

TEU

ANNUAL

REPORT

2025



TEU

**TERTIARY EDUCATION UNION
TE HAUTŪ KAHURANGI**

TOGETHER
WE HAVE ACHIEVED
SO MUCH

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TEU Karakia

Te tangi a te mātūi

<i>Kia whakarongo ake au</i>	<i>I listen</i>
<i>Ki te tangi a te manu nei</i>	<i>To the cry of the bird</i>
<i>A te mātūi</i>	<i>The matui</i>
<i>"Tūi, tūi, tuituia"</i>	<i>Calling "tui, tui, tuituia"</i>
<i>Tuia i runga</i>	<i>That it be woven above</i>
<i>Tuia i raro</i>	<i>As it is below</i>
<i>Tuia i waho</i>	<i>Woven without</i>
<i>Tuia i roto</i>	<i>As it is within</i>
<i>Tuia i te here tāngata</i>	<i>Interwoven with the threads of humanity</i>
<i>Ka rongo te pō</i>	<i>Felt in innocence</i>
<i>Ka rongo te ao</i>	<i>And in consciousness</i>
<i>Tuia i te muka tāngata</i>	<i>Interwined with the threads of humankind</i>
<i>I takea mai i Hawaiki-Nui</i>	<i>Born from Great-Hawaiki</i>
<i>I Hawaiki-Road, i Hawaiki-Pāmamao</i>	<i>From Far-Hawaiki, from Long Distant Hawaiki</i>
<i>Otirā me ērā atu anō Hawaiki</i>	<i>And hence all other Hawaiki</i>
<i>Te hono a wairua</i>	<i>The merging of spirits</i>
<i>Whakaputa ki Te Whaiao</i>	<i>Out in to the World of Light</i>
<i>Ki Te Ao Mārama</i>	<i>Life, knowledge, and illumination</i>
<i>Tihe mauri ora!</i>	<i>Sneeze oh living spirit, dynamic life-force, life-principle!</i>

Our whāinga

Tō tātou uniana, tō tātou whakakitenga

Our union, our vision

In the Constitution you'll find our whāinga which are used to guide our decision-making and our actions, in all the work we do together as TEU. The four whāinga embrace some of the verses of the TEU waiata "Tū Kotahi".

Tū kotahi, tū kaha

We are strong and unified.

Ngā piki, ngā heke

*We endure through
good times and bad.*

Awhi atu, awhi mai

*We take actions that seek
to improve the lives of the
most vulnerable.*

Tātou, tātou e

*We reach our goals
through collective
strength and shared
sense of purpose.*

Our purpose

Mana Tiriti

The Union shall advance a shared kaupapa and a collective tikanga to ensure strong relationships between Māori and Tāngata Tiriti members. The Constitution shall be interpreted and applied having regard to this tikanga/culture and the articles of Te Tiriti o Waitangi which shall be implemented in the policies and practices of the Union.

Mana Mahi

The Union shall advance the industrial and professional needs of Members by: negotiating collective agreements with employers on pay and conditions; advocating for democratic rights in all workplaces; and advocating for academic freedom in the tertiary education sector. The Union shall promote and protect the interests of the members in appropriate cases through taking personal grievances and/or collective action.

Mana Taurite

The Union shall promote equity in all parts of the tertiary education sector, and work to ensure equal employment opportunities for all workers.

Mana Taiao

The Union shall work to foster ahikā – the interrelationship of people and the land, including supporting a sense of tūrangawaewae for all which fosters a sense of belonging. The Union will take action to transform the relationship of the Union and the tertiary education sector with Te Taiao (Papatūānuku and Ranginui) by supporting climate justice, just transitions, and kaitiakitanga of the natural environment, in relationship with mana whenua and mana Tāngata.

Mana Mātauranga

The Union shall protect and enhance the provision of quality tertiary education in Aotearoa as a public good that is publicly funded, publicly controlled, and publicly governed in the interests of all who live in Aotearoa. The Union shall advocate for the empowerment of staff in decision-making in the tertiary education sector. The Union shall advocate for a tertiary education system that is accessible to all; acknowledges, values, and validates mātauranga Māori and cultural provision; and which advances life-long learning for Māori and Tāngata Tiriti.




