

UNITEC INSTITUTE OF TECHNOLOGY



Academic Staff COLLECTIVE AGREEMENT



TERTIARY EDUCATION UNION
Te Hauti Kahurangi o Aotearoa

28 May 2016 to 27 May 2018

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PART 1 - COVERAGE AND APPLICATION OF AGREEMENT

1.1 Parties

The parties to this agreement are:

Chief Executive of Unitec Institute of Technology, ("Unitec" or "the employer")

Tertiary Education Union Te Hauto Kahurangi o Aotearoa ("TEU" or "the union").

1.2 Coverage

This collective agreement covers members of the TEU employed by the employer whose work comes within the coverage clause.

This collective agreement covers employees employed by the employer in permanent, fixed term or hourly paid positions that:

a. develop, deliver and teach programmes of learning; and/or

b. lead courses and/or programmes; and

who may also be involved in other activities including research, consultancies, curriculum development or staff/teacher development, student and/or staff support.

Tutorial assistants, non-teaching academic positions as defined in Part 2 of this agreement and employees specifically employed to teach students enrolled in programmes of learning, are also covered by this agreement.

Specifically excluded from coverage under this agreement are employees who hold any of the following positions: Executive Dean, Dean, and Head of Practice Pathway

1.3 Application of the Terms and Conditions of the Collective Agreement

1.3.1 If required by law, at the time when an employee, whose work comes within the coverage clause of this collective agreement, enters into an individual employment agreement with the employer;

- (a) the employer will inform the employee:
 - (i) that this collective agreement exists and covers the work to be done by the employee; and
 - (ii) that he/she may join the TEU, and how to contact the TEU; and
 - (iii) that if he/she joins the TEU, he/she will be bound by this collective agreement; and
 - (iv) that, during the first 30 days of his/her employment the employee's terms and conditions of employment comprise the terms and conditions in the collective agreement that would bind the employee if the employee were a member of the union and any additional terms and conditions agreed which are not inconsistent with this collective agreement; and
- (b) the employer will give the employee a copy of this collective agreement; and
- (c) if the employee agrees, the employer will inform the TEU as soon as practicable and in any event within 10 working days that the employee has entered into the individual agreement.

1.4 Cessation of Coverage

Any employee

- (a) who ceases to be a member of the TEU; or
- (b) whose work is no longer work that comes within the coverage of this agreement;
or
- (c) who ceases to be an employee of the employer,

will cease to be covered by this agreement.

1.5 Variation of this Agreement

This agreement may, during its term or any further period it continues in force pursuant to section 53 of the ERA, be varied by written agreement signed by the parties. Any variation is subject to the TEU's ratification process.

1.6 Term of the Collective Agreement

This collective agreement takes effect on 28 May 2016 and expires on 27 May 2018.

1.7 Recognition of the Union Authority

The employer recognises the TEU as the representative of all employees who are TEU members and who are bound by this agreement.

1.8 Inadvertent Omission

Any matters inadvertently omitted from this agreement shall be the subject of further discussion between the parties.

1.9 Policies

Employees covered by this agreement acknowledge the right and responsibility of the employer to develop policies in order to manage the organisation. Except as otherwise provided in this agreement, where policies are inconsistent with the provisions of this agreement, the agreement will prevail.

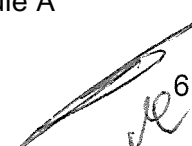
1.10 Consultation

- 1.10.1 The employer will consult with the TEU branch about the employees' collective employment interests and in the development of policies affecting those interests.
- 1.10.2 The parties agree to meet from time to time to discuss matters of concern or interest to the TEU or the employer.

PART 2 - DEFINITIONS

"Academic Staff Member" means a person employed in a teaching position or a non-teaching academic position. This includes academic staff members (ASM), senior academic staff members (SASM) and principal academic staff members (PASM). Terms such as Tutor and Lecturer are generic terms which also refer to academic staff members.

"ASM" means an academic staff member on the ASM salary scale at Schedule A



"Clinical Teaching" means off-campus health science teaching involving client care.

"Duty" refers to any time when an academic staff member is required by the employer to be on duty at Unitec or at another location specified by the employer.

"Duty day" means a day which is not approved leave, a public holiday or Sunday.

"Employee" means a person employed under the terms of this agreement.

"Employer" means the Chief Executive of Unitec, or any manager acting with his/her delegated authority.

"ERA" means the Employment Relations Act 2000.

"Hourly Paid" means an employee who is paid on an hourly basis.

"Newly Appointed Staff" applies to newly appointed staff who have no prior relevant experience at another tertiary institution for the first 6 months of their employment.

"Non-Teaching Academic Position" means a position requiring less than 50 time-tabled teaching hours per year and significantly reflecting the criteria listed in Schedule B; and a **non-teaching academic staff member** has a corresponding meaning.

"PASM" means an academic staff member on the PASM salary scale at Schedule A

"Proportional" refers to a person employed for less than full time on a salaried basis (ie not hourly paid).

"Research" is as defined by the New Zealand Qualifications Authority and the employer's policy.

"SASM" means an academic staff member on the SASM salary scale at Schedule A

"Service" means:

- (a) (i) continuous service in the employment of any NZ Polytechnic, REAP Community Education Centre or any organisation which is now a polytechnic or institute of Technology; and
- (ii) continuous service as a teacher or educator in any operation which has been absorbed into the polytechnic sector; and
- (iii) any other service the employer agrees to recognise at the time of appointment.

- (b) **"Continuous service"** for the purposes outlined above includes all periods of paid leave and parental leave and is not broken by, but does not include any:
 - (i) approved leave without pay
 - (ii) breaks of not more than three months between employment within the polytechnic service.

"Teaching Day" means any duty day on which teaching is time-tabled for at least 4.5 hours or on which distance learning teaching duties are undertaken.

"Time-tabled Teaching Hour" and **"TTH"** means one hour spent in time-tabled class instruction, including any time-tabled hour of structured learning activity for which the employee is responsible.



"Tutorial Assistant" means an employee who assists the learning process under the supervision of an academic staff member. The academic staff member will delegate appropriate tasks provided that the day-to-day learning and teaching programmes, the assessment of the students' learning outcomes, and any development of course and curriculum content, remain the responsibility of the academic staff member.

PART 3 - TERMS OF APPOINTMENT

3.1 Categories of Appointment

3.1.1 The categories of appointment are:

- (a) tenured (permanent) - full time or proportional
- (b) fixed term - full time or proportional
- (c) hourly paid.

3.1.2 Proportional appointments must be not less than a 0.3 and not more than a 0.8 proportion of a full-time position.

3.1.3 Fixed Term Positions

- (a) Fixed Term appointments will be for a specified period of time. The options under the surplus staff provisions of this agreement will not apply at the conclusion of the agreement when the appointment has been made for the purpose of:
 - (i) filling a vacancy pending an appointment
 - (ii) relieving for a tenured employee on approved leave
 - (iii) trialling new courses for a period not exceeding two years
 - (iv) undertaking finite tasks for a period not exceeding two years.
- (b) Where an employee is employed on a fixed term basis in a teaching role, where practicable, the employee should be appointed to his/her position one week prior to commencing his/her teaching duties in order to allow time for preparation. Where this is not possible, the employee will be paid an additional one week's salary per semester to compensate the employee for preparation, marking and other relevant duties. This payment shall be calculated on the basis of the employee's average weekly earnings for the semester and shall be made with the last pay of each relevant semester.

3.1.4 Hourly Paid Positions

Hourly Paid appointments may be:

- (a) on a part-time basis when appointed for periods of not more than six weeks at any one engagement, or
- (b) longer than six weeks when employed for hours which are not more than a 0.5 proportion of full time in terms of clause 5.4 of this agreement.

