Macdonald
TPP Advocate
Date:



RATE OF PAY				
		1-May-13	1-May-14	1-May-15
		2.20%	1%	1%
T2 TUTORS – Maximum	T2 – 18	83,220	84,052	84,893
	T2 – 17	80,795	81,603	82,419
	T2 – 16	78,538	79,323	80,117
	T2 – 15	76,283	77,046	77,816
	T2 – 14	74,027	74,767	75,515
	T2 – 13	71,770	72,488	73,213
T2 TUTORS – Minimum	T2 – 12	69,620	70,316	71,019
T1 TUTORS – Maximum	T1 – 11	65,405	66,059	66,720
	T1 – 10	63,298	63,931	64,570
	T1 – 09	61,317	61,930	62,549
	T1 – 08	59,339	59,932	60,532
	T1 – 07	57,360	57,934	58,513
	T1 – 06	55,381	55,935	56,494
	T1 – 05	53,400	53,934	54,473
	T1 – 04	51,421	51,935	52,455
	T1 – 03	49,441	49,935	50,435
	T1 – 02	46,718	47,185	47,657
T1 – TUTORS - Minimum	T1 – 01	43,996	44,436	44,880
			-	-
Tutorial Assistants	TA – 08	39,181	39,573	39,969
	TA – 07	37,705	38,082	38,463
	TA – 06	36,226	36,588	36,954
	TA – 05	34,746	35,093	35,444
	TA – 04	33,267	33,600	33,936
	TA – 03	31,791	32,109	32,430
	TA – 02	30,310	30,613	30,919
	TA – 01	28,832	29,120	29,412

CASUAL RATE STAFF				
			1-May-13	1-May-14
			2.20%	1%
				1-May-15
T2 CASUAL TUTORS				
	Maximum		49.35	49.84
	Minimum		40.91	41.32
				41.73
T1 CASUAL TUTORS				
	CT1	13	40.91	41.32
		12	39.65	40.05
		11	38.40	38.78
		10	37.20	37.57
		9	35.94	36.30
		8	34.70	35.05
		7	33.49	33.82
		6	32.24	32.56
		5	30.99	31.30
		4	29.75	30.05
		3	28.07	28.35
		2	26.37	26.63
		1	24.67	24.92
				25.17
CASUAL TUTORIAL ASSISTANTS				
	CTA	8	25.19	25.44
		7	24.24	24.48
		6	23.29	23.52
		5	22.34	22.56
		4	21.39	21.60
		3	20.42	20.62
		2	19.49	19.68
		1	18.54	18.73
				18.91
GRANDPARENTED SALARIES			1-May-13	1-May-14
		T1-14	70,822	71,530
		T1-13	68,760	69,448
		T1-12	66,677	67,344
				68,017