Tū Kotahi, Tū kaha

WE ARE STRONG & UNIFIED

United in Purpose, Powered by People


Huhana Watene

**Tumu Whakarae – Māori
National President – Māori**

 The union will endure beyond any government of the day – we must think boldly and long-term to make the most impact for all members.


Dr Julie Douglas

**Tumu Whakarae – Tiriti
National President – Tiriti**

 There is no lack of passion in our actions. However, every action needs to be backed in numbers. We need to get the members out in force and we need to increase those numbers.

Dr Sandra Grey

**Te Pou Ahurei
National Secretary**

 We are a world class union with mana because we stand and fight. Because we unite. Because we stand up for the most vulnerable in our workplaces.

Financial Report

Statement of Comprehensive Revenue and Expenses For the Year Ended 31 December 2024

	2024	2023
Membership Subscriptions	\$6,095,287	\$6,003,736
Commissions Received	\$1,097	\$1,063
Interest Received	\$128,784	\$118,577
Rent Received	\$16,708	\$23,400
Total Revenue	\$6,241,877	\$6,146,776
Less Expenses		
Governance	\$550,080	\$465,070
National Committee/Sector Group	\$16,145	\$22,081
TEU Activity	\$366,382	\$383,791
External Responsibilities	\$156,841	\$151,359
Financial/Legal Services	\$318,463	\$305,275
Staff Related Costs	\$4,138,296	\$3,713,638
Wellington and Regional Offices	\$875,018	\$788,595
Gain on Disposal of Investment Property	-	\$255,000
Total Expenses	\$6,421,224	\$6,084,808
Net Operating Surplus	-\$179,347	\$61,968
Net Surplus before Taxation	-\$179,347	\$61,968
Income Tax Expense	\$37,816	\$31,141
Net Surplus after Taxation	-\$217,163	\$30,827

If you would like a full audit report please email TEU's finance officer trina.coombs@teu.ac.nz

JOIN TEU!




Ngā piki, ngā heke

WE ENDURE THROUGH
GOOD TIMES AND BAD

Strong and Steadfast in Every Tide


Helen Johnston

Whitireia

 I feel for our community – Whitireia is the lifeblood of the region and it's our young people, our students, who are ultimately hurt the most at times like this. I worry about those who may miss out on the future they deserve, and I worry for the quality of their education that will be delivered by the depleted staff who will remain.


Alex Cass

Victoria University

 What the government is doing to pay equity amounts to wage theft, it's as much bullshit now as it has been for the last hundred years.

Te Awatea Ward

Massey University

 Although the Treaty Principles Bill was ultimately resoundingly defeated, the sentiment behind it has not disappeared. The ideology underpinning the bill continues to influence policy and funding decisions, including those that impact the tertiary education sector.

Locke Unhold

Otago Polytechnic



We have seen from recent Stats NZ and Counting Ourselves data that an increasing number of our population identify as LGBTQIA+, and specifically as gender diverse. We have to keep fighting to ensure that our tertiary education system is not only welcoming and accessible for these people, but champions their unique perspectives. As a transgender worker, I wish I had been able to see more people like me in tertiary education when I was younger.

Selina Tusitala Marsh

University of Auckland



I stand tomorrow, not alone
But with whānau, firm and strong

For those whose mahi builds our home
Yet caught in tides too low, too long.

The living wage — that moana deep
Must rise for all, not just the few
While some still struggle in the deep
Others drift on waters blue.

Taumata Teitei calls us high
Our values, not mere empty words
But anchored where our mana lies
In depths where justice must be heard.

So tomorrow I join the flow
A droplet in the mighty vai
Till rising tides lift all we know
Kia kaha, together we rise high.




Awhi atu, awhi mai

WE TAKE ACTIONS THAT
SEEK TO IMPROVE THE LIVES
OF THE MOST VULNERABLE

Fighting for Fairness, Standing for All


Robyn Tucker

Toi Ohomai

 We didn't get everything we went in wanting, but the negotiations were amicable and both sides wanted to settle on a good outcome. I'm pleased with the 4% in the current climate and the expanded coverage will be of great benefit, especially to allied staff who have been fighting for this a long time.


