

*Collective strength, shared purpose*

ANNUAL REPORT

21

*Tātou,  
Tātou E*



**TEU**

TERTIARY EDUCATION UNION  
TE HAUTŪ KAHURANGI

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# Kupu hakataki

## *Preface*

The only place to start any annual report is to thank you all – the members and staff of Te Hautū Kahurangi | Tertiary Education Union (TEU) – for everything done to support each other and make the last year a success.

*We have stood together  
and made a difference.*

*We have survived the  
lows and made time to  
celebrate the highs.*

*We have given and  
received help.*

*Tū kotahi, tū kaha*

*Tātou, tātou e*

*Ngā piki, ngā heke*

*Tū kotahi e*

*Awhi atu, awhi mai*

*Tātou, tātou e*

**TITIRO**

**HAKAMURI**

**2020-2021**

**IN REVIEW**

Ngā piki, ngā heke

# COVID-19 and our world

This report – and the year it provides an official record for – is shaped by our responses as workers, as a union, as whānau, as community members, as citizens, and as a nation, to COVID-19

**TEU IS WORKING**

**ONLINE, BY PHONE,**

**BY EMAIL.**



*While tertiary education campuses and TEU offices were almost empty from March 2020 as we went home and stayed home, the mahi of union reps and staff did not stop.*

The union continued to be a place of connection and stability as the instability caused by the global response to COVID-19 whirled around us. We endured together, and we supported each other – awhi atu, awhi mai. We spoke loudly, insisting institutional managers put people first. We regularly met with MPs and government officials seeking support for the crucial public good that is tertiary education. This was no ordinary time.

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### THE SIX PRINCIPLES

Thanks to a viral tweet from a Canadian Government employee we have this very real and truthful statement

#AwhiAtu #AwhiMai #COVID-19

## Working Remotely: COVID-19 Principles

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1

You are not “Working From Home”, you are “At your home, during a crisis, trying to work”.

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2

Your personal physical, mental, and emotional health is far more important than anything else right now.

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3

You should not try to compensate for lost productivity by working longer hours.

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4

You will be kind to yourself and not judge how you are coping based on how you see others coping.

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5

You will be kind to others and not judge how they are coping based on how you are coping

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6

Your team’s success will not be measured the same way it was when things were normal.

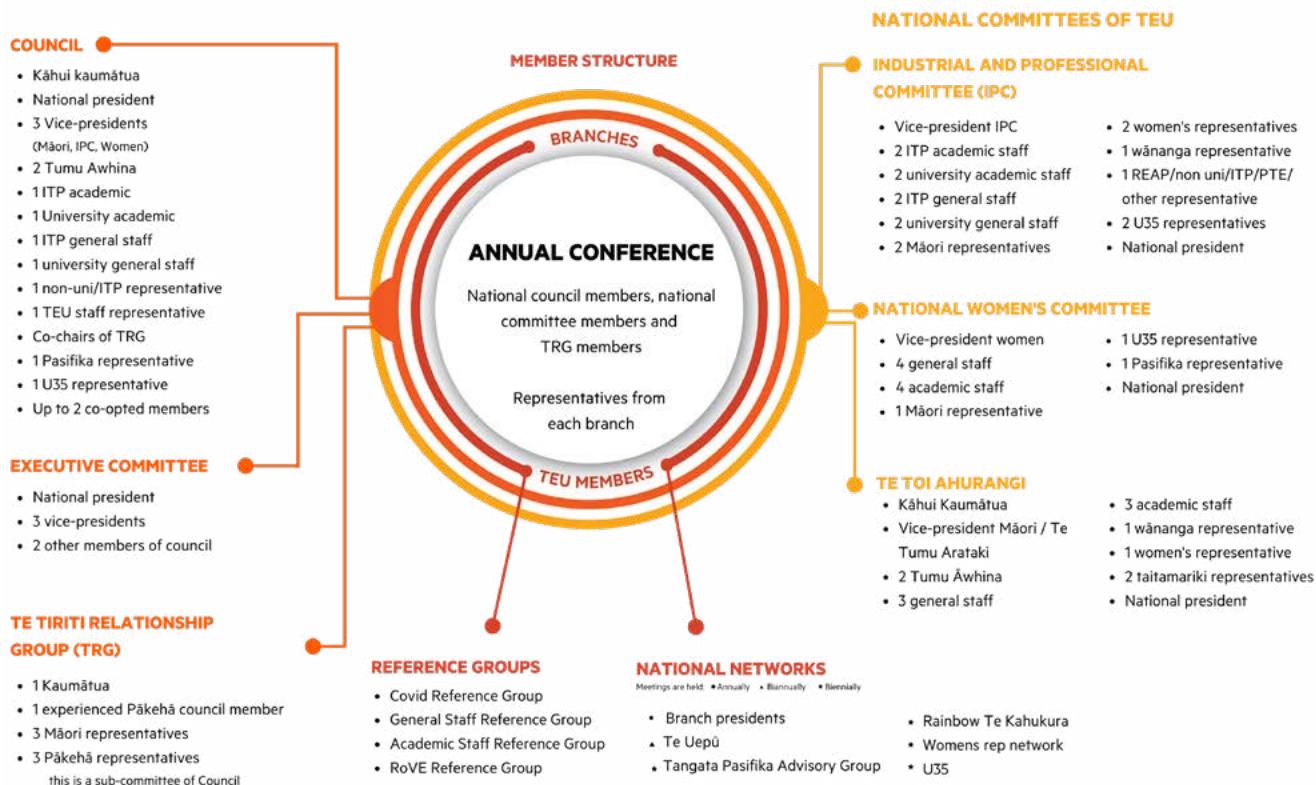
We continued to find ways to practice whanaungatanga by connecting and reconnecting:



*What COVID-19 has reinforced for us is the need to ensure we do regular calls with members and staff. While calls were already happening on the Reform of Vocational Education project and after council meetings with branch presidents, we have now put in place a fuller range of reference groups. There is no doubt our work together is stronger when we have time to analyse and strategise together.*

*Michael Gilchrist, Tumu Whakarae | National President 2019-2020, Report to Council, July 2020.*

The breadth of that work is evident in the additions to our already busy structures.