An academic staff member who exceeds these maxima on an irregular basis only may continue to be classified as an hourly paid academic staff member (refer also to clause 4.2.4).

3.2 Appointment Procedures

3.2.1 Advertising of Positions

- (a) New permanent positions will, when practicable, be advertised in such a manner as to allow suitably qualified people to apply.
- (b) Other Positions
Where the proportionality of a position is altered by agreement between the employer and the employee, the employee will have automatic right to the position. If the re-designation occurs as a result of surplus staffing the provisions of Part 10 apply.

3.2.2 Equal Opportunities

The employer will appoint staff in accordance with an equal employment opportunities programme developed, implemented, monitored and reviewed in consultation with the local branch of the TEU.

3.3 Termination of Employment

3.3.1 Notice of Resignation/Termination of Employment

- (a) Tenured employment may be terminated with two months' written notice by either party.
- (b) Fixed term and hourly paid employment may be terminated with two weeks' written notice by either party, or at the end of the specified period of employment.
- (c) The employer is not required to accept longer notice periods than those set out above.
- (d) On giving notice of termination the employer may elect to pay to the employee salary in lieu of notice for all or any part of the notice period.
- (e) Nothing in this clause will remove from the employer the obligation to observe the principles set out in clause 3.4 (Disciplinary Procedures for Employees).
- (f) Any employee may be summarily dismissed for serious misconduct.

3.3.2 Incapacity

- (a) If as a result of physical or mental incapacity the employee is unable to perform the duties of the position, the employer will:
 - (i) consult with the TEU on behalf of the employee;
 - (ii) require the employee to undergo a medical examination, at the employer's expense, by a registered medical practitioner nominated by the employer, or if the employee wishes, two registered medical practitioners, one nominated by the employer and the other by the employee.
 - (iii) take into account any report and/or recommendation made available as a result of the medical examination(s) or any other medical reports and/or recommendations which are provided by the employee, and apply one or a combination of the following options:
 - no further action under this clause
 - redeployment



- proportional employment
 - an agreed period of leave without pay up to one year
 - terminate employment by giving two (2) months' written notice
- (b) Where employment may be terminated under this clause, the employee will be entitled to remain in employment until his/her sick leave entitlement is used, or to end his/her employment immediately and be paid all his/her outstanding sick leave entitlement.

3.4 Disciplinary Procedures for Employees

In any disciplinary action the following steps will be observed:

- (a) The employee will be advised in writing of the specific problem and be given a reasonable opportunity to respond.
- (b) The employee will be advised by the employer of her/his right to request union assistance, and/or representation at any stage.
- (c) Before any substantive disciplinary action is taken, an appropriate investigation is to be undertaken by the employer.
- (d) The employer will consider the employee's response before a decision is made.
- (e) The employee will, if advised of any improvement required, be given reasonable opportunity and assistance to change, and be advised of the consequences if the problem continues.
- (f) The outcome of any disciplinary process will be recorded in writing and a copy will be given to the employee.

In the case of serious misconduct the employer may suspend the employee with or without pay or place the employee on other temporary duties while investigating the matter and/or undertaking the disciplinary process.

Where the employee has been suspended and the allegation is subsequently found to be without substance, the employee must be entitled to resume the position from which she/he was suspended and be reimbursed for any loss of pay.

An employee may be summarily dismissed in cases of serious misconduct.

3.5 Miscellaneous Terms

3.5.1 Academic Freedom

The provisions of section 161 of the Education Amendment Act 1990, relating to academic freedom, shall be observed by the parties.

PART 4 - CAREER PROGRESSION AND REMUNERATION

4.1 Statement of Intent

The following provisions recognise the need for academic staff members to develop as professional teaching practitioners and the desirability of integrating professional development and remuneration with the acquisition and application of professional practice skills and attributes.

4.2 Salary Rates

4.2.1 Salaries

- (a) Subject to the provisions of this sub-clause, employees will be paid at the salary rates set out in Schedule A.
- (b) An employee on an individual agreement who becomes bound by this agreement shall receive the salary rate applicable to his/her grade and step with effect from the date that he/she becomes bound by this agreement. Such employee shall not be entitled to receive back-pay.
- (c) For the purposes of this clause, the term "salary increase" shall not include any salary increment or salary increase paid as a result of promotion under an individual employment agreement based on the terms and conditions of the collective agreement.

4.2.2 Starting Salaries

- (a) The appropriate ASM salary at the time of appointment will be determined following an assessment of a new employee's skills and attributes according to the employer's starting salaries policy.
- (b) The employer may pay a market allowance over the assessed salary level (see clause 4.4.1 below).

4.2.3 Proportional Positions

Salaries will be paid on a proportional basis as follows:

full-time salary rate x predetermined proportion of the position.

This will be confirmed in the letter of appointment.

4.2.4 Hourly Paid Positions

- (a) Hourly paid employees will be paid the rates in Schedule A for each hour of work. When this involves time-tabled teaching, an agreed amount of additional paid work of not less than 0.2 hour per teaching hour is to be credited.
- (b) In deciding the amount of additional paid work the employer will maintain an equitable workload which reflects that of full-time employees doing similar work.

4.3 Salary Progression

Subject to the following provisions, where an academic staff member meets the relevant characteristics of ASM and SASM specified in Schedule B, he/she may be appointed to the ASM or SASM Grade. An academic staff member may be appointed to PASM grade in accordance with the employer's policy.

4.3.1 Progression within the ASM Grade

A new employee may, at the employer's discretion, be appointed to ANY step within the ASM grade above Step 8.

The requirements of Step 8 must be met before an employee who is on or below Step 8 can progress beyond Step 8.

(a) Increments

ASMs and Tutorial Assistants will move one step after each year of service until reaching Step 8. At Step 8 the requirements of the Merit Bar (outlined below) must be met to move to Step 9. Once at Step 9 movement to each step will be after each year of service. A double or accelerated increment may be approved by the employer for performance, internal relativity or retention. The new increment date is from the date of the accelerated increment. An increment may be withheld if in the employer's opinion an ASM's performance over the previous year has been unsatisfactory. The employer will notify the ASM of the decision and the reasons for it.

(b) Merit Bar

To progress to step 9 an ASM will need to have:

- (a) completed 12 months' employment on ASM step 8; and
- (b) used the professional development opportunities provided by clause 7.3; and
- (c) completed tutor training as per clause 7.2

Where an ASM has been prevented from achieving (b) and (c) above by the employer's failure to meet the requirements, these criteria will not apply.

4.3.2 Appointment and Progression to the SASM Grades

Appointment and progression to the SASM Grade will be upon verification of the attainment and application of the appropriate SASM skills and attributes set out in Schedule B. Verification will be carried out according to policy and procedures developed and reviewed in consultation with the TEU.

An employee who is appointed or progresses to the SASM grade shall be entitled to a minimum payment of \$500.

4.3.3 Progression within the SASM Grade

- (a) Progression within the SASM Grade will be by annual review of the employee's professional practice which will refer to the SASM criteria in Schedule B. This review will be carried out according to policies and procedures developed and reviewed in consultation with the TEU.
- (b) Subject to clause 4.3.3(c), any increase given under this clause will be no less than \$1,000 per annum.

- (c) Where the difference between the salary of the employee and the top of the salary scale for the SASM grade is less than the minimum amount provided for in clause 4.3.3(b), the employee shall be paid an amount equal to that difference to enable the employee to be paid the maximum rate provided for the SASM grade.

4.3.4 Appointment and Progression to the PASM Grade

- (a) The policies and procedures for appointment and progression from the SASM to the PASM Grade will be developed in consultation with the TEU.
- (b) Subject to clause 4.3.4(c) any increase given under this clause will be no less than \$1,000 per annum.
- (c) Where the difference between the salary of the employee and the top of the salary scale for the PASM grade is less than the minimum amount provided for in clause 4.3.4(b), the employee shall be paid an amount equal to that difference to enable the employee to be paid the maximum rate provided for the PASM grade.

