



Worksite conversation guide on our Mana Taurite | Pay equity claim

Below is a step-by-step guide on how to run a worksite meeting to update people on our pay equity claim during consultation in September and October 2024. You and your colleagues can help ensure the best possible evidence is being considered in your pay equity claim. You will find everything you need for a discussion in this guide, as well as links to additional resources for extra support.

As a worksite rep or Mana Taurite champion, you can bring your colleagues together and encourage them to give feedback. You can do it together or individually. Chat to your principal, centre manager or head teacher about including a General Areas of Responsibility discussion at staff meetings.

Remember that non-member teachers in your school, kindergarten or early learning centre can be invited to this discussion and encouraged to join the collective – winning a successful pay equity claim will depend on having strength in numbers and being a powerful force – so joining NZEI Te Riu Roa today is a great start.

Meeting format

This guide has a few options in it depending on how much time you have. Options for mini-sessions you can do are below for you to select from. It will take approximately 30 minutes to have this discussion.

- Playing the video
- Doing a *When You See Me Doing This* activity to bring to light the knowledge and skills of our role
- Mōku Te Ao and Ngā Pou – making sure our values and our Māori-first approach within NZEI Te Riu Roa helps centre our discussions on Mana Taurite | Pay Equity.
- Discussing how to feed back on the General Areas of Responsibility document

Links and resources

You'll find the *When You See Me Doing This* activity, a copy of the video to play during the meeting, and some Frequently Asked Questions on our web page here: <https://bit.ly/ManaTauriteGARS2024>

Meeting Guide

Welcome

You may have a karakia or whakataukī you use at your school or centre, or you could use the following:

Ki te kotahi te kākaho, ka whati; ki te kāpuia, e kore e whati.

When a reed stands alone it is vulnerable, but a group of reeds together is unbreakable.

Introduction: Where we're at.

- Your Mana Taurite | Pay Equity Claim is at a critical point. The evidence that's been gathered about the work teachers do is called the General Areas of Responsibility. A feedback process to ensure that the General Areas of Responsibility fully reflects the depth and breadth of our work is about to get underway. In today's meeting we will do an exercise that highlights the wide-ranging skills, knowledge, and effort we use in our profession as teachers. That will set us up to give feedback and strengthen our pay equity claim.

Show: GARS Video. You can stream it from here: <https://bit.ly/ManaTauriteGARS2024>

Activity: *When You See Me... I am...*

- Pay equity is about making sure that our work is valued, and the professional judgment we bring to teaching is properly understood.
- When a parent or someone who is not a teacher sees what you do as a teacher they may perceive some of this as simple tasks. Sitting behind these tasks, is often a complex set of knowledge and skills. This is what we need to surface in pay equity.
- So this activity is to get us all talking about these skills and knowledge we all bring to the role.
- In a moment we'll break into pairs. Each of you will have a 'when you see me...I am sheet'. There are some examples on the handout (picture copied below too).

- Think of one of the regular 'tasks' you do and write up what's **really** sitting behind that task.
- We'll do these and then come back together as a group and share our examples.
- After they've come back and shared their examples snap a pic of these to encourage other teachers to get involved. Sharing these is also a way for us to stand up against some of the undervaluation of teachers that we have been experiencing lately.
- Post it on your social media, and tag @NZEITeRiuRoa on Facebook and Instagram, email it to payequity@nzei.org.nz too.



General Areas of Responsibility feedback

- The General Areas of Responsibility document is open for feedback from Monday 9 September to Friday 18 October 2024.
- This document provides a summary of the responsibilities identified by teachers, principals, centre managers and others who were interviewed for your pay equity claim.
- If something that you do is not captured in this document, then it won't be able to be used as evidence in the claim.
- In order for our pay equity claim to be successful, the evidence must encompass the unseen, unknown, or unacknowledged work that we do.
- So, we need kaiako and tumuaki to give feedback and make sure the General Areas of Responsibilities document fully summarises all the responsibilities and tasks required in our mahi.

Making sure our worksite is contributing to teaching being properly valued:

- The survey on the General Areas of Responsibility will be linked from the NZEI Te Riu Roa Mana Taurite | Pay Equity page from 9 September onwards <https://bit.ly/ManaTauriteGARS2024>.
- It would be great if a couple of us from our school or centre could offer to read the document and write up a response to it on our behalf as a worksite.
- Go home, read the document and click the link to fill out the survey. When you're doing it, think about the wide-ranging tasks, roles, and responsibilities that you undertake - even if you think it is obvious.
- When you give feedback you are helping to ensure that the outcome of your pay equity claim is based on the best evidence. If something that you do is not captured in this document, then it won't be able to be used as evidence in the claim. That is why it is so important for teachers to give feedback into this process. [If you have time - open GARs consultation website at this worksite hui and show your colleagues.]

Mōku Te Ao and Ngā Pou

- In your feedback you have the opportunity to think about the values that are important to you as teachers and principals and as a member of your union NZEI Te Riu Roa.
- The values of NZEI Te Riu Roa are grounded in Mōku Te Ao and Ngā Pou. These shape how we work towards giving effect to Te Tiriti o Waitangi in our work. Ngā Pou are here: <https://bit.ly/NgaPouNZEI>
- The General Areas of Responsibility is a written summary that needs to be agreed between our union, the PPTA Te Wehengarua and the Ministry of Education based on evidence from teacher and principal interviews. However this document may not necessarily present a complete picture of how we might describe teaching. This consultation is about filling these gaps.
- In responding to the General Areas of Responsibility you can consider how Ngā Pou can guide the way you think and talk about teaching and ensure this is reflected in your response.
- **Share Ngā Pou:** <https://bit.ly/NgaPouNZEI>. Ask people to select one Pou and share how this is reflected in their work as a teacher or principal.

Following up on your discussion

Set a time to come together again for a short discussion after people have had a chance to look at the General Areas of Responsibility. Consider agreeing on a target of how many people will give feedback. Agree on how those giving feedback on the General Areas of Responsibility will share that feedback with you and your colleagues. Provide more copies of the When You See Me ... poster so people can continue to fill these in as they reflect on their work. These can also be shared on social media and tagged @NZEITeRiuRoa