



A fairer pay system



HERE'S OUR PLAN

Pay well, pay fairly

Incremental progression – to value experience

In our new system, agreed salary levels would be subdivided into a number of steps. Professional staff will progress through the steps each year similar to our academic colleagues.

Progress through professional development

In addition to the progression available through annual increments, staff can progress through the acquisition of skills, knowledge and expertise.

Benefits for the employer

The employer will benefit from the new model in several ways. It will be easier to plan budgets with the new system because salary costs will be more predictable. Managers will find it easier to retain staff, and they will notice an increase in productivity and cohesion amongst staff as the frustrations and divisions of the old system are left behind.

Professional development can focus on acquiring relevant skills or expertise if a staff member decides to work towards Expert or Specialist levels.

Bonus payments

A request for a lump sum payment for the completion of special projects over and above normal duties can be made by an employee's manager or by an employee through their manager.



Tū kotahi, tū kaha | Stronger together

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Why is TEU opposing performance pay?

- a) Performance pay and performance salary reviews have been discredited by educationalist, academics and employers. Many employers – including major corporates - are moving away from performance pay.
- b) The employer's own staff survey showed that Career Development and Rewards and Recognition were the two areas that PS satisfaction has gone down with what is considered 'significance' since the last staff survey. This is from a low base of 49% for career development and 57% respectively for rewards and recognition

How does UoA compare with other universities around fair pay?

- a) Lowest top of the scale rate within collective coverage except Lincoln
- b) UoA is the only University to have solely performance based pay system. The others have either some incremental and some merit based progression or all incremental progression Massey and AUT
- c) Only 30% of PS get some form of remuneration through the annual salary review process, of that 30% only 30 % get an increase to their salary, the rest 70% get bonuses. This means 9% of the all PS get a salary increase through the ASR. This ratio of salary increase vs bonuses has been decreasing over the last 5 years.



#payfairly