4.3.5 Progression within the PASM Grade

A staff member employed on the PASM salary grade may apply annually for progression within the PASM salary scale in accordance with each Institute's policy.

4.4 Salary Allowances

4.4.1 Market Allowance

A recruitment or retention allowance may be paid on an annual or ongoing basis to reflect difficulty in recruiting or retaining specific skills and/or experience for any specified position. This allowance may, but should not necessarily as a matter of course, be abated by salary increases, including incremental progression and promotion.

4.4.2 Acting Higher Duties Allowance

- a) An academic staff member who acts in a higher position for at least five consecutive days will be paid a higher duties allowance at a rate agreed with the employer. Approved leave will neither count towards nor interrupt the qualifying period.

4.4.3 Special Responsibilities Allowance


- a) An academic staff member required by the employer to undertake special responsibilities over and above those normally expected of an academic staff member (as defined by the employer) will be paid an allowance. This allowance will reflect the nature of the responsibilities and must be at a rate of at least \$1,000 per annum and no more than 20% of the academic staff member's base salary.
- b) The granting of any special responsibilities allowance will be confirmed in writing to the employee. The confirmation will define the responsibilities and the period for which the allowance will be paid. The allowance will be subject to annual review and will be terminated by the employer by giving one month's notice in writing.

4.5 Payments

- 4.5.1 Employees are entitled to payment for the period employed. The employee's remuneration will be paid in equal fortnightly instalments to a New Zealand bank account nominated by the employee.
- 4.5.2 On termination of employment, the employer will pay any outstanding remuneration and annual leave pay within five working days of the employee's termination date of employment. The employer may deduct from the employee's pay any money owed by the employee to the employer(including for any overpayment or property not returned), provided the employer first consults with the employee on the deduction and the reason for it. .

4.6 Salary Profile

A profile of salaries paid to academic staff members under this agreement is to be made available to the TEU annually. The profile will list salaries paid to academic staff members by paid rate, by gender and length of employment. Other information on salary profiles will not be unreasonably withheld. Where it is necessary to protect individual privacy, information may be supplied in a way which prevents identification of an individual.



PART 5 - WORKLOAD

5.1 Intent

The employer recognises the importance of setting equitable, reasonable and safe workloads, both for the effectiveness of the employer's operations and services and for the wellbeing of staff.

Work allocation will be through an open and clear process, based on sound principles and informed by appropriate quantitative measures.

5.2 Workload Principles

The employer is to ensure that academic staff members are allocated a workload that adheres to the following principles:

- 5.2.1 The workload must be equitable.
Academic staff members with comparable responsibilities should have similar workloads.
- 5.2.2 Total workload must be reasonable.
The workload can be managed within the timeframes and deadlines set, and that academic staff members will be able to maintain a balance between professional and personal life, accepting that normal fluctuations will occur.
- 5.2.3 Total workload must be safe.
Work will be allocated to take all practicable steps to minimise physical or mental harm to academic staff members and their students.
- 5.2.4 All aspects of workload must be taken into account in the allocation of work including:
- (a) Time-tabled teaching hours and all attendant duties including
 - preparation for lessons
 - routine administration and participation in the employer's processes
 - student assessment
 - ordinary student pastoral care and assistance
 - routine updating of courses and material
 - contribution to day-to-day maintenance of teaching areas
 - maintaining skills and professional currency
 - (b) and, all other relevant workload factors including:
 - class size
 - course development requirements
 - assessment requirements
 - student support requirements
 - other demands of the teaching programme
 - experience and skill level of the academic staff member
 - particular requirements related to open/distance learning
 - cultural requirements of Charter obligations
 - EEO obligations of the organisation
 - the need for breaks from time-tabled teaching throughout the year
 - participation in research projects as appropriate
 - teaching across a range of courses/programmes
 - rapidly changing disciplines
 - post-graduate supervision.

A full annual workload will be deemed to be the maximum time-tabled teaching hours for the relevant position, specified in Clause 5.3(a) below, plus attendant duties as above.

5.3 Timetabled Teaching Hours (TTH)

The following TTH maxima apply to full time employees (see clause 5.5.1 for proportional staff). Within these maxima, TTH will vary in recognition of different teaching activities and other workload factors.

- (a) per year (i.e. 01 February to 31 January), for:
- | | |
|--------------------------|-----------|
| • Academic staff members | 825 TTH |
| • Tutorial assistants | 1,000 TTH |
| • Newly Appointed Staff | 660 TTH |
- (b) per quarter (i.e. the year 01 February to 31 January divided into four equal periods), for:
- | | |
|--------------------------|---------|
| • Academic staff members | 300 TTH |
| • Tutorial assistants | 360 TTH |
| • New Appointed Staff | 240 TTH |
- (c) Time-tabled teaching for any employee will be spread over no more than 185 teaching days in the year, provided that a teaching day constitutes a minimum of 4.5 hours teaching.

5.4 Duty Hours

An employee may be required to undertake their duty hours each week between the hours of 7am and 9pm from Monday to Saturday inclusive, and for a total of no more than 37.5 hours per week. Duty hours shall be worked on no more than 5 consecutive days, however other arrangements may be agreed between the employee and the employer.

Duty hours will be allocated after consultation with employees during work load planning discussions and in a way that will enable flexibility for Unitec and the employee, will ensure a safe and reasonable workload, and will take cognisance, where possible, of individual personal circumstances. Any disputes can be resolved through the process which is outlined in the Academic Workload Policy.

The following limits on requirements to undertake duty apply for full-time employees (see clause 5.5.1 for proportional employees).

- (i) Employees are entitled to take a meal break of not less than 30 minutes and not more than one hour after each period of five hours of continuous duty.
- (ii) Employees engaged in clinical teaching duties may be required to undertake such duties for up to 450 hours outside the hours of 8.00 am and 5.00pm in any year (1 February to 31 January).

5.5 Workload Provisions for Specific Types of Position

5.5.1 Proportional Employees

- (a) All TTH and the weekly duty hours maxima set out above will be reduced according to the proportional employee's FTE proportion.
- (b) Notwithstanding clause 5.4, a proportional employee may consent to work full-time for a proportion of the year equal to the proportion for which they have been employed. If the academic staff member's employment is prematurely terminated payment will be made for the necessary number of additional days to bring the workload back to the predetermined proportion of fulltime.

PART 6- LEAVE

6.1 Limitations of Leave Provisions

Hourly paid employees are only entitled to the minimum holidays and leave entitlements provided in the Holidays Act 2003 and the following holidays and leave provisions do not apply to hourly paid employees.

Payment for public holidays will be made only if the academic staff member would have worked the day in question as part of their normal timetable.

6.2 Leave on an Annual Basis

6.3.1 The Leave Year

For the purpose of calculating leave, the leave year will be 01 February to 31 January.

6.3.2 Public and Unitec Holidays

Employees shall be entitled to the following public or Unitec holidays, in addition to annual leave and discretionary leave:

New Year's Day
The day after New Year's Day
Christmas Day
Boxing Day
Good Friday
Easter Monday
Easter Tuesday (Unitec holiday)
Anzac Day
The Sovereign's birthday observance
Waitangi Day
The Anniversary Day of the province
Labour Day

6.3.3 Payment for Working on Public Holidays

If an employee is required to work on a public holiday the employee will be entitled to be paid at a rate of time and a half of his/her relevant daily pay for the hours worked on the public holiday and where the day would otherwise be a working day for the employee, the employee shall be given a day's paid leave at a later date in lieu of the public holiday he/she worked.

