



NZEI TE RIU ROA

Advocate – Mana Taurite | Pay Equity National Office - Te Whanganui-a-Tara, Wellington

About NZEI Te Riu Roa

NZEI Te Riu Roa is the dynamic and innovative organisation representing the professional and industrial interests of 47,000 primary and early childhood teachers, specialist education and advisory staff, early childhood, and school support staff.

We are committed to high quality public education, to the application of the Treaty of Waitangi and to maximising the contribution our union and educators can make to a decent society for all New Zealanders.

NZEI Te Riu Roa is a campaign-based organisation which involves its membership, their elected structures, and processes, in conjunction with its staff structures and processes, in all of its activities. It is a union with a focus on protection and promotion of the industrial and professional interests of its members. The union takes a strategically focused approach to achieving each of its goals.

Position purpose

NZEI Te Riu Roa is committed to ending gender-based pay and employment discrimination in the education sector and campaigning to ensure people are paid equally for doing work of equal value. Over the next 18 to 24 months, our work in mana taurite will focus primarily on our teacher mana taurite claim.

The key purpose of the Mana Taurite Advocate is to research, develop and advocate various pay equity claims and pay equity renewal processes for education sectors where NZEI Te Riu Roa has membership. The role will work closely with the wider Mana Taurite team and with other NZEI Te Riu Roa advocates.

NZEI Te Riu Roa work is informed by our Mōku Te Ao approach of centering the interests of kaiako and tamariki Māori. Our Pou are set out at the base of this document.

Key responsibilities and performance expectation

Strategic Analysis and Planning

- Source, analyse and synthesise research (historic and more recent) to develop winning pay equity negotiating strategies that align with the overall campaign
- Contribute expertise about the legal and political environment into pay equity campaign planning
- Identify education, communication requirements and resources required for members to engage in the pay equity bargaining process



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Advocacy

- Understand and apply the pay equity principles
- Prepare coherent and well-researched briefs for negotiation teams
- Lead the advocacy and bargaining of all aspects of pay equity claims to settlement, including determining comparators and selecting and applying appropriate work assessment/job evaluation tool/s
- Lead the advocacy and negotiations of pay equity review processes to maintain existing NZEI Te Riu Roa settlements.
- Build effective member negotiating team/s
- Contribute to collective agreement negotiations where necessary

Advice and support

- Work with relevant project teams to guide ongoing planning and assist with implementation of organising and campaigning
- Contribute to maintaining working relationships with other unions progressing pay equity campaigns, and wider organisations supporting pay equity
- Support, development and secretariat for NZEI Te Riu Roa member leader mana taurite oversight entities
- Work with the mana taurite pay equity organiser to ensure organising outcomes are advanced in tandem with our legal and industrial processes

Undertake any other duties consistent with the overall purpose of the position as determined by their line manager.

Key relationships

- Campaign Lead – direction, consultation, coaching and support as this role’s line manager.
- Pay Equity team/project group – guidance, support, collaboration.
- Other NZEI Te Riu Roa advocates – collaboration, contribution to other bargaining processes
- Wider NZEI Te Riu Roa campaign team – support and collaboration, contribution to wider union campaign strategies as appropriate
- Member Advisory Team and Legal – briefing and advising on settlements.
- National Secretary and National Executive – reporting and briefing
- Member leaders – support, development



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Tūmanako

Specialist knowledge and skills:

The Mana Taurite | Pay Equity Advocate will preferably have some or all of the following knowledge and skills:

- Legal, industrial and political knowledge and awareness relating to the education sector and pay equity
- Bargaining or negotiating experience
- Experience in strategic analysis and planning as it relates to campaigning and advocacy
- Ability to work in a Tiriti o Waitangi-based organisation
- Experience in an organising union environment
- A strong belief in the principles of unionism
- A sound understanding of and passion for the education sector in New Zealand
- Effective communication skills
- Well-developed time management and prioritising skills
- Capacity to contribute to strategic planning
- Literacy in relevant software packages is essential

Uara

Professionalism

- Respect for other people, their ideas and their culture and beliefs
- Quality results through high standards and learning from experience and feedback
- Can be counted on, personal and organisational integrity

Relationships

- Being open, honest and transparent – working with candour and sincerity
- Working collaboratively towards common goals
- Building relationship and networks

Innovation

- Using alternative thinking to find solutions
- Being creative and smart
- Growing the organisation through an environment of learning

Commitment

- Understanding of and belief in our mission
- Working with energy and flexibility – “owning it”
- Having pride in what we do, and the determination to do it well



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NZEI TE RIU ROA - POU		
POU	Definition	What does this look or feel like at NZEI TRR
Rangatiratanga	The right to autonomy by controlling your own aspirations and destiny	<p>Māori staff exercise this right as tangata whenua.</p> <p>All staff:</p> <ul style="list-style-type: none"> • have responsibilities and a commitment to contribute to an environment where staff feel valued and safe and celebrated. • feel welcome to express themselves through their cultural context. • racism is called out.
Whakapapa	Geneology, lineage, descent, kinship and status	<p>A foundation that authenticates our presence, our kinship, and our connection with others.</p> <p>All staff:</p> <ul style="list-style-type: none"> • share NZEI Te Riu Roa whakapapa and work together to reflect this in all we do. • feel able to share and feel proud of their whakapapa. • are empowered and feel that their sense of being is respected in the workplace.
Manaakitanga	Duty of care to support and uplift others with kindness, generosity and respect	<p>All staff:</p> <ul style="list-style-type: none"> • uphold our shared values and are respectful of everyone's point of view. • display a duty of care to support and uplift each other. • care for each other as people and as ngā hoa mahi. • check in with each other
Wairuatanga	The spiritual dimensions of thinking, being, doing and connecting through time and space	<p>All staff:</p> <ul style="list-style-type: none"> • respect everyone's individual wairua and create connections that build our collective wairua. • Work in a way that reflects a greater understanding of wairua, a more culturally relevant and culturally responsive mindset. • our health and wellbeing are supported.
Whakamana	Honouring identity, language and whenua to give power and authority to others	<p>All staff:</p> <ul style="list-style-type: none"> • work within an empowering environment that enhances their mana and supports them to enhance the mana of others. • celebrate those with dual/multi language skills and knowledge that benefit our organisation and our members.



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		<ul style="list-style-type: none"> • are valued and have power in their work. • have access to learning hubs and professional development that grows knowledge about the organisation and the mahi they do.
Whanaungatanga	Obligations based on relationships linking individuals to generations based on kin and non-kin and built on experience and place	<p>All staff:</p> <ul style="list-style-type: none"> • feel able to engage in responsive and reciprocal relationships that affirm everyone’s place within Te Riu Roa. • can participate in collaborative working relationships across the organisation- lineal organisation structure is visible. • share knowledge and learning. • take the opportunity to build whanaungatanga within and across our work structures at NZEI TRR. • work to ensure Mōku te Ao: the Ngā Pou, tikanga are visible in practices and hui that acknowledge the relationships. • create space so that connecting links with whānau are affirmed and extended.
Kaitiakitanga	A connection between human kind and the natural world which is a role of guardianship	<p>All staff:</p> <ul style="list-style-type: none"> • connect with and care for our working world in ways that are responsive to Māori values. • connect with, support, and are responsive to, each other • create a culture of awareness that encourages connection with others in the care of our natural world in a guardianship role.
Tikanga	To follow tikanga is to follow processes that are right and based on rites	<p>All staff:</p> <ul style="list-style-type: none"> • engage and work with each other in a way that embodies appropriate rites and language. • contribute to ensuring our processes and policies (current and future) adhere to and reflect appropriate rights and rites.