



# Comparing models



## EMPLOYER – TEU COMPARISON

Pay well, pay fairly

### Agreed desired features of a new Professional Staff Pay Model

- reflects growth in capability, experience and knowledge, as well as performance. (“performance” is an employer feature, the TEU model does not use pay to manage performance)
- aligns to markets
- acknowledges internal relativities
- includes clear guidance on how pay should be set/ at appointment and progression
- has greater clarity on remuneration ranges including overlap between ranges
- is a remuneration strategy that is agreed/published and transparent
- reconsiders how contribution is acknowledged for example as a team as well as individuals
- is simple and intuitive
- links to a refreshed Evolve (This is an employer feature, TEU’s position remains that Evolve should focus on professional and career development and not be linked to pay. Our view is supported by the feedback coming out of the recent listening clinics on Evolve, see attached)
- is sustainable including fiscally.

### Features of the employer preferred pay model

1. Same number of levels as in current collective coverage i.e. 6, these new ranges would be called Bands. Current level 1 would equate to new Level B and go to Level G.
2. Three ‘zones’ within each Band.
  - a. Developing zone
  - b. Target zone
  - c. Above target zone
3. Progression through Developing to Target is unclear but likely to be linked to Evolve. Some form of incremental progression is also on the table.
4. Progression from Target through Above target very likely to be linked to Evolve performance ratings

**Tū kotahi, tū kaha | Stronger together**

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## Features of the TEU preferred pay model

### Salary Structure

- a) *Salary Bands* - a salary band is made up of two or three salary grades and an agreed number of steps
- b) *Salary Grades* - the salary grade consists of an agreed number of salary steps
- c) *Salary steps* - the salary steps are each a single step on the grade, Progression from one step to the next is by way of annual increment.

### Annual Progression

After 12 months of a steps salaries are advanced to the next salary step above, referred to as increments. Increments continue until the top step in the grade is reached.

### Progression from Grade 1 to Grade 2

An employee can apply to Progress from any salary step of grade 1 to step 1 of grade 2. To progress the employee provides evidence that they are fully competent in the role. This could be by way of an application. Evolve provides the opportunity to assist staff to identify professional development goals and training needs and to establish criteria for Progression.

### Progression from Grade 2 to Grade 3

Grade 3 is generally available for positions where specialist qualifications and or specialist technical or profession expertise is required. Employees will be operating at an "expert" or "specialist" level and will meet the requirements of the expert/specialist criteria agreed through the Evolve process. Progression could be by way of an application.

**There's never been a better time to join the TEU**

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