6.3.4 Annual Leave

Employees are entitled to five weeks' of annual leave in each leave year. Annual leave shall be taken subject to the following provisions:

- (a) The timing of annual leave will be determined having regard to the employer's operational requirements, provided that the employee is not prevented from taking the leave entitlement in the current leave year.
- (b) Employees are entitled to one block of leave of at least four weeks.
- (d) The parties agree that unless impracticable to do so, an Employee should take all their annual leave in the year of entitlement..

6.3.5 Additional Annual Leave for Employees with No Entitlement to Discretionary Leave

- (a) Employees who were employed after 10 November 2011, or who became TEU members and therefore covered by the collective after 10 November 2011, are not entitled to discretionary leave.
- (b) The employer may agree, at the employee's request, to grant the employee up to two weeks' additional paid annual leave for any academic leave year subject to the following conditions:
 - (i) the additional annual leave shall be in blocks of at least one week; and
 - (ii) the additional annual leave shall be agreed in advance of the academic leave year (which commences on 01 February), i.e. no retrospective agreement will be entered into; and
 - (iii) the employee shall sacrifice 2% of the employee's annual base salary for each week of additional annual leave that is granted pursuant to this clause; and
 - (iv) the timing of the additional annual leave will be determined having regard to the operational requirements of the employer; and
 - (v) all accrued and entitled annual leave must be used during the academic leave year for which the additional annual leave is being applied i.e. no annual leave will be accumulated as a result of any agreement for additional annual leave.

6.3.6 Discretionary Leave

- (a) All employees who were on IEAs based on the terms of the MECA that expired on 30 November 2010 and who have an entitlement of 3 weeks' discretionary leave, will have their current entitlement varied as follows:
 - (i) These employees will therefore have an entitlement to 2 weeks' discretionary leave from 01 February 2013.
- (b) The employer and employee may agree to permanently buy out one or both of the remaining weeks of discretionary leave and compensation will be made by a 2% payment on base salary per week in addition to the salary rate as per the salary scales set out in schedule B. The employee will be advised of his or her right to seek advice from the TEU prior to any negotiations and agreement being finalised.
- (c) Employees who have already reduced their entitlement to discretionary leave by two or four weeks will have four weeks Professional and Institutional Development Time as per clause 7.3 with no additional payment.
- (d) Where an employee is entitled to discretionary leave, such leave will be used in blocks of not less than one week and will be timed having regard to the operational requirements of the employer. Discretionary leave may be used at the employee's discretion. Notwithstanding this, the employer may require the employee use discretionary leave for directed development in the areas where performance inadequacies have been identified in accordance with Unitec's performance management procedures.
 - (i) Discretionary leave will not apply to a non-teaching academic staff member appointed after 01 September 1993.

- (ii) A non-teaching academic staff member employed before 01 September 1993 will retain his/her discretionary leave entitlement unless there has been a mutually agreed reduction.

(f) Discretionary leave not taken in the year of entitlement will be forfeited.

6.3.7 Leave Timetable

Each employee will be provided with a leave timetable by 31 March each year which will set out planned periods of leave. Periods of discretionary leave and annual leave may be continuous.

6.3.8 Calculation of Annual and Discretionary Leave Taken

Five days of leave taken will be recorded as a complete week of leave. A period of leave commences on the first working day of absence and ends on the last working day of absence.

6.3.8 Annual and Discretionary Leave for Employees with Short Service

- (a) Employees with less than 12 months' full service in any one year will have leave calculated at 10 percent of the period worked, less any leave taken.
- (b) Employees with short service who have insufficient leave will be permitted to take a reasonable amount of annual leave in advance.

6.4 Sick Leave

6.4.1 Sick Leave Entitlement

- (a) Employees are entitled to 10 days' sick leave when they commence employment. The employee will then become entitled to five days' sick leave after each subsequent six months of service. The increments will stop after 50 increments of five days have been made.
- (b) An employee may accumulate up to 260 days' sick leave. An employee shall at all times be entitled to no less than 5 days' paid sick leave per year.
- (c) Any public or Unitec holiday which occurs while an employee is on sick leave is not counted for the purposes of calculating sick leave.
- (d) In exceptional circumstances the employer may grant leave with pay in excess of the entitlement above, in anticipation of future entitlements.
- (e) The employer may require the employee to produce a medical certificate for sick leave of five days or more. However, the employer may require the employee to produce a medical certificate for less than five days where the employer has good cause to believe that the sick leave is not genuine and pays for obtaining the certificate.
- (f) Employees appointed before 2 March 1999 see Schedule D for entitlements.

6.4.2 Leave for Sickness in the Home

Employees may be granted paid sick leave when a person who depends on them for care becomes sick or injured. The production of a medical certificate or other evidence may be required.

6.4.3 Extraordinary Sick Leave

Sick leave taken in the following circumstances (up to an aggregate of two years over the term of employment with the employer) will not be deducted from an employee's sick leave entitlement:

- (a) Epidemic Disease - Where an employee contracts a disease declared an epidemic by the appropriate health authority.
- (b) Notifiable Infectious Diseases - When an employee contracts an infectious disease or has been in contact with a sufferer from an infectious disease and is prevented by direction of the appropriate health authority from attending work.

Where ACC or Employer's insurance declines to accept liability for illness directly attributable to working conditions, the employer may approve extraordinary sick leave.

6.4.4 Accident Compensation

Where an employee suffers an injury in a workplace accident (as accepted by ACC), the first week of any leave the employee takes in relation to that injury will be paid by the employer.

For the first week of absence for a non work-related injury the employee may use their sick leave entitlement.

For the second and subsequent weeks of leave for work-related and non work-related injuries the employee may use their sick leave entitlement to top up any shortfall between ACC's payment to them and their ordinary weekly pay.

6.5 Bereavement/Tangihanga Leave

An employee will be granted bereavement/tangihanga leave on full pay to discharge obligations and/or pay respects to a deceased person with whom she/he has had a close association.

In granting bereavement/tangihanga leave the employer must administer these provisions in a culturally sensitive manner, taking into account the following points:

- (a) The closeness of the association between the employee and the deceased (Note: this association need not be a blood relationship)
- (b) Whether the employee has to take significant responsibility for any or all of the arrangements to do with the ceremonies resulting from the death
- (c) The amount of time needed to discharge properly any responsibilities or obligations
- (d) Reasonable travelling time should be allowed, but for cases involving overseas travel that may not be the full period of travel.

A decision on a bereavement leave application will be made as quickly as possible. Approval may be given retrospectively where the circumstances would have

reasonably prevented prior application. If bereavement/tangihanga leave is not appropriate then annual leave or leave without pay will be granted, but as a last resort.

If a bereavement occurs while an employee is absent on paid leave, the leave may be interrupted and bereavement leave granted. This provision will not apply if the employee is on leave without pay.

6.6 Other Leave

6.6.1 Special Leave

Special leave of absence with or without pay may be granted to an employee at the employer's discretion, for a period of up to two years. Leave will not be unreasonably withheld in the following circumstances:

- (a) Cultural, community and sporting activities, involving national or provincial representation
- (b) Educational activities relating to an employee's work noting that:
 - (i) For recognised travelling awards, scholarships and fellowships, leave with pay will normally be approved
 - (ii) Examination leave will be on full pay
- (c) Upgrading qualifications at the request of the employer
- (e) Marriage of the employee or a close relative.
- (f) Serious illness of a family member.
- (g) Important family occasions.
- (g) Involvement in recognised civil defence and search and rescue activities
- (h) Attendance at meetings of recognised local authorities as a member
- (i) Attendance, as a duly appointed representative of the union, at meetings of the TEU (excluding employment relations leave under Part 7 of the ERA).
- (j) Employment relations leave is entitlement assigned to the TEU under Part 7 of the Employment Relations Act 2000. The TEU is entitled to allocate employment relations education leave to eligible employees according to the provisions of the Act.

