

Ministry of Education/NZEI/PSA Relationship Agreement

1. Purpose of Ministry of Education/NZEI/PSA Relationship Agreement

This agreement describes the Ministry of Education/NZEI/PSA relationship as one in which Ministry and both unions participate constructively in working to achieve outcomes in a way that best meets the objectives of the parties.

2. Background to Agreement

PSA has a long-standing history of representing Ministry staff. PSA membership grew with the integration of the SES administrative staff in February 2002 and Early Childhood Development into the Ministry in October 2003.

GSE was formed in February 2002 with the integration of the Ministry and the Special Education Service. This brought NZEI representation of service managers, field staff and support workers employed by the Ministry.

The Relationship Agreement was first signed in 2004.

3. Desired Relationship

The aim of this agreement is to develop and maintain working relationships based on principles that deliver constructive, timely and meaningful engagement between the parties around issues of common interest. In doing this the parties recognise each party has their individual objectives.

4. Relationship Principles

The relationship will reflect the mutual respect held between the parties and will continue to build on the principles of the parties acting:

- in good faith;
- with no surprises; and
- constructively on all issues;

In order to:

- develop and improve the quality of engagement with each other and the overall relationship;
- ensure an enduring, sustainable relationship regardless of

economic, political and legislative changes; and

- ensure the engagement of managers, union officials, union delegates/representatives and union members at district, regional and national levels of the Ministry in reaching mutually beneficial desired outcomes.

5. Levels of Engagement within Ministry of Education

i. The forums for engagement are:

- Ministry CEO and PSA/NZEI Secretaries' strategic forum (Secretaries' Forum) meeting at least annually. The forum is designed to be a strategic information sharing and planning forum. It is an opportunity for testing ideas on a without prejudice basis and to make connections between the various initiatives that impact (or have the potential to impact) on the parties. Membership of the forum will be determined by agreement between the Secretaries.
- Ministry/PSA/NZEI officials group monthly meeting to discuss operational employment & relationship issues. The parties will draw up an annual work plan setting out the issues to be worked on during the year to be forwarded to and confirmed by the Secretaries' Forum.
- Group/Regional/District Manager/NZEI/PSA meetings as required.

ii. These forums will work to complement the work of existing forums such as: NZEI/Secretary for Education regular meeting, Ministry Health and Safety Forum, Regional/Area Health and Safety Committees.

iii. Terms of reference developed for forums relating to and sitting under the Secretaries' Forum will set out amongst other things:

- purpose;
- participants;
- meeting frequency;
- agenda setting; and
- information to be shared.

6. Operation of the Secretaries' Forum.

i. The Secretaries' Forum will discuss strategic goals and objectives of joint interest to the parties. These issues will be agreed between the Chief Executive of MOE and the secretaries of the PSA and NZEI. Any decisions about process and information to be shared more widely will be made by consensus.

ii. The following issues could be considered by the Secretaries' Forum:

- Each party's strategic goals and objectives;

- Wider environmental issues and implications

7. Resources/Training for Managers and Union Delegates/Representatives

Building the relationships anticipated by the Agreement requires capable well resourced and well supported union delegates/representatives and managers at all levels of the organisation. To this end, each of the parties will develop delegate/representative and management training jointly and/or respectively to facilitate an ongoing constructive approach to employment relationships in the Ministry. This may include, for appropriate officials, delegates/representatives and managers, joint training on problem solving approaches.

8. Review Date and Procedure

The agreement will be reviewed biennially including an evaluation of the operation of the relationship principles.

Signatory parties to the Agreement

Dated at Wellington this.....day of2007

Karen Sewell

For and on behalf of the Ministry of Education

Lynne Bruce

For and on behalf of NZEI Te Riu Roa

Brenda Pilott

For and on behalf of the PSA