Our COVID-19 pulse surveys, advisories, and advocacy kept our members at the forefront of conversations with government agencies and tertiary education sector management.

Sadly, what was not heard by university senior management was the government's repeated message that they could ride out the financial shortfalls caused by the closure of the borders.

In October we ran an [international education forum](#) involving TEU members, student leaders, institutional management, and government officials. We worked to get consensus on why we have international students, the answer - because they contribute positively to education and to our country. The statement that came out of the forum made clear that using international students as cash cows has never been, and should never be, a sensible fiscal approach (and the closure of the borders showed that).

*Reserves are  
for rainy  
days and it's  
pouring  
out here!*

*Tiriti Relationship Group supporting the funding campaign, October 2020.*



Awhi atu, awhi mai

## *The sector and institutional racism*

Since the middle of 2020, we have marched, held meetings, written reports and submissions, and communicated concerns about the racism that is endemic in our tertiary education system. Six courageous Māori scholars called out the racism at the Te Whare Wānanga o Waikato | University of Waikato in 2020. The Chancellor commissioned an independent review to which the TEU Waikato Branch made a powerful submission, and the [Gardner-Parata report](#) was produced. The review report noted the systemic discrimination in the institution and sector. Sadly, in the six months since the review report was released, little has transpired to change the institution's direction – in short, the institutional response has been woeful.



*The claims of institutional and structural racism being made by Māori staff at the University of Waikato are serious and broad in scope. These claims reflect their actual experiences and are their genuine perceptions of their working lives at the university.*

*These experiences and perceptions of racism for Māori staff therefore become their reality and TEU would argue that this constitutes and meets the definition of 'institutional racism.'*

*Tertiary Education Union (TEU) Waikato Branch Committee, September 2020.*



**We will keep pushing for a major shift to tackle institutional racism not just at the University of Waikato but in all tertiary educational institutions.**

TEU stood alongside Māori staff, students, and hapori who challenged changes at Te Whare Wānanga o Wairaka | Unitec Institute of Technology when the leadership dismantled Māori leadership at the institution. The voices were heard and a process of reconciliation, starting with a genuine kanohi ki te kanohi apology, has begun. This would not have happened without staff, students, and the community standing together.



***There is no doubt our Te Koeke Tiriti and Te Tiriti Policy means we must keep calling for decolonisation and anti-racism actions across the sector at every opportunity.***

*Michael Gilchrist, Tumu Whakarae | National President 2019-2020, October 2020.*



*Te Tumu Whakarae | National President Tina Smith hands over TEU Briefing to Minister Hipkins, February 2021.*

The Tertiary Education Strategy released in 2020 demonstrates that the government is listening to calls to address racism, sexism, and homophobia in Aotearoa's education institutions. We must congratulate all the TEU members who have for decades raised the problems within their institutions and the sector.

Now this work needs to be funded properly. Throughout 2020 and 2021 we called for a funding model that recognises the actual cost of teaching, research, and student support. The detail is set out in our Briefing to Minister of Education, Chris Hipkins.

Hakahoutanga

## *Reform of Vocational Education*

We also saw over a decade of lobbying on the importance of tertiary education being seen and funded as a public good beginning to come to fruition.

For a decade, TEU representatives have noted the problem of sector leadership that has lost its way.

The Reform of Vocational Education (RoVE) led by Labour's Minister of Education Chris Hipkins is massive. It breaks the competitive approach to vocational education and training, and hopefully signals the same will occur across all other parts of the tertiary education sector.

TEU members must take pride in their achievements to get this change which sees tertiary education once again focused on learners, their whānau, their communities, hapū, and iwi. But also, in winning a charter for vocational education provision that provides requirements for staff and students to be heard.

**STRONGER  
TOGETHER**

### **Te Pūkenga Charter**

NZIST must operate in a way that allows it to "empower students and staff on academic, non-academic, and well-being matters and matters relating to the organisation's practices and services"



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



*There has been substantial mission drift in which universities have moved from being there for the public good, to being institutions that compete as 'businesses' for learners, funding, and reputational gains. The sad fact is that this desire to protect reputations – brands – is flourishing under the cover of COVID.*

*National Secretary Sandra Grey, 2020.*

**TEU has built a strong reputation for being the experts in tertiary education and that has helped in putting the pressure on to get strong direction through a charter. This is a game changer.**

TEU members and staff are at the table ensuring that staff voice is heard as together we build an inclusive and accessible network of vocational education provision. We have held fortnightly conversations with leaders of Te Pūkenga, bringing them to major forums, producing commentaries, submissions, and reports. This input from TEU is creating change.

The challenge is to move this strong approach to workplace democracy, empowerment of staff, and institutions focusing on the public good, out to the rest of sector. We will need to remain focused if we want to drive out commercialism and competition from the universities. There we have seen the ongoing silencing of staff who want to speak out, and the sidelining of our expertise on professional matters.



## *This is staff empowerment in action.*

Kerry Parker teaches timber machining at the Waiapa Mill. After meeting Stephen Town at the TEU operating model forum, Kerry sent a quick email inviting the CE of Te Pūkenga to visit him. And one fine morning Stephen turned up to talk with Kerry and the students on the programme – a meeting unmediated by management, and where the CE learnt a lot about what vocational education is all about.



TEU member Jane Taylor and Stephen Town talking international education, 2020.

Tū kotahi

## *Standing together*

**People are the heart of any transformational movement.**

In 2020, TEU welcomed Roimata Kirikiri (Ngāti Rākaipāka [Ngāti Kahungunu], Ngāti Konohi, Te Whānau-a-Apanui, Ngāi Tahu whānui) as our new Taua (Ngāi Tahu dialect for Kuia).

When George Tongariro took redundancy in 2020, Julie Douglas stepped into the role of Vice-President Industrial and Professional.

