

whakamana tamariki whakamana kaiako

NZEI
TE RIU ROA

Teachers are campaigning together for real change for themselves and their tamariki.

As a result of a strong and united message from teachers last year, the government moved from its wage constraint policy to offer a public service pay increase.

Teachers also received collective agreement offers that would provide

more time to work with individual students and would better support those teaching in Te Reo and Pasifika languages.

Teachers will again come together in early 2023 to decide whether to accept the second **offer** and if they are ready to take further action. We will also decide the next steps in the campaign for more

time for individual students, more specialist learning support and smaller class sizes.

Hundreds of new teachers join the workforce in 2023. Now is the time for you to speak to them about union membership, so they can also play a part in the changes and benefits that we achieve by working together.

PRIMARY AND AREA SCHOOL TEACHERS' COLLECTIVE AGREEMENTS & PUBLIC SERVICE PAY ADJUSTMENT

Overview

The claims reflect the objectives of a pay increase to address the cost of living, better teacher-student ratios, more time to teach, more support for specialist roles and greater support for Māori and Pasifika teaching.

A second **offer**, incorporating the government pay proposal was received in late 2022. This improved offer followed teachers unequivocally rejecting the first proposal at paid union meetings. The improved offer includes the government's proposed public service pay increase.

Your part

Discuss the **offer** with colleagues.

Join an online explanation of the **offer**.

Attend your paid union meeting to discuss and then accept or reject the second offer. If the offer is rejected, then we need to consider how to take action to achieve a better outcome.

Ensure parents understand why teachers are taking action.

WĀWĀHI TAHĀ | TIME 4 TAMARIKI STAFFING CAMPAIGN

Overview

The staffing improvements teachers and tamariki need are significant.

The independent Pūaotanga staffing review set out a pathway for improvement. Together we have started to work with school boards and MPs to build understanding and support for change.

We want to see political parties committing to increasing primary school staffing ahead of the election.

Your part

Ask school boards to support the call for more staffing.

Meet with MPs and help them understand how understaffing impacts on the tamariki in their communities.

MANA TAURITE | PAY EQUITY

Overview

Teaching is a female dominated profession and has historically been undervalued.

Mana Taurite/Pay Equity is an investigation-based process to redress this wrong.

Previous claims, like those for teacher aides and school administrators, have resulted in significant pay increases and improvements in other important professional conditions.

Your part

While Mana Taurite is investigation based, we have seen from the teacher aide and nurses' cases that we need to be prepared to stand up for what is fair.

There will be more opportunities for teachers to be actively involved throughout 2023.

COMING UP IN TERM 1 2023

GROWING OUR POWER

Union members make valuable contributions to building a better education system. The current collective agreement offer recognises this with a member only, one-off payment. If the offer is accepted this would apply to anyone who is a member on 3 March. This gives us a great opportunity to encourage new teachers and others who aren't NZEI Te Riu Roa members to join us and play their part.

PAID UNION MEETINGS

We have paid union meetings to make decisions, but also to show that we are serious about standing together to make positive change. In line with teacher feedback, the meetings starting in late February will be larger and give us the chance to signify our unity as we discuss and vote on the second offer.

WINNING PARENT SUPPORT

We have seen in the past that parents will support teachers – even when action is disruptive – if they understand the issues and how they impact on their children. We can all play a part in explaining to parents what we are campaigning for in the lead up to our paid union meetings, or in the event of further action.

ACTION

We need the maximum number of teachers attending union meetings. If teachers reject the offer, then we will vote to take strike action. To maximise its impact, we will need to be seen and heard. Teachers work in every community in Aotearoa, so, with the support of parents, we have the opportunity to make a significant impact across the motu.

**NZEI
TE RIU ROA**

**whakamana
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kaiako**

nzeiteriuroa.org.nz/join
nzeiteriuroa.org.nz/campaigns/public-sector-pay-initiative
nzeiteriuroa.org.nz/campaigns/wawahi-taha-time-for-tamariki

FIND SECOND OFFER HERE



bit.ly/ptca-second-offer