



# TEU

# TE HAUTŪ KAHURANGI

TERTIARY EDUCATION UNION

## TEU Polytechnic Claims

Key is to retain our single CA for all Academic and Allied staff in the Polytech sector.

Claims were collated under the following priority areas identified by members:

1. Salary scales and salary progression
2. Union representation and workplace democracy
3. Wellbeing and safety
4. Workload
5. Professional development
6. Management of change, redeployment and redundancy entitlements

Each of the claims below relate to one of these priorities and/or addresses an inconsistency for a particular Polytech (equity claim) or responds to changes to legislation that impact terms and conditions of employment.

Our claims for these negotiations are:

### A two year term

#### Salary scales and salary progression

- A 6% increase on all paid and printed rates in the first year from 1<sup>st</sup> January 2026 with a minimum increase of \$3,500, and a 5% increase on all paid and printed rates with a minimum of \$3,500 in the second year from 1<sup>st</sup> January 2027. There will be no abatement to market forces allowances.
- A 6% increase to allowances in 2026 and 5% increase to allowances in 2027.
- No rates below the Living Wage.

#### Allied specific remuneration claim

- An amended salary scale that addresses the unintended issues that arose with the current allied pay scale.
- any negotiated increase is applied to base salary before translating to new salary scale.
- That allied salaries increases are not abated at the top of the scale: and
- that if a role sits across two pay bands, that the member will be appointed into the higher maximum salary band.
- Removal of references to individual Polytech's to be able to pay below the Living Wage.

**Tū kotahi, tū kaha | Stronger Together**

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### Academic specific remuneration claim

- Table a model salary scale with grades for ASM, SASM and PASM. There will be eight steps for ASM, four steps for SASM and four steps for PASM.
- Progression through each grade will be based on service and movement through the steps shall be after every 12 months until you reach the top of the grade.
- Each Polytech will adapt their current scale in accordance with this model.

This claim is in response to academic members' widespread concern with the difficulty in progressing through the current SASM and PSAM scales.

### Union representation and workplace democracy

- Change 'Branch President Time' to 'Branch Leadership Time' to be split between Branch Presidents and Te Uepū Reps, ensure no less than 0.6 FTE allocation.
- Employment relations education leave (EREL), to be for "union approved courses" and granted as a provision separate from the Employment Relations Act (ERA).
- The employer to recognise the role of Delegate/Workplace rep, and to provide reasonable paid time to attend to delegate duties.
- Ensure that the Joint Consultive Committee (JCC) has equal union members and management representation and that the JCC meets at least quarterly.

### Organisational change, redundancy and redeployment

- Add new wording requiring employers to offer vacancies to disestablished staff when they have the skills or experience or could do the role with training.
- Ringfence vacancies for disestablished staff.
- Redundancy compensation and number of years contributing to service to be consistent with the national standard as a minimum.

### Workloads

- Include an agreed academic workload calculator in the collective agreement
- The agreed calculator will be finalised through a combined TEU / employer working party within two months of ratification
- Add that workloads will be agreed before the end of the calendar year for the year following.
- Include a mechanism for the workload allocations to be reviewed
- Include in the collective agreement the requirement for the employer to take immediate steps to fill vacancies when a vacancy occurs.

### Professional Development

- Add new clause that differentiates between training and professional development. PD time allocation should not be used for mandatory or BAU training.



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- Align all Polytech PD entitlements so that 10 days is the minimum – pro-rated for part-timers.
- Apply consistent application for time in lieu for allied staff when undertaking PD outside of work hours.

#### Legislative claims/ Technical claims

- Parental leave – Claim so annual leave is paid at the printed rate, not the average of the previous 12 month working period, when returning from on parental leave.
- All Kaimahi covered by the collective retain the right to raise a personal grievance.
- Ensure Union officials have access to the worksite.

#### Equity claims

- Long Service Leave for Allied Kaimahi at UCOL and OPEN Polytech to be increased to the standard of the other Polytechs.
- Address inconsistent sabbatical leave application for members at Ara.