And 2021 saw new National President Tina Smith and new Vice-President Women Jael Reiri take up their roles. Hūhana Wātene was re-elected into her role as, Te Tumu Arataki, Māori Vice-President. and Julie Douglas as the IPC Vice President..

By the end of the year TEU also had 330 more members than it had at the start. Given the organisation was unable to get onto campuses for many weeks during 2020 due to COVID-19 restrictions, the growth is significant.



*I am honoured to hold this special role of TEU Kaumātua together with Mātua Hōne Sadler. I will work hard to uphold the mana of Whaea Kāterina Daniels, Koro Huirangi Waikerepuru and Whaea Mere Broughton.*

*E kore e wareware i a rātou. Nā rātou i whakatō i ngā tohutohu kia tika ai te hoe o te waka nei a TEU.*

*I know our TEU Kaumātua who have passed were passionate and shared their knowledge and life experience relating to Mātauranga Māori and mana Māori. I am committed to ensuring that my union knowledge is strong.*

Taua Roimata Kirikiri, TEU's Matariki Edition, July 2020.

**TŪTAKITANGA**

**MEET TEU'S**

**NATIONAL**

**LEADERSHIP**

**TEAM**

# Tina Smith

Te Tumu Whakarae | President

**At the time we put this report together, I am only a little over three months into my role as TEU National President and it has been a whirlwind start. But I am thoroughly enjoying getting stuck into the great mahi we are doing.**

The highlights so far have been all the engagement with you, TEU's members, and the influence we win together by speaking with a collective voice.

Of note has been the 'Designing Together' forum on the Te Pūkenga operating model where we got to talk directly to the decision makers. We got in first and that shapes the direction of Te Pūkenga in a way that works for staff and students.

***At the end of the forum in January members described feelings of hope and positivity because they had been actively engaged and listened to.***

*Tumu Whakarae | National President Tina Smith, March 2021 on the 'Designing Together' Te Pūkenga operating model forum.*

As a union we continue to punch well above our weight with the influence we wield.

Together we have stood strong against job cuts – calling out pointless and wasteful restructuring in some of our universities.

And we have made sure that the day-to-day support has continued in very trying times. We all need a little help sometimes and our whāinga make it clear one core aspect of all relationships is just that – to awahi.



***Their [university] deficits are down but instead of investing in the quality of education and investing in people they're making ridiculous, short-sighted, poor management-decisions and cuts, and it's wrong, it's really wrong.***

*Tina Smith, Radio New Zealand, March 2021.*

## Hūhana Wātene

TEU Māori Vice-President



There is plenty of mahi to do. But continuing and strengthening the whanaungatanga practices between Te Tumu Arataki, Tumu Āwhina, Te Pou Tuarā, and Te Kāhui Kaumātua of TEU will put us in good stead. To me, collectively, we make a highly effective dynamic whānau unit working to advance and benefit our Te Uepū Māori, as well as all TEU members.

*Hūhana Wātene, Tertiary Update, February 2021.*

## Julie Douglas

TEU Industrial and Professional Vice-President



We are seeing across the university sector some pretty worrisome messages about staff and staffing levels, so the union is going to be particularly important to members across a number of issues in the coming months, including job security. Our Industrial Strategy provides an anchor and direction to improve conditions for working people but now we are facing a time where there is going to be significant downward pressure on those wages and conditions.

*Julie Douglas, Tertiary Update, October 2020.*

## Jael Reiri

TEU Women's Vice-President



TEU's Gender Equity Strategy 2020-2023 calls for greater recognition of the value of both paid and unpaid work of wāhine, for equitable pay, and the elimination of the gender pay gap. Calling attention to the mana of wāhine Māori is also a core goal of the Strategy, and it's important that we continue to highlight inequalities wherever they exist.

*Jael Reiri, Tertiary Update, February 2021.*

# Meet our branch presidents

And at the local level you have the incredible support of:

Angela Yerkovich	Jane Slinger
Anna Palliser	Jill Milburn
Annie Barker	Joanne Donovan
Barry Hughes	Jodi Hawe
Bill Rogers	Lisa Gant
Bryan Harris	Lora Thompson
Charmaine Price	Mary-Liz Broadley
Chris Lord	Michelle Mahanga
Cody McMinn	Miriama Postlethwaite
Craig Blunt	Pene de Boer
Craig Marshall	Rachel Posa
Craig West	Rebecca Lythe
Cynthia Martell-Stark	Rebecca Mhyre
Damian Peeti	Rob Stowell
David Sinfield	Sharlene Nelson
Debbie Rickard	Sheeanda McKeagg
Dee Brough	Shona Mardle
Dougal McNeill	Simon Schmidt
Ershad Ali	Steve McCabe
Fiona Te Momo	Tahi Brown
Garrick Cooper	Tina Blumenthal
Gary TeWaaka	Vanessa Paki
Glenn Stridiron	Vicky Young
Gordon Reid	Wei Yuen Loo
Izzy Lewis	



Branch Presidents' Meeting, November 2020.

# Sandra Grey

## National Secretary

**I was only two months into my new role when we produced our last annual report. That report demonstrated the dynamism of TEU and the diversity of its leaders, representatives, and the staff who support members daily.**

This report is no different, though for many months the work was done from our home offices, kitchen tables, and garages. For me, the strength of the union is demonstrated in the fact that we did not miss a beat despite having to move online. Together we won pay rises, better conditions, pushed back against racism and sexism, submitted on legislation to advance workers' rights, and helped individuals work through tough employment issues.

Our greatest challenges we faced include – stopping job cuts, cuts to pay, and voluntary redundancies because of the loss of international student 'revenue' – and we are still fighting. We also continue to work to prevent emergency remote teaching, administration, and support from becoming the new way of operating. For too long our institutions and some in the public sector have wanted to divest from physical campuses – the labs, workshops, lecture theatres, libraries, and offices that enable face-to-face interactions. Issues like this receive full coverage in our regular publication Tertiary Update.

We have won a review of the funding model used in tertiary education, but it is too slow. So, as you read this, send an email to Chris Hipkins, our Minister, and tell him why more money must be allocated to transformative, life-long learning.