6.7 Parental Leave and Grant

6.7.1 Parental Leave will be granted according to the provisions of the Parental Leave and Employment Protection Act 1987.

6.7.2 A parental leave grant will be payable to an entitled employee (a tenured employee or a fixed term employee appointed for more than 12 months) on production of the certificate of the birth of the child, (whether live or stillborn) or on production of an approved adoption placement. Where an employee and that employee's partner are both entitled to the parental leave grant, then the employer will only be liable to pay one grant of six weeks' salary to one of the employees, as determined by the employer.

- 6.7.3 The grant will equate to six weeks' full salary as at commencement date of the parental leave and will be paid at that time.
- 6.7.4 The full grant equivalent to six weeks' salary as in 6.7.3 above will be payable regardless of whether an employee returns to work before the expiry of six weeks' parental leave. Receipt of salary will not affect the payment of the full grant.

6.8 Miscellaneous Leave Provisions

6.8.1 Leave for Approved Statutory Authorities

The employer will grant leave on full pay to an employee who is required to attend as a member of, or in a formal capacity as an employee who has raised an employment relationship problem, personal grievance or dispute as per Part 12 and Schedule C of this agreement and at any of the following statutory authorities with the proviso, where leave is granted, any fees due to the employee from the authority will be paid to the employer:

- (a) a polytechnic or institute of technology council
- (b) NZ Qualifications Authority
- (c) Mediation or Authority hearing under the prevailing law
- (d) Hearing of an Employment Court or prevailing equivalent
- (e) A university council

The period with pay is for the time necessary to travel to, to attend and return from the meeting.

6.9 Entitlements under the Holidays Act 2003

The Employee can obtain further information about his or her entitlements under the Holidays Act 2003 from the **TEU** or the Department of Labour.

PART 7 - TRAINING AND PROFESSIONAL DEVELOPMENT

This clause does not apply to hourly paid employees.

7.1 Reciprocal Commitment

Employees have an obligation to maintain and enhance their competencies both in their teaching areas and as educators, and the employer has a responsibility to ensure that employees receive timely and appropriate training and opportunities for professional development.

7.2 Training

- (a) Tenured ASMs will complete up to 12 weeks' recognised training in the practice of adult and tertiary education. The employer may accept that an employee's prior training or experience fulfils all or part of this requirement.

- (b) In each of the first two years of employment an ASM may be required to use up to four weeks' professional and institutional development time for initial academic staff member training.
- (c) Appropriate training opportunities will be provided to fixed term ASMs, having regard to the length of their appointment.

7.3 Professional and Institutional Development Time

7.3.1 The employee shall be entitled to four weeks' Professional and Institutional Development Time per annum.

7.3.2 This time can be used for the purposes of research, teacher development, upgrading of academic qualifications, professional development, community and industry engagement and curriculum development. A programme for use of Professional and Institutional Development time will be agreed annually in discussion with the employee's manager during the annual workload planning process (reference to the Academic Workload Policy and its subsequent variations).

7.3.3 The employee may accumulate up to 8 weeks' Professional and Institutional Development time by agreement. This accumulated time must be used within the time frames of the agreed programme and any accumulated time will not be paid out on termination.

7.3.4 Employees will be entitled to a minimum of \$400 per annum. This may be increased up to, but not necessarily limited to, \$1,000 for reimbursement of actual and reasonable expenses for approved professional development activities (pro rata for proportional employees and employees with short service).

- (b) The provisions of this sub-clause shall not limit the operation of any employer policy relating to payment of tuition fees. In exercising its discretion to make any payment to, for or on behalf of the employee under such policy the employer may take into account any payment it makes to, for or on behalf of the employee under this sub-clause.

PART 8 - ALLOWANCES, EXPENSES AND GRANTS

8.1 Employment Related Expenses

The employer will reimburse employees so that they do not incur personal costs as a result of requirements of the employer. Reimbursement will be according to the provisions of this agreement and the employer's policies, procedures and practices.

8.2 Travelling Allowance

An employee required to travel within New Zealand on the employer's business will be paid a travelling allowance as follows:

- (a) approved actual and reasonable accommodation costs, or an allowance of \$32.73 effective 28 May 2016 and \$33.06 effective 28 May 2017 per night when staying privately, and
- (b) actual and reasonable travel costs, and
- (c) actual and reasonable meal costs up to \$65.46 effective 28 May 2016 and \$66.11 effective 28 May 2017 for each completed 24 hour period, and

- (d) an incidental allowance of \$8.23 effective 28 May 2016 and \$8.39 effective 28 May 2017 for each 24 hour period or part thereof;
- (e) in addition, when away from home, an employee with dependants is entitled to one visit home per month at the employer's expense.

Where appropriate the employee will provide proof of payment.

8.3 Meal Allowances

When an employee's required hours of duty span any two meal breaks, breakfast, lunch or dinner, the employee will be paid one meal allowance of \$13.72 effective 28 May 2016 and \$13.86 effective 28 May 2017.

8.4 Tea Expenses

The employer will provide employees with free morning and afternoon tea.

8.5 Transport Allowances

- (a) The following motor vehicle allowance will be reimbursed to employees required to use his/her own vehicle for official business:
 - the rate payable will be the published IRD rates
- (b) Employees will cover the cost of their own travel to and from his/her work each day, provided that where the work base varies from time to time, the employer will pay any additional costs incurred. The employer may operate a policy by which this is accomplished.

8.6 Relocation Expenses

- (a) Relocation expenses will be paid when an employee's normal place of work within the institute, is moved to a location out of the local area and the employee relocates within 12 months of the change in workplace.
- (b) Employees will be paid actual and reasonable costs of relocation as follows:
 - (i) temporary accommodation pending acquisition of permanent accommodation, for up to three months
 - (ii) packaging, freight and storage of furniture and personal effects
 - (iii) travel costs for the employee's immediate family and other dependent members of the household
 - (iv) legal fees and land agents commission for the sale of a home at the former location and the purchase of a home at the new location (home will include land purchased for the purpose of building a house)
 - (v) any penalty attached to the early repayment of the mortgage.
- (c) Where relocation expenses are paid the maximum payment will be \$25,000.
- (d) A payment towards relocation expenses may be made at the time of appointment.

8.7 Compassionate Grant on Death of Employee

- (a) Upon the death of a tenured employee, the employer may pay to the next of kin an amount as follows:
 - (i) For an employee with 10 years and under 20 years' service, one-twelfth of the annual salary
 - (ii) For an employee with 20 years' service or more, one-eighth of the annual salary.

- (b) For the purpose of this clause, the term 'next of kin' means:
 - (i) The spouse or partner of the deceased employee; or
 - (ii) Where there is no surviving spouse or partner, a nominated relative of the deceased employee.

8.8 Reimbursements

Where the employee applies for reimbursement, the employer will reimburse the employee for the following:

- (a) Subscriptions to professional associations where membership is mandatory.
- (b) The cost of annual practising certificates or registrations, where these are required, either to undertake the work for which the employee has been employed, or to maintain membership of a recognised professional association in terms of sub-clause (a) of this clause.
- (c) Loss or damage to the employee's personal property in the course of duty when not due to the employee's negligence or misconduct and provided that, where appropriate, payment may be less than replacement cost.

8.9 Care of Dependants

The employer may reimburse the employee's actual and reasonable expenses incurred in caring for dependants when an employee attends a course, is travelling on the employer's business or is required to work abnormal hours, and alternative care arrangements cannot be made without additional cost to the employee.

