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RESOLUTION TO AMEND INSTITUTE POLICY

Branch/Aronui Tomua/Komiti Pasifika/Area Council: AT Manawatu and Te Haunui Central Area Council

Adopted by Meeting on: 12 June 2026 THCAC General Meeting

Moved by Winnifred Morris – AT Manawatu

Seconded by Glenys Murphy – Te Haunui Central Area Council

RESOLUTION: Reimagining the Worksite Representative Role

"That action be taken by Te Kahu Kiwi to conduct a comprehensive review of the Worksite Representative role, with the intent of achieving a step-change in the recruitment, retention, and alignment with the union's strategic plan, and that the findings and recommendations of this review be reported back to Hui-ā-Tau 2027."

The review should specifically investigate and provide recommendations on:

- **Purpose & Scope:** Clarifying the role of the worksite rep as a vital link in flexing the union's industrial and professional power. Ensure that the review explores the role across the union's different workforces.
- **Skill Profile:** Identifying the core competencies and leadership skills required for modern advocacy and organising and how we develop them in members.
- **Support Structures:** Developing robust support models at both the individual school level and within clusters. With an eye on how we share good practice and celebrate examples of where it is working well.
- **Recognition & Incentives:** Exploring formal mechanisms for the recognition of service, professional development, or other incentives to improve retention and prestige of the role. • Suggested approach: Where Te Kahui Kiwi wants to make changes to the current WSR role it should not see this review as an impediment to that.

PART 2 ARGUMENTS:

1. **Industrial Power:** Our ability to win better conditions depends entirely on the strength of our network. A "reimagined" worksite rep role ensures we aren't just filling spots on a list, but building a leadership pipeline.

- 2. Sustainability:** The current pressure on educators makes the worksite rep role difficult to maintain. By reviewing incentives and support, we ensure the role is sustainable and attractive to a diverse range of members.
- 3. Modernisation:** As the education landscape changes (with clusters and shifting school structures), the way we organise at the worksite level must evolve to remain effective.

PART 3 COSTING:

Since we are asking for a review by Te Kahu Kiwi, the costs are generally considered to be within existing operational budgets. Te Kahu Kiwi may want to consider additional costs such as external research or bringing a representative group of members together.

Date **AC**/Branch/AT/KP meeting endorsed: 12 June 2026

Date: 17/06/2026

Branch Secretary: Glenys Murphy, THCAC Secretary

Notes:

1. All resolutions to amend Institute policy must have the sanction of Te Kahu Kiwi or a meeting of an Area Council or Branch.
2. Resolutions must be in the form of an amendment to established policy and if applicable to the current policy document. Policy may be added to, rescinded or amended and any new section inserted.
3. All resolutions must be supported by relevant argument.
4. Resolutions may be forwarded at any time throughout the year but shall reach the National Secretary no later than **3** months prior to the Annual Meeting at which they shall be considered.