***It has been a privilege to lead TEU during a very unusual year, and I don't expect we are anywhere near out of the woods. Let's keep standing together and growing stronger for the sake of all staff and learners – tū kotahi, tū kaha.***

# Meet the staff

## *National operations and administration*

Amanda Hickman  
Ben Foot  
Kurt Maude  
Kylie Cox  
Luke Stephen  
Rewa Wehipeihana  
Trina Coombs

## *Policy and Communications*

Brent Neilson  
Enzo Giordani  
Jared Commerer  
Lee Cooper  
Megan Morris  
Sarah Proctor-Thomson

## *Regional operations and administration*

Anne-Marie Rata  
Lucy Fowler  
Naomi Carvell  
Sandra Allison  
Tara Ryan

## *Organisers*

Daniel Benson-Guiu  
Gabrielle Moore  
Heather Warren  
Jane Kostanich  
Jill Jones  
Jo McLean  
Lawrence O'Halloran  
Libi Carr  
Lois France  
Nicki Wilford  
Nicole Wallace  
Philip Edwards  
Shane Vugler



*Irena Brorens, Assistant National Secretary Industrial, Sandra Grey, National Secretary, and Sam Stephen, Assistant National Secretary Operations*

**Ō TĀTOU**

**MAHI**

**WORKING**

**& WINNING**

**TOGETHER**

Every few years conference and council put together the core goals to guide our work – as our whāinga say: ‘tātou, tātou ē | we must have a collective vision and shared purpose’. This report takes stock of how we’ve done against those goals.



*We actively defend and promote quality tertiary education that is accessible to all New Zealanders. Our tertiary education system must be founded on an active Te Tiriti o Waitangi relationship, publicly valued, funded, and owned; collegially governed; and, equitable.*

## TEU Goals

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1

To have structures and processes that reflect our commitment to Te Tiriti o Waitangi and advance power sharing between Māori and Pākehā.

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2

Be the voice of the tertiary education sector (for publicly funded, accessible education, and to advance social, environmental, and economic well-being).

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3

Maintain and improve both pay and conditions of work.

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4

Foster collegial, inclusive, and equitable workplaces.

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5

Be a dynamic, strong, and highly visible union with growing membership numbers and growing engagement by members at all levels.

Haerenga

# Our ongoing Te Tiriti journey

Seven years ago, when TEU began a review of the ongoing and practical application of Te Tiriti o Waitangi within the union, it was agreed on the importance of making sure all members and TEU staff had the opportunity to learn and grow in this space. As such, TEU's Te Pou Tuarā and other staff of the union have been running workshops on our [Te Koeke Tiriti framework](#). The workshops are aimed at [finding ways to make our whāinga live daily](#) within and beyond the TEU.

## Te Koeke Tiriti

### Tō tātou uniana, tō mātou whakakitenga

Our union, our vision

Kaha ana te tautoko a TEU, Te Hautū Kahurangi i Te Tiriti o Waitangi, hei tūāpapa o te whanaungatanga ki waenganui i te Iwi Māori me te karauna. Ka pērā anō te tūtohu ki te hihira o te pānga o Te Tiriti o Waitangi i roto i te Ture Mātauranga, me ngā kupu hakataki i puta i tēnei. Ko te mutunga, ka mahara tātou ki ngā kawenga me ngā mahi ka puta i te tāruatanga o ēnei motu i te Hakaaturanga ki te ao katoa ki ngā tika o ngā Iwi Taketake.

Ka riro mā ngā whāinga e aru muri nei e ārahi i ō tātou whanaungatanga me ā tātou mahi, hei hakarite i ngā tūmanako kia mahi tahi ai tātou.

The TEU Te Hautū Kahurangi actively acknowledges Te Tiriti o Waitangi as the foundation for the relationship between Māori and the crown. We also acknowledge the significance of specific reference to Te Tiriti o Waitangi in the Education Act and the emergent discourse resulting from this. Finally we acknowledge the responsibilities and actions that result from our nation's signing of the UN Declaration on the Rights of Indigenous Peoples.

The following objects guide our Tiriti relationships and behaviours, setting our vision of how we aspire to work together.

## Tū kotahi, tū kaha

He kaha tātou i runga i te kotahitanga; e ū ana tātou ki ngā mahi katoa kia kua e mahue fētahi ki muri; ka waihanga i ngā wāhi e taea te uru te katoa, kia pono te hakawaha take mō ngā tāngata katoa, ā, me te hakatupu i te whanaungatanga pai ki waenganui i te tangata.

We are strong and unified; we are committed to actions which will leave no-one behind; we create spaces where all people can fully participate, are fairly represented, and that foster good relationships between people.

## Ngā piki, ngā heke

He matatū nei tātou i ngā piki me ngā heke i ngā wā katoa; ka mahi tūturu tonu tātou kia kua he kino e pā ki te taiao; ka tokona ai te ahikā – te whanaungatanga o te iwi me te whenua, me te tautoko i te tūrangawaewae – kia whai wāhi ai, kia whai tika ai te katoa, ki tōna ake tūrangawaewae.

We endure through good times and bad; we work to minimise our impact on the environment; we foster ahikā – the interrelationship of people and the land, including supporting tūrangawaewae – a place where each has the right to stand and belong.

## Awahi atu, awahi mai

Ka mahia e tātou ngā mea kia pai ake te oranga o te hunga pōhara; ka hoatu, ā, ka whiwhi tātou, ka hakaatia he tūturu te mahi tauututu kia hakatupu whanaungatanga kaha, ā, taurite hoki; ā, ka mahi kia hakanui i ngā āhuatanga e taea te puta he mātauranga matua kounga, e wātea ana mō te katoa.

We take actions that seek to improve the lives of the most vulnerable; we give and receive, acknowledging that reciprocity is fundamental to strong and equitable relationships; and we work to advance approaches that ensure quality public tertiary education for all.

## Tātou, tātou e

Ka taea e tātou ō tātou hiahia mā roto i te kaha o tō tātou kotahitanga me tō tātou whāinga, he mea tautoko mā roto i ngā kaupapa me ngā waihangatanga o te hakaee manaporitanga.

