



**Ara Academic
Staff of Canterbury**

President's Report AASC AGM 2023

Kia ora Koutou,

A warm welcome and thank you for attending this year's AGM.

CEA negotiations

We are currently concluding the CEA negotiations. I can share the details with you as soon as we have the documentation. As I write this, we are waiting on final wording from Te Pūkenga, but it may be published before the AGM. If so, you will have it and we will dedicate time to discuss it. It has been negotiated in good faith; we believe we have bargained hard on your behalf. Kathryn Dalziel, the union lawyer, has done a very good job representing our claims. As always, we never get precisely what we have asked for, but we have negotiated some good gains for those most affected by the current cost of living situation. I expect a ratification vote to occur within weeks, and it to be concluded by the end of August, all going well.

Te Pūkenga Consultation.

This has been a demanding period for all Kaimahi, but particularly for Kaiako who are supporting those delivering teaching. That has had an impact on those of us teaching, even though for many Kaiako there are no proposed changes to current position description and role in the scope of this consultation. That said, the scale of the proposed change and the consultation affects a significant proportion of all employees in Te Pūkenga. Thank you to those members who reached out to us for support. We negotiated on your behalf directly with Peter Winder and Keri-Anne Tane. We made a submission on your behalf, with the stated objective of preserving current positions. We wait for the decision document with interest and will challenge it where necessary.

Committee membership changes.

We have had some changes in the Committee since the last AGM. Long time Vice President Dave Dixon left Ara at the end of 2022 after many years of excellent service to the union. His insights, knowledge, good judgment, and good humour will be greatly missed. Many of you will have known Dave but you probably did not know how much selfless work he put in over many years for the benefit of the membership.

We also farewelled our accomplished Secretary Linda Toohey. Linda was instrumental in streamlining many of our processes and brought her myriad of skills to bear on a diverse role. She made it seem easy.

However, we welcomed two new members Amy Curry, and Shanthini Govindasamy who were appointed to vacancies on the committee. We will officially vote them onto the committee today.

I am keen to encourage more to join the AASC committee. If you are interested in governance and would like to have an influence in the work environment at Ara/Te Pūkenga, please think about contacting me, or chatting to a current member of the committee.

Promotion Progression.

AASC is determined that the new Promotion/Progression process will be implemented successfully. AASC continues to discuss Promotion Progression at our regular meetings with Ara Te Pukenga PCW. Your feedback is valued. We can improve it and AASC is aiming to provide PCW provide all the information you need to help you apply. It is moving towards a seamless process with fewer hurdles and easier access.

Academic Study Leave.

ASL is a benefit AASC would like to see more of our members receive. We have worked hard to lower barriers and improve access. This has been an issue in the current CEA bargaining. There have been some changes to the process around notification of eligibility. We are now responsible for being aware of our eligibility for ASL. PCW will not be sending individual letters. This information can be easily access either via asking your manager or going to PCW directly. We have worked with

PCW and management to make the allocation of funds and decision-making more transparent and we are involved in the selection process. We are also working with PCW to make sure all applications are ready for submission.

Disputes.

A principal role of the union is to help members navigate restructures, reviews, and employment relations disputes. There have been some significant disputes recently where the union has supported members. We are committed to helping any member through the current employment situation with Te Pūkenga. If you have any issue which relates to your employment environment, don't hesitate to contact me or a committee member.

Workloads.

The change in workloads due to the employment environment has become the cause célèbre. We are committed to negotiating appropriate workloads. This has also been an item in the current CEA negotiations. AASC believes all members should retain a level of autonomy in what we do, how we do it and when we chose to do it. That means looking at how we have done things in the past and making choices about how we want to adapt to do things in the future. The organisation can ask us to work differently to make sure the business remains viable, but we have the right to negotiate fair workloads which both meet the needs of the organisation and their commitment to our CEA. That includes your growth and satisfaction of your job.

TEU.

AASC has signed a memorandum of understanding with TEU. The MOU is available on the AASC website. It acknowledges our differences but commits us to work together for the benefit of those in the vocational education sector.

AASC works closely with the TEU in employment relations disputes within Ara where both our members are affected. AASC continues to participate in regular TEU online forums regarding Te Pūkenga and RoVE.

Relationship with Te Pūkenga.

We have regular monthly meetings with Te Pūkenga's DCE of PCW Keri-Anne Tane and other members of the PCW team. During the five-week consultation period we had weekly meetings with Peter Winder and Keri-Anne. At this point we have a good ongoing relationship with Te Pūkenga who have demonstrated a commitment to AASC in all employment relations processes.

Philanthropy.

I want to remind you that one of the union's objectives is to support you both in difficult times as well as advancing your careers. We are not solely about disputes; we do have a Philanthropy Policy. This proposal is on the AASC website.

There are four main categories: Study, Crisis, Health, Sport/music/arts. We are continuing to work on this document and develop policies that ensure equity and transparency around giving. Please get in touch with the committee if you feel we can help you in anyway.

AASC future.

You will see on the agenda under General Business is the topic of AASC's future. Given there have been changes to the Incorporated Societies Act, all incorporated Societies, including unions, will be required to review their Rule of Association/Constitution. As a result of this, we contacted Steven Moe at Parry Field Lawyers to give us advise about our future direction and options about AASC's future role and scope. In light of this, and the new industrial environment with Te Pūkenga, later this year we will need to engage and consult with members about the future direction of the union.

Thank you.

I want to thank the AASC Committee for their stability, dependability, reliability, and capability. AASC is lucky to have a solid group of committee members who demonstrate all these attributes. They have a wealth of knowledge and experience which is invaluable. I appreciate their support and acknowledge their commitment.

Finally, I would like to acknowledge the membership; it's the collective contribution of everyone which is AASC's strength. Thank you to those who contribute without ever requiring the union's help direct. It is because of you we can assist those who may need that help when they least expect it.

My commitment is AASC remains a union which negotiates diplomatically, collaboratively, and strategically on your behalf for a better working environment.

Ngā mihi nui



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