

TEU

ANNUAL REPORT

2026



TEU

TE HAUTŪ KAHURANGI
TERTIARY EDUCATION UNION



TĀTOU, TĀTOU E

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TEU KARAKIA

Te tangi a te mātūī

Kia whakarongo ake au	<i>I listen</i>
Ki te tangi a te manu nei	<i>To the cry of the bird</i>
A te mātūī	<i>The matui</i>
"Tūī, tūī, tuituia"	<i>Calling "tui, tui, tuituia"</i>
Tuia i runga	<i>That it be woven above</i>
Tuia i raro	<i>As it is below</i>
Tuia i waho	<i>Woven without</i>
Tuia i roto	<i>As it is within</i>
Tuia i te here tāngata	<i>Interwoven with the threads of humanity</i>
Ka rongo te pō	<i>Felt in innocence</i>
Ka rongo te ao	<i>And in consciousness</i>
Tuia i te muka tāngata	<i>Interwined with the threads of humankind</i>
I takea mai i Hawaiki-Nui	<i>Born from Great-Hawaiki</i>
I Hawaiki-Road, i Hawaiki-Pāmamao	<i>From Far-Hawaiki, from Long Distant Hawaiki</i>
Otirā me ērā atu anō Hawaiki	<i>And hence all other Hawaiki</i>
Te hono a wairua	<i>The merging of spirits</i>
Whakaputa ki Te Whaiao	<i>Out in to the World of Light</i>
Ki Te Ao Mārama	<i>Life, knowledge, and illumination</i>
Tihe mauri ora!	<i>Sneeze oh living spirt, 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	<i>We are strong & unified.</i>
Ngā piki, ngā heke	<i>We endure through good times & bad.</i>
Awhi atu, awhi mai	<i>We take actions that seek to improve the lives of the most vulnerable</i>
Tātou, tātou e	<i>We reach our goals through collective strength and shared sense of purpose.</i>

Our Purpose

Mana Tiriti

Our 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 our Union.

Mana Mahi

Our 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. Our Union shall promote and protect the interests of the members in appropriate cases through taking personal grievances and/or collective action.

Mana Taurite

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

Mana Taiao

Our 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. Our Union will take action to transform the relationship of our 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

Our 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. Our Union shall advocate for the empowerment of staff in decision-making in the tertiary education sector. Our 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.



A MESSAGE FROM TE POU AHUREI.

National Secretary, Amy Ross



Tēnā koutou

I started in the role of Te Pou Ahurei of the mighty TEU in January this year, shortly ahead of the new Presidents Ti Lamusse and Garrick Cooper. It is an incredible privilege to come into a role in the footsteps of giants, the indomitable Sandra Grey and the fabulous Julie Douglas and remarkable Huhana Watene. I was very lucky to have time with the outgoing Presidents in my first few weeks and glean valuable knowledge from their rich tapestry of experience. The successes and growth of the TEU over the past year could not have occurred without the leadership these three wāhine brought and all the efforts of our members. E kore rawa te mihi e mutu.

I will build on this legacy and bring my passion for growing our member numbers and our ability to work together in solidarity – across our sector, role or identity differences – for the benefit of all working people in Aotearoa. To stand together and resist and challenge attacks on our sector, on students and our communities is the very thing that those who seek to undermine these rights fear. We are powerful together!

I have a strong commitment to build our capability as an organising union and do what needs to be done to ensure our democratic structures thrive. I have a clear vision for our union where members and staff are valued, respected, empowered and work together for victory in their complementary roles.

Mā te mahi tahi ka ea ngā mahi! I look forward to working with all of you over the upcoming year.

A MESSAGE FROM TE TUMU WHAKARAE MĀORI & TUMU WHAKARAE TIRITI.

National President Māori & National President Tiriti, Garrick Cooper & Ti Lamusse



Kia ora comrades

Our terms as National Presidents began in February 2026, and we want to acknowledge the work of 2025 and to look ahead to the future.

We recognise the significant leadership of our inaugural Co-Presidents Julie Douglas and Huhana Watene, as well as our former National Secretary Sandra Grey. Their stewardship over the past year ensured that TEU remained a strong, values-driven union in a challenging environment. In 2025, members continued to organise collectively in defence of fair pay, job security, and quality public education. Campaigns such as pay equity, widespread delegate training, and sustained advocacy across the sector demonstrated the depth of commitment and capability within our union. Membership also continued to grow, reflecting the enduring relevance of collective organisation in these uncertain times.

The challenges we face in tertiary education continue. Across the sector, members are experiencing increasing workload pressures, job insecurity, and the cumulative effects of long-term underfunding. These challenges reinforce what we know: that strong unions are essential not only for protecting members, but for defending tertiary education as a public good.



Since our terms started in February, we have focused on listening to members, delegates, and branch leaders across the motu. We have consistently heard that there is both real concern about the future, and a strong appetite to organise, to bargain collectively, and to win. That appetite is energising for us as leaders and we want to encourage and channel that energy into the work we do.