PART 9 - PROTECTION AND SAFETY PROVISIONS

9.1 Working Conditions

The good employer provisions of the State Sector Act 1988 and the provisions of the Health and Safety at Work Act 2015 will apply.

9.2 Hearing Protection

Where the employee is working in noisy conditions the relevant health and safety requirements for hearing protection will be applied, including the supply by the employer of ear-plugs and ear-muffs as required.

9.3 Eye Protection

Where the employer considers that an employee is working in an "eye danger" area the employer will provide the employee with either:

- (a) standard safety glasses with neutral lenses; OR
- (b) specially hardened neutral "clip on" safety glasses to be worn over normal optical glasses, where the employee works only occasionally in an "eye danger" area; OR
- (c) specially hardened optically correct lenses in a safety frame, fitted by an optometrist, where the employee works for substantial periods in an "eye danger" area.

9.4 Protective Clothing

Where the employer considers that the nature of an employee's work is more than normally destructive to clothing, suitable protective clothing will be issued on a permanent basis or on a temporary loan. In the latter case such clothing will be laundered at the employer's expense.

9.5 Issue of Uniforms

- (a) Where the employer considers that an employee is required to wear a uniform, appropriate uniforms will be issued and will remain the property of the employer. They will be replaced on a fair wear and tear basis.
- (b) All uniforms soiled in the course of duty will be laundered or dry-cleaned, at the employer's expense.

9.6 Safety Footwear

- (a) Where the employer considers that it is necessary for employees to wear safety boots or safety shoes in the course of their employment, the employee may purchase safety footwear on an actual and reasonable basis.
- (b) Unless an employee wears the safety footwear for at least six months in the service of the employer, the employee will be required to refund half the reimbursement on resigning.

9.7 Immunisation - Hepatitis B

Employees with a significantly increased risk of acquiring hepatitis B because of the nature of their job will be immunised if appropriate. The employer will meet the cost of immunisation.

PART 10 - ORGANISATIONAL CHANGE

10.1 Intent

The employer recognises the serious consequences of the loss of employment for employees and seeks to minimise those consequences by these provisions.

10.2 Application

These provisions apply to tenured employees. They do not apply to employees who have reached the expiry of a fixed term appointment made in accordance with clause 3.1.3 of this agreement or to hourly paid employees.

10.3 Definition

A surplus staffing situation exists where, as a result of identified factors, a position or an employee becomes superfluous or surplus to the employer's requirements. No existing staff member will be displaced by the appointment of a tutorial assistant.

10.4 Technical Redundancy Provision

Where an employee's employment is being terminated by the employer by reason only of the sale or transfer, including contracting out, of the whole or part of its business, nothing in this agreement or any other agreement shall require the employer to make a redundancy payment to the employee if:

- (a) the person or organisation acquiring the business, or the part being sold or transferred:

- has offered the employee employment in the business, or the part being sold or transferred; AND
 - has agreed to treat service with Unitec as if it were continuous service with that person or organisation; AND
- (b) the conditions of employment being offered to the employee by the person or organisation acquiring the business, or the part being sold or transferred are the same as, or no less favourable than the employee's conditions of employment, including:
- any service related and redundancy conditions; AND
 - any conditions relating to superannuation under the employment being terminated; AND
- (c) the offer of employment by the person or organisation acquiring the business, or the part being sold or transferred, is an offer to employ the employee in that business either:
- in the same capacity as that in which the employee was employed; OR
 - in a capacity that the employee is willing to accept.

10.5 Procedures

10.5.1 Consultation

- (a) The National Secretary of the TEU, the Chairperson of the local branch of the TEU and affected employees will be notified by the employer of any reviews of the employer's organisational structure or function, which may result in significant changes to either the structure, staffing or work practices affecting existing employees.
- (b) A minimum of one month will be provided to allow the TEU and affected employees to make submissions which will be considered by the employer before making a final decision. The parties may agree to a lesser period.
- (c) The employer will take all practicable steps to provide relevant information requested by the TEU.
- (d) The employer will provide the TEU with an opportunity to be involved in any review. Should the review confirm a surplus staffing situation, individuals who might be affected will be advised in writing of this and of their right to assistance from the TEU.

10.5.2 Notification

When, as a result of the processes above, specific positions are identified as surplus the employer will advise the National Secretary of the TEU, the chairperson of the local TEU branch and the employees affected not less than two months prior to the date of termination. The date may be varied by agreement between the parties.

10.6 Options

The following are the options to be applied in staff surplus situations:

- (a) attrition,
- (b) redeployment,
- (c) enhanced early retirement,
- (d) retraining
- (e) redundancy

Where the other options are inappropriate to discharge the surplus the option of redundancy will be made available. Employees who are offered a position by the employer which is

directly comparable to their existing positions, which does not require a change in residential location, and who decline the offer will not be entitled to redundancy compensation.

The above options will continue to be available to employees whose employment is terminated by reason of staff surplus until the employees' last day of employment.

10.7 Conditions Applying to Options

10.7.1 Attrition

The number of employees is allowed to decrease due to normal staff turnover.

10.7.2 Redeployment

Employees may be redeployed to a new position with the employer at the same or lower salary. The following conditions will apply:

(a) Where the new position is at a lower salary, an equalisation salary allowance will be paid.

The equalisation salary allowance can be paid in the following ways:

- (i) a lump sum to make up for the loss of pay for the next two years (this is not abated by any subsequent salary increases); or
- (ii) an ongoing allowance for two years equivalent to the difference between the present salary and the new salary (this is abated by any subsequent salary increases).

(b) Where the new job is at a location outside the local area, the employee will be entitled to relocation expenses as set out in clause 8.6 (a) of this agreement.

10.7.3 Enhanced Early Retirement

This option provides for an employee to be paid the money available under the severance option which may, if the employee so desires, be used according to the conditions of the superannuation scheme of which the employee is a member to make up the actual superannuity payable.

10.7.4 Retraining

The employer may, following application from the employee, offer the option of retraining with financial assistance. The total cost to the employer, including any salary and training costs will not exceed 110% of the value of the severance payment the employee would be entitled to.

10.7.5 Redundancy Compensation

(a) For the purposes of these provisions, salary is defined as taxable salary, exclusive of allowances.

(b) "Service" for the purposes of this sub-clause is as defined in Part 2; except that for staff employed prior to 01 April 1988, service also includes other relevant Government service.

However, with effect from 01 December 1995, other relevant Government service in excess of 12 years will cease to apply and the remaining other relevant Government service will be abated at the rate of two years for every one year of service with the employer accrued thereafter.



For the purpose of this subclause "other relevant Government service" means;

- (i) continuous service as a teacher in any public school, manual training centre, post-primary service, colleges of education, specialised teaching service or any school or teaching service under the control of the Department of Education
 - (ii) continuous service as a teacher in the Cook Islands or Western Samoa or under any school of co-operation with the Government of Fiji or the Government of Tonga
 - (iii) continuous service as an inspector of schools or as an officer employed by the Department of Education to supervise or direct the work of teachers or give teacher professional assistance
 - (iv) continuous service as a teacher or educator in an operation which has since transferred by a decision of Government to the polytechnic service (e.g. nursing training). This is counted as continuous service for the purposes of this subclause regardless of whether the transfer takes place before or after 01 April 1988.
- (c) All service recognised under 10.7.5(b) excludes service which has been taken into account for the purposes of calculating any entitlement to a redundancy/severance/early retirement or similar payment from any of the above services or from any polytechnic employer.
- (d) "Continuous service" for the purposes of (b) above includes all periods of paid leave and maternity/paternity leave and is not broken by, but does not include, periods of approved leave without pay and breaks of not more than three months between periods of employment with the employer, or one month within other service(s) approved under (b) above.
- (e) Payment will be made in accordance with the following:
- (i) 16 percent of salary, or the appropriate portion of this amount, for the preceding 12 months will be payable in lieu of any notice not worked regardless of length of service and
 - (ii) 12 percent of salary for the preceding 12 months, or part thereof for employees with less than 12 months service and
 - (iii) 4 percent of salary for the preceding 12 months multiplied by the number of years of service minus one, up to a maximum of 19 and
 - (iv) where the period of total aggregated service is less than 20 years, 0.333 percent of salary for the preceding 12 months multiplied by the number of completed months in addition to completed years of service;

The payment to be made under this clause to an employee who is working temporarily reduced hours or who is on a period of leave without pay, shall be calculated using the salary of the employee's substantive position for the preceding 12 months.

