

To	Executive [Association Committee]	HX20/003
	Te Huarahi	Strategic Plan Ref: Policy
		13 February 2020
From	Yvonne Oldfield, Deputy General Secretary (Policy)	

Recommendations:

1. That the report be received.
2. That the draft 2020 work programme for the policy and advisory team be endorsed.

Advisory Team - work programme report

Staffing

Two new advisory officers, Susan Haugh (industrial) and Adele Scott (professional) were welcomed into national office last week with a mihi whakatau. We feel very fortunate to have been able to recruit such well qualified individuals. Susan comes from an activist role as a member of the Wellington Regional committee and has already played a key role in the planning, preparation and co-ordination of the upcoming round of paid union meetings. Adele comes to us from Te Kura and brings significant professional and academic experience, including a relevant PhD, to her portfolio areas.

Some changes have also been made to the management of in-house legal services. We now have three staff (totalling 1.6 FTE) engaged in this work. Field service team members Jo Martin and Dzintra King and industrial advisor Fran Renton between them provide field officers and members with legal support in relation to employment and professional cases proceeding (respectively) to the Disciplinary Tribunal or Employment Relations Authority. Supervision of all of this legal work will now come within the DGS (P) portfolio. The DGS (P) will also take on the role of convenor of the legal cases committee. This helps balance the workloads of the respective deputy secretaries. It will also bring together all four legally qualified staff members to work as a team and facilitate the three legal officers in providing full support to members in all regions.

Teaching Council fees campaign

In the tight timeframe dictated by the teaching council's consultation process the advisory team has had to work very quickly to prepare advice to executive, a campaign plan and materials to enable branches to notify and run branch based paid union meetings.

Branches received all the information last week and notifications appear to be proceeding smoothly. Where further support is required branch chairs are able to call on regional chairs, field officers, email and 0800 support from national office and in some cases, of course, their executive members.

While the Council's actions, and their timing, are deeply unpopular, the round of PUMs can be utilised as an opportunity to boost recruitment and increase membership engagement early in the year.

Accord

Susan Haugh is now providing support to the Accord governance group. In addition the following staff members are currently involved in Accord sub groups:

- Teacher only days: Adele Scott
- Learning Support: Fran Renton
- Change management: Rob Willetts;
- Delegate release time: Yvonne Oldfield
- Personalised learning: Susan Haugh

Other current work is detailed below.

Āpiha Māori

E whakapau kaha ana ki ngā kaupapa reo Māori. Kaiako Māori have continued to raise concerns on the failure of the MITA criteria to meet the evolving changes within the current learning and teaching environments. They see value in reshaping the 'original model' potentially through a MITA Accord with the Ministry of Education. Some initial communications are in progress.

Kua mahi ngā whakariterite mō ēnei whakakaupapa: National Māori Teachers' Conference Draft Program focused on wellbeing for kaiako and support for kaiako wāhine Māori, Māori Immersion Teacher Allowance Discussion Paper, Takatāpui Safer Schools Draft Program and Takatāpui Māori Presenters, Māori Science Teachers' Association Conference Draft Program, Treaty Audit report to Annual Conference 2020, Regional and National Ngā Whakataetae Mō Ngā Manu Kōrero.

Industrial team

- The Workload Provisions Taskforce, supported by Rob Willetts, will be holding its first meeting on 27 February.
- We continue to liaise with the Ministry of Education regarding the roll-out of the new LSC positions. Late last year we circulated information on induction to principals and have requested a meeting with MOE for an update on how appointments and induction are progressing. The mediation date for the LSC case has been set for the 25th of March.
- As a separate paper (see HX20/004) sets out, further work has been completed for Executive's consideration in relation to issues associated with Teaching Council and Disciplinary Tribunal processes in relation to conduct and competency cases.
- Ministry advice on the COVID-19 situation is being monitored and advice provided to branches and principals as necessary.
- The part time pay equity case will resume on 19 March. At this time the court will consider whether to allow the Ministry to bring further evidence as to why they say part time teachers are treated differently to full time teachers.
- Both the Rodney and MITA/RTLB cases have now been to mediation. At this stage neither has settled. Our external lawyers are therefore continuing with preparation for the investigation of both these cases by the Authority.

- We are assisting with preparation of resources and case studies for scheduled well-being PLD.
- Having received an unfavourable preliminary opinion in relation to outstanding disputes over lump sum payments it seems unlikely that we will have sufficient basis for legal action on this issue.

Professional team

- At the time of writing Adele Scott is a week into the role and is working her way through her induction process with the support of Kirsty Farrant.
- The Association's submissions on the Education and Training Bill will be lodged by 14 February.
- Preparation for the Education Conference continues as the date of the Hui fast approaches (see HX20/009).
- Overseas teaching qualifications: It has come to light that since 2015 NZQA has failed to evaluate both the subject and teaching component of overseas teachers. As a result some overseas teachers who should be at G3+ are on G3. NZQA has agreed to recommence full evaluation from 10 February 2020 meanwhile we are working to fast track re-evaluations of previously affected teachers at no charge.
- Study awards: we are working with the Ministry and STA to review the study award process, including information, shortlisting, and selection, and the establishment of the new 2021 Area School Principals' Te Rau Titoki Sabbatical Award that was negotiated in last year's ASPCA.

Communications team

- Executive will be hearing directly from the communications team about the proposed brand refresh; please (see HX20/008)
- Work continues on updating of our publications, the website, and the adoption of MyPage.

Attachment 1 - Status report

The status report is attached for your consideration.



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Attachment 1.docx

Attachment 2 - 2020 Work plan

The 2020 Work plan is also attached for your consideration.



Advisory Officers
Work Programme 202