



05 April 2019

Notice of Initiation of Bargaining

Kindergarten Teachers, Head Teachers and Senior Teachers

Section 43 of the Employment Relations Act 2000 requires that, on receiving a notice initiating bargaining for a collective agreement under the Act, details of that notice are to be drawn to the attention of all employees who come within the coverage of the intended agreement.

On 1 April, the New Zealand Educational Institute Te Riu Roa (NZEI Te Riu Roa) formally notified the Ministry of Education that it intends to seek a renewal of the *Kindergarten Teachers, Head Teachers and Senior Teachers' Collective Agreement*. The NZEI Te Riu Roa has advised that the intended coverage for the renewed collective agreement would include the following groups of employees:

- a) Base scale teachers (a teacher who is not a head teacher or a senior teacher); and
- b) Head teachers (a teacher who is not a base scale teacher and who is in charge of a kindergarten and who is not a senior teacher); and
- c) Senior teachers (a teacher who is employed as a senior teacher to carry out professional support and guidance, administrative and management roles under delegation from their employer. Such delegations shall be determined by the employer in agreement with the employee(s) and in accordance with the employee(s) job description);

who are employed by free kindergarten associations as per s348 of the Education Act 1989.

NZEI Te Riu Roa is proposing that this agreement be binding on:

- a) all employees referred to in the paragraphs above and who are at the commencement of the agreement or who become during the term of the agreement, members of NZEI Te Riu Roa; and
- b) each Kindergarten Association that controls a free kindergarten within the meaning of Section 348 of the Education Act 1989 that employs a teacher who is bound or entitled to be bound by this agreement (for the purpose of this notice, known as the "employer").

The intended parties to the collective agreement, under this initiation, would be the NZEI Te Riu Roa and the Secretary for Education acting under a delegation from the State Services Commissioner made pursuant to s23 of the State Sector Act 1988 and acting in accordance with the s74(5) of that Act.

**Nick Kyrke-Smith, Senior Manager Employment Relations
Education Workforce, Early Learning and Student Achievement**