We reach our goals through our collective strength and shared sense of purpose, which are supported through participatory democratic decision-making processes and structures.

**We have also designed a series of activities to lead us to a rules review – one that genuinely asks, “What does it mean to advance the rights, responsibilities, and relationships of Māori and Pākehā in accordance with Te Tiriti o Waitangi?”**

As the introduction to this report demonstrates, in union we are trying to tackle racism and colonisation as part of our Te Tiriti o Waitangi commitment.

A further example of this work - TEU has challenged Te Pūkenga leaders to turn around its deficit model thinking in Te Pae Tawhiti | The Treaty Excellence Framework, and to begin their thinking for the network of vocational education and training provision using Mātauranga Māori and true co-design practices.

We are also growing as a union in our knowledge and use of Te Reo Māori me ngā tikanga.

As well as Māori language week, the views of Māori have been shared in special [Matariki editions of Tertiary Update](#) and in blogs, press releases, and communications sent out to our membership. This includes our first journal highlighting the voice of Māori members – Te Mātūi.



## Waka kōrero *Voice of the sector*

**Daily we work to ensure that the shared vision of TEU members is voiced publicly.**

TEU national and local reps and paid staff listen carefully to the voice of those doing the student support, administration, teaching and learning, research, maintenance, cleaning, and decision-making at the grass roots.

Since May of last year, we have done this through running two major national forums and over 100 Zoom calls with members; by commissioning three major COVID-19 pulse surveys; by holding branch meetings, clinics, and AGMs; by running social media channels where members can ask questions and voice concerns; and of course by answering the phones and emails across the five TEU offices from Auckland to Dunedin (and from a few cars as well).



*Every year branches find new ways of getting members' views. At UCOL, ahead of bargaining the Branch Executive sought member responses to the question, “If you could change three things about your workplace tomorrow what would they be?”*

Ngā rangona

## What have we heard?

Workloads – a problem before COVID-19 – are now reaching crisis point.

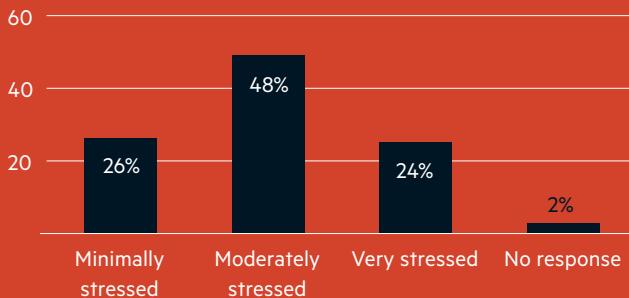
*Every job that goes is a job cut and lost opportunity for students. Staff left behind are overwhelmed by unsustainable workloads and this is showing up in world rankings and student well-being.*

*Tumu Whakarae | National President Tina Smith, [Tertiary Update](#), March 2021.*

There is concern that staff well-being is not being prioritised. And people are scared to speak up. And much, much more.

## What is your level of stress?

825 responses to Level 3 TEU survey of members  
% of respondents



*The management of this university could not care less about their employees. Makes me worry about what pressures staff will be put under when the lockdown ends*

*TEU Member Survey*

*TEU members at Massey feel the new media policy is an attempt to intimidate them prior to the release of the next Digital First discussion document...Academic freedom is being impinged by these policies. All of these universities like to be the bastion of critic and conscience of society until staff critique them.*

*Heather Warren, [Tertiary Update](#), October 2020.*

This year we'll hold an academic freedom conference to talk about the way voice has been constrained; and will continue to push for increased funding for the sector to try to stop further job cuts.

We will also work together to ensure workloads are kept in check. To support each other to take tea breaks, to say 'no' if it can't be done, and take time off!



#WORKSLEEPPLAY

**TAKING LEAVE**

**MEANS MORE**

**TIME FOR YOU**



#WORKSLEEPPLAY

**Me haere ki aū paramanawa.**

Ngā tohatoha

## Who have we shared with?

Nationally, the list of who we have shared with is long. We have met:

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Every few months with the Minister of Education, many of his Caucus and Cabinet colleagues, and his officials

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At least once a month with the Tertiary Education Commission, Te Pūkenga's top team, NZQA, and the head of the Reform of Vocational Education

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Quarterly with Universities New Zealand and more regularly with New Zealand Union of Students' Associations and Te Mana Ākonga about matters in universities and for students everywhere in the sector.



*We commend Labour's moves to re-orient the vocational education and training system so that its primary focus is on understanding and meeting the true needs of learners, communities, hapū, iwi, and industry. It is now time to build on that momentum and ensure the whole tertiary education sector is supported to realise these aspirations. "Building back better" requires concrete solutions to ensure stabilisation of the sector in the short-term, as well as the long-term transformation of the sector.*

*Briefing to the Minister of Education, 2021.*

The evidence and experiences shared with TEU staff and researchers have also gone into news reports – newspapers, TV, Radio New Zealand, and much more – and into our submissions to government and institutional senior managers.

**Union organiser Shane Vugler, however, said this proposal is a "betrayal" to staff that have invested so much of their time into the university.**

*'Waikato University to cut 11 jobs at management school'; Stuff article, 16 April 2021*

The strength of TEU's political networks was seen with all major parties willingly being part of an [online political panel](#) in the lead up to the 2020 election.

We have influenced changes in the Tertiary Education Strategy. It has gone from being focused on seeing tertiary education as a business, to being a space where all institutions must focus on access and inclusivity.

As well as national work, we continue to meet with chief executives and vice-chancellors, with human resource, managers and other institutional managers. These local relationships make a difference every day.



