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## Good reasons to join NZEI Te Riu Roa

**NZEI**  
**TE RIUROA**  
NEW ZEALAND EDUCATIONAL INSTITUTE

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### Because we're stronger together...

NZEI Te Riu Roa is New Zealand's largest education union, with more than 50,000 members, so collectively we can make a positive difference. We have proven success as the advocate for our members' professional and employment interests.

NZEI members know the vital contribution all education staff make in providing a quality learning environment for children. We advocate and campaign for all our members' diverse interests.

#### **Teachers and principals**

NZEI has more than 30,000 teacher and principal members in primary, intermediate, middle, area and special schools. Teachers and principals are constantly required to keep up with changes made to curriculum, administration and funding processes. NZEI members work together to ensure education policies and practices are manageable and appropriate.

#### **Support staff**

NZEI represents over 12,500 support staff in more than 80 different roles working throughout New Zealand. Support staff make up the second biggest group of NZEI members. We work together to provide industrial support and to promote and improve the professional status of support staff.

#### **Early childhood education**

NZEI represents more than 2300 kindergarten and 2500 early childhood centre members. It has successfully campaigned for increased government funding for pay parity, free early childhood education and regulations to improve teacher qualifications and teacher:child ratios.

#### **Special Education**

Over 950 Special Education teachers, advisers, specialists and support workers employed by the Ministry of Education are NZEI members. NZEI has won better pay and conditions for special needs teacher aides and for Group Special Ed (GSE) field staff and service managers. In 2008, NZEI successfully won a pay and employment equity investigation for special education support workers.

#### **Curriculum advisers and reading recovery tutors**

NZEI represents 200 curriculum advisers and reading recovery tutors employed by universities and Colleges of Education who assist with the professional development of teachers across the country.

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## Reflecting your interests

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NZEI is a democratic organisation through which people working in education support each other on professional and employment matters. Members elect their own representatives. Involvement begins in the workplace and continues through local branches, aronui tōmua or Komiti Pasifika, networks and district councils, right up to the union's National Executive and Māori council, Te Reo Areare. Members have real influence over the direction of the union when they get involved.

NZEI branches exist in most districts, towns and cities. Aronui tōmua are local organisations of members who identify with te miro Māori, the Māori strand of NZEI Te Riu Roa. Komiti Pasifika are local organisations for members who identify with Pacific membership issues and Pacific education. NZEI area councils are regional organisations of branches, aronui tōmua and Komiti Pasifika.

NZEI is committed to honouring and giving effect to the Treaty of Waitangi within education and the union. The union's Māori structures reflect this, along with our work to improve learning outcomes for Māori students.

Every member can participate in the union in a way that is comfortable and appropriate for them.

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## Improving your pay and status

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NZEI has the collective strength to negotiate improved pay and conditions. We have a proud history of successful campaigning for better status, employment conditions and pay for members:

- In 1998 our members won pay parity for primary teachers with secondary colleagues
- In 2001, NZEI negotiated the first collective agreement for Group Special Education support workers employed by the Ministry of Education
- In 2002, kindergarten teachers won pay parity with other teachers
- In October 2004, pay parity for early childhood teachers was successfully negotiated for the first time. The Consenting Parties agreement (now known as the Early Childhood Education Collective Agreement) covers more than 1,200 workers in 179 community/not-for-profit centres
- Between 2003-2008, NZEI field staff recovered hundreds of thousands of dollars in back pay for support staff who had not been receiving their correct pay and conditions
- In 2004, primary teachers won a significant step forward with paid "classroom release time" as a key feature of their new collective agreement
- In 2007, collective agreements for primary, area & kindergarten teachers, support staff and principals were settled with improved salaries and conditions.
- In 2008 NZEI won a commitment for a "pay jolt" for school support staff and the first ever pay investigation for GSE support workers.

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**Support is just a phone call away: 0800 NZEI HELP**

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0800 NZEI HELP (0800 693 443) is a free service for all members calling from a landline. Skilled staff are able to help you between 8.30am and 5pm every weekday.

There is an NZEI member who is the worksite representative at every worksite where NZEI has members. All worksite representatives can attend annual training courses to ensure they effectively support members.

In your area there are a team of members – Member Assist – who volunteer to work with members in need – they are trained in giving confidential support.

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**Influencing education policies**

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NZEI plays an active part in developing national education policies, promoting high professional standards and the best education for students.

NZEI representatives meet regularly with Ministers, MPs and government officials, and participate in Ministry working parties and groups developing education policy. NZEI members actively lobby their own MPs locally, supported by NZEI's lobby network.

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**Keeping members informed**

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NZEI provides regular news and information to all members through its website [www.nzei.org.nz](http://www.nzei.org.nz), electronic news NZEI NEWS and regular publications. We keep members informed through conferences and seminars, research and reports. Updates are sent regularly to worksites about education and employment-related issues.

NZEI runs seminars and conferences which involve members in discussions and learning about union, curriculum and management matters.

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**Extra benefits**

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NZEI members have access to special benefits which are constantly being updated. For the latest on offer, check out [www.nzei.org.nz](http://www.nzei.org.nz)

Current benefits include:

- **Education Benevolent Society (EBS)**

Members are eligible to join EBS, which offers comprehensive medical care benefits at low cost for members and their families. Benefits include provision for assistance during sick leave without pay.

- **Accommodation units at Rotorua**

The NZEI Rotorua units are available to members for use at very reasonable rates all year round. Members who are convalescing or on sick leave have first call, but all members are welcome to use the units. Bookings can be made by contacting Ray Guilford: 022 623 8456, ph 07 349 2644 or [rayguilford@slingshot.co.nz](mailto:rayguilford@slingshot.co.nz).

- **Provident Fund**

Emergency financial assistance in the form of either grants or loans is available to members and their dependants, once you have belonged to NZEI for 12 months or more. Applications are made to NZEI's National Executive through Member Assist, branch officers, field staff or regional secretaries.

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## **8 Legal Assistance Fund**

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NZEI Te Riu Roa has a legal assistance fund to help members who become involved in legal proceedings arising from their employment. Lawyers within NZEI's legal network also work with NZEI field staff to support members. Applications to the legal fund must be made to NZEI's National Executive through a branch officer, Member Assist, field staff or regional secretary. Call 0800 NZEI HELP or see [www.nzei.org.nz](http://www.nzei.org.nz) for more information.

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## **9 Death Benefit**

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The NZEI death benefit is payable on the death of a full, or student teacher member, to approved recipients. When a member dies, contact the president or secretary of the member's local branch, aronui tōmua or Komiti Pasifika to arrange for payment. Please refer to [www.nzei.org.nz](http://www.nzei.org.nz) for details.

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## **10 Paying your subscription**

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It's easy to pay your sub. Payment can be made by direct debit or credit card (online option only). Students are free.

<b>Gross Fortnightly Income</b>	<b>Fortnightly Payment</b>
Up to \$354.79	\$2.19
\$354.80 - \$709.59	\$5.69
\$709.60 - \$1064.38	\$11.39
\$1064.39 - \$1419.18	\$17.08
\$1419.19+	\$22.77

To find out more, talk to your worksite representative, visit [www.nzei.org.nz](http://www.nzei.org.nz), or call 0800 NZEI HELP (0800 693 443)