- (f) Outstanding annual and discretionary leave will be cashed up separately.

10.8 Rights of Employees Made Redundant

10.8.1 Time off to Attend Interviews

Employees will have reasonable time off to attend interviews for alternative employment, subject to the operational requirements of the employer.

10.8.2 References

The employer will supply to all redundant employees a letter of reference.

10.8.3 Counselling

Counselling for affected employees and family may be made available as necessary.

10.8.4 Employees on Leave

An employee who is declared surplus and who is on parental leave, absence due to extended illness, accident compensation, approved special leave without pay or secondment will be covered by the surplus staffing provisions of this agreement.

10.9 Statutory Employee Protection Provision

10.9.1 If the employer enters into any contract or arrangement with any person ("the New Employer") under which the whole or part of the employer's business is undertaken for the employer by the New Employer, or if the employer sells or transfers the whole or part of its business to the New Employer, the employer will seek to raise for discussion with the New Employer prior to such restructuring the extent to which restructuring may affect employees and, where employment may be affected, advise the outcome of this to the **TEU**.

10.9.2 Matters which the employer will seek to raise in the discussion with the New Employer will include whether or not the New Employer will make offers of employment to the employer's employees and if so whether employees will be offered employment in the same capacity, whether the conditions of employment offered will be the same or no less favourable than the employee's conditions of employment and whether service with the employer will be treated as continuous service with the New Employer.

10.9.3 At the time of any such restructuring, the employer will review the contractual and statutory entitlements of any employee whose employment is affected by the restructuring but does not transfer to the New Employer, by considering the employment agreement of that employee together with the employer's employment policies existing at that time and the employee's personnel records. Individual entitlements will be notified by the employer to the TEU.

10.9.4 This clause has been inserted in this agreement because of the Employment Relations Amendment Act (No 2) 2004.

PART 11 - UNION MATTERS

11.1 Union Information

- (a) When requested in writing by the National Secretary of the TEU, the employer will, within one month, supply to the TEU a list of names, addresses and designation of all employees bound by this agreement provided that the employee has given his/her consent for the employer to do so. The TEU will not make such requests to the employer at intervals shorter than six months.
- (b) The TEU undertakes to ensure that the employer is advised as soon as is reasonably practicable when an employee of the employer joins the TEU.

11.2 Deduction of Union Fees

- (a) The employer will deduct union subscriptions for all TEU members covered by this agreement except in cases agreed to between the employer and the union.
- (b) The manner of deduction and remittance will be agreed between the National Secretary of the TEU and the employer.

11.3 Union Meetings

- (a) The employer will allow all TEU members covered by this agreement to attend, on paid leave, two TEU stopwork meetings (each of a maximum of two hours' duration) in each year, provided that:
 - (i) 14 days' notice of the date and time of any proposed stopwork meeting is given to the employer
 - (ii) wherever practicable the time of the proposed stopwork meeting is set by negotiation between the employer and the TEU.
- (b) The union will make arrangements with the employer to ensure that the employer's business is maintained during any union meeting, including, where appropriate, an arrangement for sufficient union members to remain available during the meeting to enable the employer's operation to continue.
- (c) Work will resume as soon as practicable after the meeting.
- (d) The TEU will supply the employer with a list of members who attended and will advise the employer of the time the meeting finished.
- (e) These provisions are inclusive of and not in addition to any entitlements under the ERA.

11.4 Access to Premises

Representatives of the TEU shall have the rights of access to the workplace as provided in sections 20 and 21 of the ERA.

11.5 Branch Chairperson

The employer will recognise the TEU branch chairperson as the union representative on site. Notice of the appointment of the chairperson will be given to the employer in writing.

11.6 Leave for Union Business

In accordance with any established policies, the TEU and the employer agree to an exchange of letters each leave year to establish the quantum of, and arrangements for, leave available to elected representatives of the TEU for union business.

11.7 Union Benefit

The employer agrees that any salary increases or any other improvements to terms and conditions achieved during these negotiations will not be passed on to any non- union employees for a period of six months from 28 May 2016 and 28 May 2017.

PART 12 - RESOLUTION OF EMPLOYMENT RELATIONSHIP PROBLEMS

12.1 Resolution

The procedures for the resolution of employment problems are provided in Schedule C to this agreement.

Note: 1 Employees are advised to contact the TEU in the event of any dispute or grievance.

PART 13-TRANSITIONAL PROVISIONS

13.1 Market Allowances

The percentage increases specified in this agreement will apply to employees in receipt of market allowances. The percentage increases will be applied to the appropriate step within the ASM or SASM Scale which the individual staff member as at 28 May 2016 and 28 May 2017. The market allowance will remain at its existing monetary level - it will not be abated.



Academic Staff Salary Scale

SCHEDULE A

Note: The payment for the reduction of 2 weeks discretionary leave at 4% of the base salary per week, now becomes part of the base salary and is included in the base salary for TEU members prior to 10 November 2011. Reduction of additional weeks in excess of 2 weeks will continue to be paid as a separate payment.

28 May 2015				28 May 2016				28 May 2017			
1%				1%				1%			
Step	Base Annual Salary for members prior to 10 Nov 2011 (See Note)	Base Salary for TEU Members Joining After 10 Nov 2011	Hourly Rate	Step	Base Annual Salary for members prior to 10 Nov 2011 (See Note)	Base Salary for TEU Members Joining After 10 Nov 2011	Hourly Rate	Step	Base Annual Salary for members prior to 10 Nov 2011 (See Note)	Base Salary for TEU Members Joining After 10 Nov 2011	Hourly Rate

Tutorial Assistant

1	31749	32970	19.15	1	32066	33300	19.34	1	32387	33633	19.53
2	33377	34661	20.13	2	33711	35008	20.33	2	34048	35358	20.53
3	35006	36352	21.12	3	35356	36716	21.33	3	35710	37083	21.54
4	36636	38046	22.10	4	37002	38426	22.32	4	37372	38810	22.54
5	38263	39734	23.08	5	38646	40131	23.31	5	39032	40532	23.54
6	39891	41425	24.06	6	40290	41839	24.30	6	40693	42257	24.54
7	41520	43117	25.05	7	41935	43548	25.30	7	42354	43983	25.55
8	43146	44806	26.03	8	43577	45254	26.29	8	44013	45707	26.55

ASM

0	45141	46877	27.23	0	45592	47346	27.50	0	46048	47819	27.78
1	48061	49910	28.99	1	48542	50409	29.28	1	49027	50913	29.57
2	50974	52934	30.74	2	51484	53463	31.05	2	51999	53998	31.36
3	53088	55130	32.03	3	53619	55681	32.35	3	54155	56238	32.67
4	55206	57330	33.30	4	55758	57903	33.63	4	56316	58482	33.97
5	57321	59525	34.57	5	57894	60120	34.92	5	58473	60721	35.27
6	59437	61724	35.86	6	60031	62341	36.22	6	60631	62964	36.58
7	61553	63921	37.13	7	62169	64560	37.50	7	62791	65206	37.88
8	63670	66120	38.41	8	64307	66781	38.79	8	64950	67449	39.18
9	65785	68315	39.68	9	66443	68998	40.08	9	67107	69688	40.48
10	67904	70516	40.96	10	68583	71221	41.37	10	69269	71933	41.78
11	70231	72933	42.36	11	70933	73662	42.78	11	71642	74399	43.21

SASM

Min	70231	72933	42.36	Min	70933	73662	42.78	Min	71642	74399	43.21
Max	79069	82110	47.69	Max	79860	82931	48.17	Max	80659	83760	48.65

PASM

Min	72544	75334	43.75	Min	73269	76087	44.19	Min	74002	76848	44.63
Max	92119	95662	55.57	Max	93040	96619	56.13	Max	93970	97585	56.69

Factors Characterising Academic Staff Members and Senior Staff Members

These characteristics should be applied:

- 1 in the identification of academic staff positions
- 2 during probationary period
- 3 for career progression.