***New buildings such as MIT's Techpark, often have teething problems. When members raised issues with their Branch Presidents, a meeting was organised with the Campus Manager. And now empowered members have a list of issues that they are working directly with the Campus Manager on. They asked – awhi mai – and TEU representatives gave help – awhi atu.***

Angela Yerkouch, March 2021

## **We have released reports and made submissions on key issues for workers in the tertiary education sector:**

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[Assessment of application to add security officers to Schedule 1A of the Employment Relations Act 2000](#)

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[Inquiry into Student Accommodation](#)

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[Mobilising the New World Interim Reports](#)

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[Sex and Gender Identity Statistical Standards: Consultation](#)

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[Terms of Reference of NZIST Poari Akoranga](#)

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[Structure and Function of NZIST Staff Advisory Committee](#)

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[Toward the Tertiary Research Excellence Evaluation \(TREE\)](#)

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[College of Sciences Academic Portfolio Discussion Document](#)

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[Professional and Continuing Education: Proposal for Change](#)

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[WDC Order in Council Proposals Consultation](#)

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[Funding, Freedom, and Fairness: Briefing to the Incoming Minister of Tertiary Education](#)

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[Te Pūkenga on Te Pae Tawhiti](#)

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[Bullying and Harassment at Work – Issues Paper: An In-depth Look](#)

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[Designing Together – A Conversation About the Operating Model of Te Pūkenga](#)

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[Tertiary Lives | COVID-19: A Survey on the Impact of COVID-19 on Tertiary Education Staff](#)

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[Tertiary Lives | COVID-19: Part II: A Follow-up Survey on the Impact of COVID-19 on Tertiary Education Staff](#)

Reo tiketike

## *Our voice matters*

We have put our energies into running forums on international education and the operating model of Te Pūkenga. One of the key issues in the operating model forum is regional provision. Accessibility means the network of vocational provision must reach all corners of Aotearoa.

We have had teams from the Ministry of Education, TEC, and NZQA at meetings to talk funding models, the Reform of Vocational Education, PBRF, and the qualifications framework.



*The NMIT team raised with their chief executive the concerns about rising workloads and now they are sitting around the table to find a way to address the matter – tū kotahi, tū kaha.*

You too can voice concerns about workloads everyday by grabbing one of our banner posters, just like Harvey Jones from Massey University.



**I'm a big mouth  
defending small regions!**

Jill Milburn, Ara Timaru  
keepitlocal #tūkotahi



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



Ngā hakapai

## *Improve pay and conditions*

COVID-19 and our need to continuously adapt to an ever-changing world has remained a dominant force in our industrial work over the past twelve months.

As borders have remained closed to international students, our institutions have responded by cutting already thin staffing levels, often in the face of growing domestic EFTs. In many cases, organisations have done this by offering “voluntary severance” which has resulted in unplanned reductions in staffing levels with no thought or planning as to the consequences for those left behind to pick up the mahi.

Sadly, bullying and harassment is another part of our work that keeps growing. Most people will be aware of the media attention along with the subsequent review and report that was commissioned at Te Wānanga Aronui o Tāmaki Makau Rau | Auckland University of Technology (AUT). We are optimistic that this will lead to some better processes and outcomes across the sector.

TEU reps and staff also spend considerable time pushing back against change proposals and job cuts.



VUW staff and students rally together again Whiria proposal, August 2020.



*TEU's Victoria University Branch stood together to push back against a major reform project called Whiria and to stop forced redundancies. What they showed is a clear plan and standing shoulder-to-shoulder is a winning combination.*



*Tertiary Education Union VUW branch president, Dougal McNeill said he welcomed the announcement, as the union's position for the past year had been that the situation was possible for the university to ride through, if it took a long-term view.*

*He hoped the efforts of staff unifying and mobilising had helped play a role in the move away from job cuts.*

*But the union remained gravely concerned about unsustainable staff workloads, and wanted the Government to urgently review university funding models.*

Stuff, 10 March 2021.



*For EIT's reps there was success when the employer withdrew its proposal to disestablish two positions in its School of Business on its Auckland campus following TEU opposition.*

# SECURE WORK BETTER FUTURES

**In the last year we have run a highly engaging and successful Secure Work, Better Futures campaign.**

The aim was to raise awareness of and build membership amongst those on fixed-term, casual, and other precarious forms of employment. This resulted in 163 new members, several whom we were able to negotiate more secure employment for.



**The push to improve terms and conditions continues. We have some important challenges ahead in this regard – we will be seeking to bring Te Pūkenga subsidiary collective agreements together into one academic and one general staff collective.**



*The AUT team making sure everyone knows that secure work means a better future, 2020.*

Across the entire sector we will be facing a big push from employers for low or no increases because of the funding woes of the sector. We know that staff and students should not bear the cost of the COVID-19 responses and decades of underfunding, and we'll say so at every opportunity.

The best pathway to victory on all these issues is, of course and as always, growing the union. So, keep asking your colleagues “have you joined the TEU?” and make sure they know that only together will we make tertiary education a great place to work and study.

As a union, we also took actions to stand together to support low paid workers wherever they are. We did this over the last year standing on picket lines, sending messages of support, and through our involvement in the Council of Trade Unions and the Living Wage Movement Aotearoa. And by submissions to legislation changes which improve the lives of all working people – including Fair Pay Agreements and the extension to sick leave.



*Dan Benson-Guiu and Liz Day lead the Whitireia AGM 2020.*

TEU SUPPORTS  
LIVING  
WAGE!



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

**AOTEAROA  
NEW ZEALAND**

**Tū kotahi, tū kaha**  
We are committed to collective  
actions which leave no-one behind.

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We negotiated 21 of the 63 collective agreements we are party to

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Negotiated pay increases have ranged between 1.25% and 3.0% (The Consumer Price Index rose 1.9% over the same period).

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Union only benefits between one and six months were negotiated across 19 Collective Agreements.

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Approximately 70 reviews/restructures impacting around 520 members resulted in 55 redundancies. More than a further 111 members accepted voluntary redundancy following the COVID-19 outbreak.

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Approximately 185 personal cases were attended to by our organising staff. Prominent themes included workload, questionable fixed term agreements, performance issues, bullying and harassment, and medical incapacity.