Our priorities are grounded in building member power. Bargaining across universities, wānanga, and institutes of technology and polytechnics will be central. We need to defend pay and conditions, and grow our membership, strengthen delegate leadership, and secure better futures for working people. We are also preparing for the general election, which presents a critical opportunity to place tertiary education back on the political agenda and to advocate for the investment our sector urgently needs.

A key development is the new delegate structure agreed at National Conference in 2026. This is an important step in strengthening TEU in the future as an organising union. We share a vision for being a union that is led by active, supported delegates who are embedded in their workplaces. Over the coming year, we will prioritise implementing this structure in ways that build collective capability and deepen member engagement.

We are confident in the growing strength of our union. Together, we can win.

Tū kotahi, tū kaha.



A MESSAGE FROM TE POU AHUREI TAKIRUA – AHUMAHĪ.

Assistant National Secretary – Industrial, Daniel Benson-Guiu



Tēnā koutou

In the last year since our Industrial Strategy for 2025-2028 was passed, led by the Union's former Vice-Presidents, Jody Takimoana and Cynthia Martell-Stark, we have been building in an approach to our mahi that connects members, coordinates negotiations, and builds solidarity. The Strategy reminds us that: "There is a rich whakapapa to all our collective agreements, which connects members past, present and future. Our current terms and conditions have been shaped, won and defended by members over many years."

The last two and a half years of this National-led Coalition government has brought unprecedented change, and we are all feeling the effect of cuts, under-resourcing and insecurity. Employment rights have been eroded – from Fair Pay to Pay Equity, from our rights to take a personal grievance, and rights to union recognition.

This year members across our universities, polytechnics, wānanga and in other institutions are negotiating to improve terms and conditions in our workplaces. Our Strategy has aligned our negotiations while building solidarity across the motu – the terms and conditions we put on the table in one workplace are also on the table for other general and academic members across the motu.

There are local claims too – and these are important – but at the core we all must work together to protect what we have achieved.

Our branch leaders and delegates are key to pushing our campaigns forward – but every member of our union is critical to our shared success. This year when we call a meeting, or when we send an email around, we ask for each member to take action.

We have initiated TEU Tuesdays – a day we are re-claiming as one where we can take an action, run through a union quiz with colleagues, host an event and more! This will build on the campaigns we have on the ground to win and defend terms and conditions so that we can continue to serve our students and communities with the quality and accessible tertiary education they deserve.



FINANCIAL REPORT.

Statement of Comprehensive Revenue and Expenses For the Year Ended 31 December 2025

	2025	2024
Membership Subscriptions	6,342,271	6,095,287
Commissions Received	1,103	1,097
Interest Received	83,245	128,784
Rent Received	38,170	16,708
Total Revenue	6,464,789	6,241,877
Less Expenses		
Governance	549,249	550,080
National Committee/Sector Group	7,358	16,145
TEU Activity	352,806	366,382
External Responsibilities	157,244	156,841
Financial/Legal Services	252,642	318,463
Staff Related Costs	4,030,632	4,138,296
Wellington and Regional Offices	904,710	875,018
Total Expenses	6,254,640	6,421,224
Net Operating Surplus	210,149	(179,347)
Net Surplus before Taxation	210,149	(179,347)
Income Tax Expense	28,705	37,816
Net Surplus after Taxation	181,444	(217,163)

The full financial audited accounts can be found on the Incorporated Societies Register on the NZBN website and through [this link](#).

Together we've achieved:

(in the last 12 months)

Negotiated
23 collective
agreements.

23

Made 19 submissions lobbying Government and institutions to ensure the provision of quality tertiary education is protected and to promote equity in the tertiary sector.



Published
17
media
releases.

Recruited
2000
new
members.

Fought back against the National-led Coalition Government's gutting of pay equity by helping run a National Pay Equity Day of Action, contributing to a cross-union Bill of Rights statement of claim, standing up at pay equity rallies, submitting at the People's Select Committee on Pay Equity, running cross-union pay equity training and workshops.



Assisted hundreds of members with their individual grievances and disputes.

Elected our new co-Presidents Garrick Cooper and Ti Lamusse and welcomed in our new National Secretary, Amy Ross.

Produced 23 editions of Tertiary Update, our e-newsletter.

Ran two
Organising
for Power
courses for
39 members.

Ran delegate training
for 176 members.

176

Celebrated & farewelled our former co-Presidents Huhana Watene and Julie Douglas and our former National Secretary Sandra Grey.



Tū kotahi, tū kaha,

Tātou, tātou e,

Ngā piki, ngā heke,

Tū kotahi e,

Awhi atu, awhi mai,

Tātou, tātou e.

Stand as one, stand strong,

Everyone together,

In joy and in sorrow,

Let's stand together,

Assistance given, support recieved,

Everyone together.



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