



12 March 2009

Nga mihi nui kia koutou katoa

Last year while we were waiting on the results of the pay investigation NZEI negotiated average increases of between 4.2% and 7.3% for members.

The pay investigation was finished late in 2008 and the report can now be found on NZEI's website. The results of the investigation were unsurprising and show that support workers have been historically undervalued. This year the union's negotiation team will use those results to establish fair rates of pay for support workers.

Three weeks ago the Government announced that it had axed all pay investigations. NZEI is dismayed at this stance which is a slap in the face for all members working in support roles. The Government's stance is consistent with its approach to constraining spending under the current economic climate. We will be seeking a firm commitment through these negotiations to resolve the outstanding issue of pay equity for support workers.

NZEI's position is that the pay investigation for support workers has been completed and the Government's decision is not the end of the matter. The report findings are sound and we will continue to use these to achieve equitable pay for members.

In February a reference group of support workers met to decide an approach for this year's negotiations and the best way to use the results of the pay investigation. Members of the reference group are: Helen Brent-Jones, Denise Tetzlaff, Kathy Power, Marianne Field, Claire Graves and Michael Graves. Denise and Claire were also members of the pay investigation steering committee.

The proposed claim is attached. Members are asked to consider the proposal, vote and return the ballot paper as quickly as possible. The ballot will close at 5pm on Monday 23 March.

The proposed claim

Setting a fair rate of pay is at the heart of the union's claim.

The pay investigation showed that support workers and corrections officers had similarly sized jobs in terms of required skills and responsibility. The reference group decided to use the most recent rate for corrections officers (this had increased following the release of the report) to establish a new pay scale.

NZEI's claim is for a starting rate for support workers of \$21.28.
The starting rate for a corrections officer is now \$21.28.

NZEI's claim is for a second step for support workers of \$22.32.
The second step for a corrections officer is now \$22.32.

NZEI's claim for the third step for support workers is \$23.44. This would be the rate for a fully competent support worker.

The approach would be to move to the new scale over a three year period (the term of the collective agreement). The claim includes a mechanism to ensure the rates stay current over this transition period. To do this any improvements in public sector pay over the next three years would need to be built in. This can be done by using the Public Sector Median. Government departments use the median to help pay keep pace with the market.

The union's pay claim is the first part of the claim. The second is a three year term which would allow time to reach equitable pay rates. The third is a claim for long service leave. Most other Ministry employees already have a provision for long service leave.

Next steps

If more than 50% of members who return the ballot vote in favour of the proposed claim we will present the claim to the Ministry of Education.

The NZEI negotiation team will comprise members representing support workers and advocates from NZEI staff.

Petition

A Parliamentary petition was launched today. This calls on the Government to honour its obligations to the pay equity process. For support workers this means a commitment to funding the results of any negotiated increases as a result of the completed pay investigation.

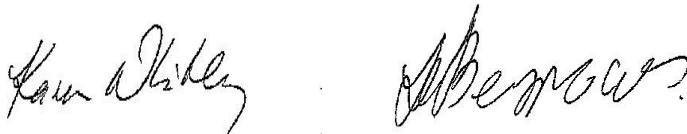
Members

NZEI only negotiates for members and the more members there are the stronger our position. Talk to any new support workers and encourage them to join. Most support workers pay no more than \$2 a fortnight in membership fees. Let us know if you would like some information to help recruit new members.

Members will receive updates by newsletter.

Also, keep an eye on NZEI's website for more information about your claim and pay equity – www.nzei.org.nz

Kia kaha, kia toa, kia manawanui



Karen Whibley and Kevin Burrows
NZEI Advocates

**NZEI TE RIU ROA CLAIMS FOR THE NEGOTIATION OF A EDUCATION SUPPORT WORKER,
BEHAVIOUR SUPPORT WORKER AND COMMUNICATION SUPPORT WORKER COLLECTIVE
AGREEMENT**

NZEI seeks the negotiation of a Education Support Worker, Behaviour Support Worker and Communication Support Worker Collective Agreement incorporating all the terms of the Collective Agreement 1 May 200 8 – 30 April 2009 except as amended by the following:

A. TERM OF AGREEMENT

1.3.1 This agreement shall come into force on **1 May 2009** and expire on **30 April 2012**.

B. REMUNERATION

5.1 Wage Scale

Delete 5.1 and replace with:

Effective 1 May 2008		Effective 1 May 2009 +2%		Effective 1 July 2009 +\$2 pay jolt		Effective 1 July 2010 Inc + % PSM		Effective 1 July 2011 +% PSM	
7	17.60	5	17.95 →	5	19.95 →	4	21.70 + % →	3	23.44 ^c + %
6	16.89	4	17.23 →	4	19.23 →	3	20.80 + % →	2	22.32 ^b + %
5	15.92	3	16.24 →	3	18.24 →	2	19.90 + % →	1	21.28 ^a + %
4	15.16	2	15.46 →	2	17.46 →	1	19.00+ % →		
3	14.44 →	1	14.73 →	1	16.73 →				
2	13.75								
1	13.09								

*PSM = Public Sector Median

Explanation:

1. 1 May 2009
 - 2% increase to current rates
 - Employees on steps 1,2 and 3 move to the new step 1
 - 5 step scale

2. 1 July 2009
 - \$2 p/hour pay jolt for all rates.
 - 5 step scale.

3. 1 July 2010
 - New top step 4 is halfway between \$23.44 and \$19.95.
 - New bottom step 1 is halfway between \$16.73 and \$21.28.
 - Steps in between are evenly spread between top and bottom steps (90cents margin).
 - Employees on steps 1 and 2 move to new step 1.
 - 4 step scale.
 - In addition, all rates would be increased by the % increase in the Public Service Median for the preceding year. The aim of this is to keep the rates current over the translation period.

4. 1 July 2011
 - Equitable pay rates are achieved.
 - ^a Current (1 Jan 2009) hourly rate for new corrections officers.
 - ^b Current (1 Jan 2009) hourly rate for corrections officers after 6 weeks residential training (ITC).
 - ^c New proposed step 3 - 5% increase to step 2 (all steps have 5% gap). The third step acknowledges the length of time for a support worker to become fully competent in the job.

- Employees on steps 1 and 2 move to new step 1.
- 3 step scale.
- New appointment and progression criteria apply.
 - step 1 – on appointment
 - step 2 – after 6 months (including induction)
 - step 3 – 12 months later (new fully competent rate).
- In addition, the rate would be increased by the % increase in the Public Service Median for the preceding year as above.

C. SERVICE LEAVE

Include a new provision for service leave on the same basis as that for GSE Service Managers.

GSE Education Support Workers, Behaviour Support Workers, Communication Support Workers Collective Agreement

Negotiations 2009 – Claim

Your name
(or membership number)

Tick one:

I agree with the proposed claim for negotiations
(as detailed in Negotiation News 2009/1)

I do not agree with the proposed claims for negotiations
(as detailed in Negotiation News 2009/1)

Comments:

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Please send me information to help recruit new members

Name:.....

Address Details:

.....
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Please return to:

Karen Whibley
No later than Monday 23 March 2009

Use Freepost option on reverse of this form
(please secure with tape or one staple)