**MANA**

**TAURITE**

**EQUITABLE**

**AND**

**INCLUSIVE**

Mana wāhine

## *TEU women*

### **2020 saw the completion of TEU's Gender Equity Vision and Strategy.**

There were changes of leadership of the National Women's Committee with two former vice-president's taking up staff positions in the TEU – Sarah Proctor-Thomson and Lois France.

With COVID-19 restricting in-person meetings for much of 2020, women members moved online creating a virtual space full of sparking ideas and feminism. Many thanks to the 40 women who joined for two days of engagement and fun.

## Gender Equity Vision and Strategy *Goals*



### **EQUALITY**

Gender equality is a fundamental human right. We will take actions to advance gender equality outcomes and the empowerment of wāhine in Te Hautū Kahurangi | NZ Tertiary Education Union, the tertiary education sector, and society, recognising at all times this is integral to tō fātou uniana, tō mātou whakakitenga, the vision of our union.



### **LIVING TE TIRITI**

We call attention to the mana of wāhine Māori. We will enhance our relationships with and the position of wāhine Māori reflecting our collective commitment to Te Tiriti o Waitangi. Working together, wāhine Māori and wāhine Pākehā will exercise their rights and responsibilities as kaitiaki and rangatira of Aotearoa.



### **DIVERSITY**

We celebrate the richness and diversity of wāhine. We will listen to and learn from each other giving equal consideration to the diverse values held by wāhine. We will work to ensure that no wāhine is left behind by pursuing equitable remedies so that all have what they need to be successful. We will act with generosity and kindness in our work to achieve gender equality.

The core issues for women working in the tertiary education sector were raised in an election panel run by the National Women's Committee:

 *Congrats to the NWC and Sarah Proctor-Thomson on their fantastic women's zui and the work done to get gender equity on the radar of politicians through the online political panel.*

*Michael Gilchrist, Tumu Whakarae | National President 2019-2020, October 2020.*

TEU took steps in early 2021 to ensure that the new vocational education network – Te Pūkenga – began on the right foot regarding equity in a briefing to the network's leadership. The only way to build equity is to build together and put it into the structures right from the start.

We submitted a response to the Ministry of Business, Innovation and Employment (MBIE), "Bullying and Harassment at Work in New Zealand Issues Paper".



*Sarah Proctor-Thomson and Sandra Grey prepare for online election forum, October 2020.*

 *“Our organisations are required to provide a healthy and safe workplace and they should be motivated to actively manage risk and response to harmful behaviours. In the first instance we would advocate for a requirement that all publicly funded organisations provide public annual monitoring and reporting data on how many bullying and sexual harassment complaints are received, settled, or withdrawn per year.”*

*TEU submission on Bullying and Harassment, 2021.*

# PINK SHIRT

# DAY

## 50 Shades of Pink

## TEU Knitterati

To support the recent Diversity Day at AUT several groups at AUT contributed knitting to a yarn bombing of WG building. In response to the call for action a good number of TEU members (men and women) stepped up to the challenge.

The union contribution – 50 shades of pink – represented the union position against bullying and the diverse ways in which it is exercised, and the many different people impacted by it. The TEU stands against all forms of bullying and here at AUT the recent Davenport report has brought the issue into sharp relief.

Approximately 30 metres of wild and wonderful knitting and crocheting was involved which showcased a range of creativity, patterns and designs. The contributions of the knitters and the installers were tremendous. Visibly bringing the issue of bullying into the main building of the AUT city campus both reinforced our union position and also demonstrated the power of collectivity in bringing members together in the spirit of knitting. The tradition of creating while plotting the revolution has not been forgotten.

The bombing will be in WG until 25 April and then it is hoped to be permanently installed at South Campus.



in union



Members took actions on Suffrage Day, International Working Women's Day, and on 24 November – the day when women begin working for free due to the gender pay gap.

*For International Women's Day the combined efforts of TEU and TIASA members, donated five boxes worth of goodies to the local Māori women's refuge.*

*Gordon Reid, November 2020.*



## Kahukura *Our rainbow members*

TEU's advocacy around equity also included IDAHOBIT Day activities.



Tāngata Moutere

## *Pasifika members*

Our equity work together focuses on ensuring there is a place for everyone at TEU and in our tertiary education institutions and one part of that is ensuring we acknowledge and value the many languages of our Pasifika members.

In 2020, with amazing contributions from our Pasifika members, TEU created resources to honour all nine Pacific language weeks – Kiribati, Kūki Āirani, Fijian, Niuean, Rotuman, Sāmoan, Tokelauan, Tongan, and Tuvaluan – celebrated in Aotearoa. And you can find TEU stories, posters, and much more in celebration of Pacific language weeks.



Tangata  
Pasifika

**ROTUMAN**

**LANGUAGE WEEK**

**10-16 MAY 2020**



TAGATA  
PASIFIKA

**Putua 'os fāega  
ma 'os af fak  
Rotuma**

Nurturing our Rotuman  
identity through language  
and culture

#RakLaFāeagRotuma  
#LoveMyLanguageChallenge

**In November, TEU's Tangata Pasifika Advisory Group hosted the Biennial Talanoa for its Pasifika members to gather, talanoa, and strategise on issues of importance to them, their working lives, families, and communities.**

“Pahefika Tutuha, Tauivi Ma Malohi | Pasifika Equity, Resilience, and Strength was the theme for Talanoa and acknowledged the Tokelau Language Week, which ended just days beforehand.

The aim of the day was to bring together a critical mass, better profile, and improve visibility of Pasifika staff within the tertiary sector, and to create further opportunities for Pasifika teaching, learning, and research in and beyond the pandemic waves.

Talanoa included a keynote from Dr Sereana Naepi on “Why isn't my Professor Pasifika”, presentations (PBRF submission, Te Pūkenga, and Pasifika women), and workshops (on Te Koeke Tiriti, recruitment of Pasifika members, and developing TEU Pasifika Strategy).