Kaspar Middendorf

University of Canterbury

 Our members are angry that our employer is refusing to pay our lowest paid colleagues a living wage. We want everyone at University of Canterbury to be paid enough to live on and we don't know why that would even be controversial.

Iana Gritcan

AUT

 Our members expect, at the very least, that the spending power of their pay is maintained and they are not expected to accept an effective pay cut. We have also seen our employer attempt to claw back conditions in recent years, and we will do everything in our power to prevent them from succeeding.

Daniel Benson-Guii

**Te Pou Ahurei Takirua – Ahumahi
Assistant National Secretary – Industrial**



We are stronger together, which is why our union's focus is on building our campaigns at branches and nationally to shine a light on the central issue, which is our members aren't properly valued for the work they do, and institutions are too poorly funded by government to make the major improvements necessary. That's why our focus is at both the University leadership level and at the feet of government.



What Does TEU Do Well?

COMMS EMPLOYMENT INFORMATION LISTEN
REPRESENTATION INFORMED SUPPORTIVE ADVOCATE
GOOD COMMUNICATION PAY INCREASES CAMPAIGN CONTRACTS
ENGAGE COMMS INFORMED MEMBERS EMPLOYER WORK
VOICE SUPPORT INDIVIDUAL INFORMED WORKPLACE
SUPPORT STAFF STRONG KEEPING MEMBERS ENGAGE MEMBERS COMMUNICATION
COMMUNICATE ORGANISING NEGOTIATIONS
ADVICE ISSUES SUPPORT GREAT BETTER PAY FIGHT
EVENTS STAFF MEMBERS VISIBILITY
COMMUNICATION SUPPORT US NEGOTIATING PAY BARGAIN
COLLECTIVE HELP RIGHTS ADVOCATE PAY ADVOCACY THINK
NEGOTIATE MEETINGS COMMUNICATES WELL
SUPPORTS MEMBERS REPRESENT UPDATES
ADVOCATE MEMBERS APPRECIATE COLLECTIVE AGREEMENT
SALARY INCREASES UNION PEOPLE MANAGEMENT
PAY NEGOTIATIONS

