

**TEU**TERTIARY EDUCATION UNION
TE HAUTŪ KAHURANGI

Leave, funding, and keeping in touch

COVID-19 checkin #3

27 March 2020

In these extraordinary times, things change daily, and email inboxes are getting full. TEU is working to keep communications focused and direct. We will [ensure everything is posted on our website](#) but also look out for emails from the national and local teams.

As the new week started, we wanted to update you on the provisions for the tertiary sector.

Leave while we stay home and save lives

As a union we have been lobbying for a consistent, coordinated response to COVID-19 across the tertiary sector. We continue to seek a unified approach in a number of areas but we now have a very clear and consistent position on the key area of leave during this period in which we must stay home to save lives.

Here is the Tertiary Education Commission statement given to the vice chancellors and chief executives in the universities, wānanga, and polytechnics:

“All TEIs are considered part of the State Sector through this lockdown period.

- Employees should work remotely (usually from home) wherever practicable; or
- Where it is not possible for an employee to work remotely, special paid leave should be given.
- If an employee becomes ill with COVID-19, sick leave should be used. If the employee has insufficient sick leave, the employee may anticipate further sick leave or receive additional discretionary leave/paid special leave (i.e. continue to be paid).

This means for the avoidance of doubt that for all staff, no reduction in salary should occur and if a staff member is unable to perform any of their normal work duties from home, then they should be given paid special leave for whatever period applies in lockdown.”

TEU's organisers are working with the employers in PTEs and other tertiary providers to make sure they are supporting their workers.

Please contact us if you have any issues. Find your local organiser via teu.ac.nz/explore/our-staff

Tū kotahi, tū kaha | Stronger together

teu@teu.ac.nz | 04 801 5098 | 178 Willis St, Te Aro, Wellington 6011

Funding for all TEIs

There is great news with regard to the approach to under-delivery or meeting Education Performance Indicators. While everyone is keen to ensure students are supported as much as possible and that they continue to deliver quality education, **the reality of the current extraordinary times means some adjustments in expectations are seen as acceptable.**

In normal years if there is under-delivery or underperformance in terms of enrolment targets and other targets set in an institution's investment plan, institutions have to pay back some of the funding allocated to them under that plan. The TEC has decided there will not be any of these 'clawbacks' in relation to 2020 investment plans. Clawbacks currently being imposed in relation to 2019 plans will continue – but the funds collected will be re-allocated to Tertiary Education Institutions where they are needed most for survival this year.

This change will leave more money in institutions this year and is in addition to the dropping of the requirement for TEIs to make surplus this year.

Current situation across the tertiary sector

As we noted in our last email we have written to all employers asking them to confirm that they are taking every step to ensure security of jobs, to stop all reviews and restructurings, and to ensure all measures around changes to delivery are seen as temporary only. Overall, the responses from employers have been reasonable. Where there are issues your organisers are working to sort these.

Very shortly we will also be asking them all to defer any performance or disciplinary processes until at least 28 April.

A number of members with expertise in online delivery have offered assistance to those new to the mode of delivery, so please email teu@teu.ac.nz if you need support or guidance.

And please help NZUSA look after tertiary students. Many tertiary students have lost their jobs, are facing major disruptions to their study and are experiencing financial insecurity. [NZUSA has set up a form is to provide a platform for tertiary students to anonymously share the hardship that they are experiencing as a result of COVID-19.](#) We ask you share it widely.

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Keeping in touch

TEU is open and meeting online, via email, and by phone

teu@teu.ac.nz

0800 278 348

To keep up with the news from government agencies and national bodies:

[Tertiary Education Commission](#)

[NZIST – parent body for the ITPs](#)

[Universities NZ](#)

#NohoKāinga #StaySafe.

**We're not in the TEU offices,
but rest assured union work
continues online, by email,
and by phone.**

We are doing our best to unite, be kind, and be strong during this pandemic. These are the core values of our union – tū kotahi, tū kaha; awhi atu, awhi mai; ngā piki, ngā heke; tātou, tātou e.


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