These characteristics should be applied appropriately when considering positions which do not have a teaching component.

ASMs

ASMs are expected to assume responsibility for the quality of their own outcomes insofar as they relate to the dimensions of practice identified below. In other areas ASMs should work under the guidance of SASMs or PASMs.

They should:

- 1 Be competent in their discipline/subject area.
- 2 Implement and develop programmes and learning (respond to feedback).
- 3 Apply effective communication skills in learning situations related to their discipline.
- 4 Select and apply teaching and/or learning strategies to promote effective learning consistent with individual student learning needs.
- 5 Contribute to the development of and implement programmes for the assessment of student learning.
- 6 Recognise student learning difficulties and arrange for appropriate support.
- 7 Evaluate and reflect on own practice in order to identify directions for and strategies for development.
- 8 Demonstrate commitment to ongoing professional development both within their discipline and as an educator
 - initiate and respond to feedback from students and/or peers
 - plan and implement programmes for professional development.
- 9 Practise in non-racist and non-sexist ways and to be sensitive to students and colleagues with special needs.
- 10 Demonstrate that their practice is informed by the current body of knowledge about effective teaching and learning.
- 11 Be able to contribute to the effective outcome of work teams.
- 12 Participate in the broader professional and academic life of the institution.
- 13 Discharge administrative responsibilities integral to ASM's work.
- 14 Support and contribute to the objectives, direction and operation of their department including research projects where appropriate.
- 15 Practise within the policy framework and legislative obligations of the employer.

SASMs

SASMs are expected to take responsibility for the quality of their own outcomes insofar as these relate to the dimensions of practice identified below. They are also expected to be able to guide and support ASMs who are developing the identified skills and attributes, and to take responsibility for the quality of outcomes which exceed the responsibilities of the ASM position. The emphasis on these criteria will reflect institutional and professional priorities

They should:

- 1 Be able to demonstrate advanced standing in their discipline/subject area.
- 2 Design, implement, develop and evaluate new and existing programmes of learning (through application of defensible models).
- 3 Apply effective communication skills in diverse learning situations.
- 4 Select and apply teaching and/or learning strategies consistent with individual student learning needs.
- 5 Select and apply strategies to enable students to develop as independent learners.
- 6 Plan, implement and evaluate programmes for the assessment of student learning, including the assessment of prior experiential learning.
- 7 Be able to identify student learning difficulties and plan and implement strategies for improvement.
- 8 Design and implement small scale research into effective teaching and/or learning within own discipline.
- 9 Evaluate and reflect on own practice in order to identify directions and strategies for improvement.
- 10 Demonstrate commitment to ongoing professional development both within their discipline and as an educator:
 - initiate and respond to feedback from students and/or peers
 - plan and implement programmes for professional development.
- 11 Practise in non-racist and non-sexist ways and be sensitive to students and colleagues with special needs.
- 12 Demonstrate that their practice is informed by the current body of knowledge about effective teaching and learning.
- 13 Take responsibility for the effective outcome of work teams.
- 14 Actively contribute to the broader academic and professional life of the institution.
- 15 Discharge administrative responsibilities integral to the SASM role.
- 16 Practise within the policy framework and legislative obligation of the employer.
- 17 Demonstrate professional activities which contribute in a positive way to the reputation of the employer/profession eg research, consultancy, publication.
- 18 Actively support and contribute to the objectives, direction and operation of their department and the employer.

Procedure for Resolution of Employment Relationship Problems as per the Employment Relations Act

We aim to provide a fair workplace for you. At times you may have concerns about your employment and how you are being treated. We would like you to talk to us if this happens.

If we cannot resolve things between us, you can get outside help. We have set out the services available to you for resolving employment relationship problems.

What is an employment relationship problem?

An employment relationship problem includes a personal grievance, dispute or other problem relating to your employment relationship with us.

It does **not** include any problem with the fixing of new terms for your employment.

Listed below are examples of employment relationship problems:

- you think you have been treated unfairly;
- a personal grievance;
- a breach of your employment agreement;
- a dispute over the interpretation, application or operation of your employment agreement;
- unfair bargaining for an individual employment agreement;
- a question about whether you are an employee or an independent contractor;
- a disagreement about arrears of wages or holiday pay, etc;
- your not being allowed to attend union meetings or take employment related education leave;
- or
- you get a warning, or are dismissed.

Who can help you with an employment relationship problem?

To help you solve your employment relationship problem you can contact:

1. Within your Workplace

- Your manager/supervisor or their manager;
- Your Human Resources personnel.
- Your local TEU representative
Jane Adams
TEU Auckland Office
09 8158029 or 027 438 7254

2. Outside your Workplace

- The Ministry of Business ,Innovation and Employment (MBIE)) offers free information and has a free mediation service which can provide us with assistance in working together and resolving the problem.
- You can contact the Department on:

0800 20 90 20

- e TEU - National Office
0800 278 348
teu@teu.ac.nz

What is a Personal Grievance?

A personal grievance means any grievance that you have against us because of a claim that:

- e you have been unjustifiably dismissed;
- e action we have taken disadvantages you in your employment or a term of your employment is unjustifiable;
- e you are discriminated against in your job;
- e you are sexually harassed in your job;
- e you are racially harassed in your job; or
- e you have been pressured in your job because of your membership or non-membership of a union or employees' organisation.

What can you do if you have a Personal Grievance?

- e To raise a personal grievance, you should make us aware of your problem (verbally or in writing) within 90 days of the personal grievance arising unless:
- e we consent to you raising the personal grievance after 90 days; or
- e you successfully apply to the Employment Relations Authority ("Authority") for leave to raise the personal grievance after 90 days, in which case we must try to mutually resolve your grievance through mediation.
- e you have three years after raising the personal grievance to bring any action arising from it to the Authority or the Employment Court ("Court").

Mediation Services

If we cannot resolve your employment relationship problem between us then either or both of us may request help from the Department.

The Department provides mediation services which may include:


- e information about rights and obligations;
- e information about services;
- e assistance in resolving problems; and
- e fixing new terms of employment.

Problem Not Resolved at Mediation

If we cannot resolve the problem at mediation you can refer it to the Employment Relations Authority or the Employment Court .

Sick leave for employees appointed before 02 March 1999

- (i) Those employees with accrued sick leave in excess of 260 days as at 02 March 1999 will retain their current entitlement.
- (ii) Those employees with accrued sick leave of less than 260 days as at 02 March 1999 will retain their current entitlement and commence accruing five days of sick leave per six months from their next anniversary or half yearly anniversary date, accruing to a maximum of 260 days in accordance with clause 6.4.1(a).
- (iii) Those employees who have no accrued sick leave as at 02 March 1999 will be entitled to five days sick leave until their next anniversary of appointment and will then accrue leave in accordance with 6.4.1(a).

A handwritten signature in black ink, consisting of a series of loops and a final flourish, located in the bottom right corner of the page.