Tātou, Tātou e

**WE REACH OUR GOALS
THROUGH COLLECTIVE
STRENGTH AND SHARED
SENSE OF PURPOSE**

Together, We Shape the Future

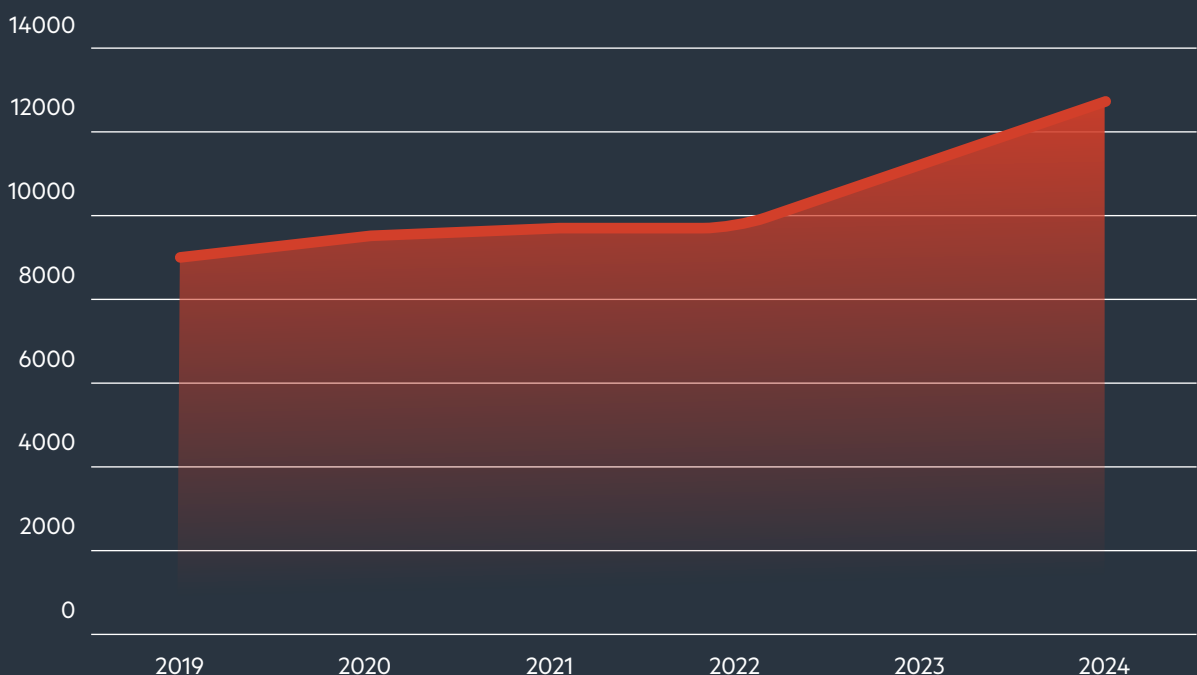
Anonymous casual worker

AUT



The main things that appeal to me about union membership are the opportunities to do delegate training, build connections, network, and be part of a wider community. The union has given me a lot of opportunities to talk to important people in my institution and the sector, and address the issues that I think matter most to casual staff.

Membership numbers 2019-2025



Together we've achieved:

(in the last 12 months)

Recruited
1,678
new members

Grew our Māori membership by **14%**


Issued approximately 150 invoices for lost pay due to the gender and ethnic pay gaps on International Working Women's Day

Gained 358 new members on our fees waiver for low-income staff

A successful seminar for Global Accessibility Awareness Day by our Kaimahi Whaikaha network

Achieved the Living Wage as a minimum rate of pay at Te Wānanga o Aotearoa and 5 universities

Comprehensively submitted on 18 pieces of legislation and government reviews

 **Negotiated 24 collective agreements**

Further embedded co-governance into our work

Successfully held an online conference on academic freedom

Achieved a 5% pay increase for Yoobee staff

Assisted hundreds of members with their individual grievances and disputes

4,000
Called and coordinated strikes for over 4,000 members covered by 13 collective agreements

Began work on a Green Audit

Achieved coverage for General/Allied staff in the Te Pūkenga national collective agreement

Elected 24 Te Uepū Reps to co-lead branches

Stood up and fought back at dozens of pay equity protests

Developed a new industrial strategy and priority national claims

Organised approximately 4,000 signatures on Save our Polytechs petitions

Trained 118 new delegates

Published 21 media releases

Commented in hundreds of media stories about tertiary education



Turned out in force at 23 Maranga Ake | Fight Back Together paid union meetings from Whangārei to Invercargill in October and May

Produced 15 editions of Tertiary Update, our e-newsletter

15

Ran **19** delegate training courses

Held two Action Camps for activists in Wellsford and Christchurch

Achieved 4% pay increases for members at AUT and Te Pūkenga - well above inflation

Andy Fey

University of Auckland

Changing our sector and the world for the better is a long game. One of the most humbling things about being an activist is the realisation that the work will outlive you. But it is freeing too. We don't have to fix everything all at once. Those who came before us raise us up - and in time it will be our turn to do the same, our work that will support those who come after us. What foundations are you laying?



Tū Kotahi / TEU Waiata

<i>Tū kotahi, tū kaha,</i>	<i>Stand as one, stand strong,</i>
<i>Tātou, tātou e,</i>	<i>Everyone together,</i>
<i>Ngā piki, ngā heke,</i>	<i>In joy and in sorrow,</i>
<i>Tū kotahi e,</i>	<i>Let's stand together,</i>
<i>Awhi atu, awhi mai,</i>	<i>Assistance given, support recieved,</i>
<i>Tātou, tātou e.</i>	<i>Everyone together.</i>



TEU | TE HAUTŪ
KAHURANGI
TERTIARY EDUCATION UNION

Join [teu.ac.nz](https://www.teu.ac.nz)