Elections for the Tangata Pasifika Advisory Group were also conducted, the membership for 2021-2022 includes:

1. **Albert Fitisemanu, Sāmoan, MIT (also Council Pasifika representative)**
2. **Ashalyna Noa, Sāmoan, Canterbury University**
3. **Dr Cherie Chu-Fuluifaga, Tahitian, VUW Te Herenga Waka**
4. **Dr Emalani Case, Hawaiian, VUW Te Herenga Waka**
5. **Hector Zinck, Fijian-Sāmoan, Unitec (Co-Convenor)**
6. **Dr Helena Cook, Sāmoan, VUW Te Herenga Waka**
7. **Henry Ma'alo, Sāmoan, Whitireia Polytechnic**
8. **Jone Tawaketini, Fijian, Unitec**
9. **Loma-Linda Tasi, Sāmoan, Whitireia Polytechnic (Co-Convenor)**
10. **Dr Serena Naepi, Fijian, Auckland University**
11. **Terekino (Tino) Vaireka, Kūki Āirani, Weltec**

Tangata Pasifika Advisory Group are supported by TEU staff, Lee Cooper (Māori) and Tara Ryan (Sāmoan).



*Loma-Linda Tasi speaks at the TEU organised forum on the Te Pūkenga Operating Model, 2020.*

Kaimahi Mātanga

## *Our allied, general, professional members*

Ensuring that general staff voice is heard in TEU and the sector has led to the formation of a General Staff Reference Group. This group worked on a strong [General Staff Manifesto](#) that was launched at the [2020 General Staff Day](#). Now the group is putting together an action plan to advance the goals of the Manifesto. If you want to be part of the action email [teu@teu.ac.nz](mailto:teu@teu.ac.nz).

We have been growing stronger. TEU's recruitment team, led by organiser Lawrence O'Hallaran, have been embedding into TEU's daily work a planned and managed approach to recruitment.

There is a recruitment plan at nearly every branch – so to find out how you can help get more people to join TEU and get all the great staff membership provides, head to [our website](#) and find the contacts for your local reps.

### *Strong and dynamic*

Of special note in our work to grow stronger is the hitting of two major milestones. In this last year we have hit (and then far surpassed) the goal of having 1000 Māori members and 1000 members at Te Herenga Waka Victoria | University of Wellington.

Being proud to be TEU is a testament to the depth of connection we have. This can be seen in the actions of reps every day. There's Damian Peeti, Te Pae Mātāuranga Ki te Ao | Universal College of Learning (UCOL) Co-Branch President, who at a mihi whakatau held to welcome new staff, Damian introduces himself in both his UCOL and TEU roles.



General staff day celebrations were held across New Zealand in 2020.



**It's a great time  
to join TEU.**

*And there's all those  
who wear their  
allegiance proudly.*



**Our whāinga note the importance of democracy to TEU. In 2020 we held our national elections running ballots for dozens of positions and seeing 70 national representatives elected.**

We also held three council meetings, four Zoom induction sessions for national and branch reps, nine national committee meetings, over 300 branch

meetings, the Branch Presidents' hui, hui-a-rohe, the Pasifika national fono, monthly Zoom calls for our reference groups on COVID-19 and the Reform of Vocational Education, and Zoom meetings of the General Staff and Academic reference groups.



***We are living our commitment to participatory democracy.***

**TE PŪTEA**

**OUR**

**FINANCES**

Like all else in this report, the financial audit shows the impact of COVID-19 on our work. During 2020, TEU, like all workplaces, had to change the way it operated. We cancelled annual conference, went online for national committee meetings and hui, and refrained from travelling around Aotearoa.

We did continue to work with members on personal and collective issues, but much was done in very low-cost

ways – a phone call or two, a Zoom meeting, and online collaborative documents. However, this operational style is not sustainable long-term.

Much of this shift in work patterns, understaffing, and the increased membership in 2020, means we see a surplus in our audit report.

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

## Financials

	Note	2020 \$
<b>Revenue From Exchange Transactions</b>		
Membership Subscriptions		5,136,758
Commissions Received		2,010
Interest Received		41,612
Rent Received	4	44,368
Sundry Income		16,458
<b>Total Revenue</b>		<b>5,241,206</b>
<b>Less Expenses</b>		
Governance		243,974
National Committee/Sector Group		33,504
TEU Activity		365,749
External Responsibilities		130,515
Financial/Legal Services		94,120
Staff Related Costs		3,206,149
National & Regional Offices		739,815
<b>Total Expenses</b>	<b>14</b>	<b>4,813,826</b>
<b>Net Operating Surplus</b>		<b>\$427,380</b>
<hr/>		
<b>Net Surplus before Taxation</b>	<b>6</b>	<b>427,380</b>
Income Tax Expense		12,119
<b>Net Surplus after Taxation</b>		<b>\$415,261</b>

# Anga hakamua

## What is coming?

With any annual report the final task is to share briefly the work coming in the next year.

The major projects include:

A review of industrial strategy to make sure that we have a common purpose and agreed strategy for improving pay and conditions

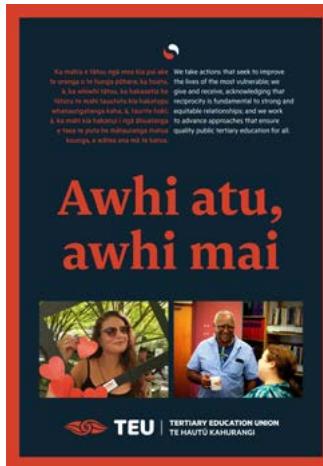
Te Tiriti o Waitangi rules review where we ask critical questions of ourselves about how to ensure tino rangitiratanga

We will be negotiating 32 collective agreements and working to ensure there is a single general/allied staff and a single academic staff collective agreement for Te Pūkenga and continue with our cluster bargaining approach for the university branches

Together we'll take a national tea break to begin the process of tackling excessive workloads

We will make sure we are growing stronger (sharing this report with colleagues is one way to demonstrate why people should join the TEU)

And we will keep speaking up, keep exercising academic freedom and workplace democracy rights, and challenging the chilling effect seen in our sector – the Academic Freedom Conference in June this year is the start of this campaign.



*Tātou,  
tātou e!*





# PROUD TO BE TEU

