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Editor:
Bruce Owen



ISTANZ NEWS

From The President. .



I have recently enjoyed the opportunity to be involved in two worthwhile and well organised conferences, the National AP/DP's Conference in Auckland and the Chaplains' and RE Teachers' Conference in Wellington. Both were a credit to their organisers.

I appreciated the opportunity to do some ISTANZ 'networking' at both conferences. I don't think I caught up with all independent schools reps at the Auckland Conference. A group of us were commenting on the fact that it must be some ten years since we had the last Independent Schools D P's conference.

Major developments since the last newsletter include our own Website, support from PPTA, affiliation with the Council of Trade Unions, and ac-

cess to mediation which is not only free, but legally binding in its decision making.

We are now at the stage when we can realistically say we have some strength. Whilst I would always argue that our approach must be thoroughly professional and with integrity, we do have support to provide some strength in our dealings if necessary.

I have included my report to the recent National Council [AGM] in this Newsletter as it provides an indication of what we have achieved in 12 months and what we still have to do.

With best wishes
Bruce Owen

TRY OUR WEBSITE!

We now have a fully operational website

www.istanz.org.nz

It provides information about our Association, the services we offer, contact details and even a subscription form. Use our website to make contact with us.

SUPPORT FOR MEMBERS WHO FIND THEMSELVES WITH EMPLOYMENT DIFFICULTIES

ISTANZ can provide the support for any member having employment problems. This service is FREE, and any mediation entered into is LEGALLY BINDING.

If you find yourself in this situation ISTANZ will advise you on the steps to take.

This service is one of the outcomes of the Employment Relations Act.

Remember, if you have problems – contact us for assistance and advice in the first instance.

ASSOCIATE MEMBERSHIP

The Executive is discussing the status of Associate Members. At present the constitution allows for Associate Membership to part-time teachers, who teach less than 50% of full time, and ancillary staff of our schools. Associate membership does not allow for voting rights.

There are several questions that are raised.

- There is sympathy for a part-timer to have a reduced subscription.
- At present we do not have any Associate members who are ancillary staff, nor have we for some time.
- It has also been suggested that ISTANZ extend its umbrella to include ancillary staff, office staff, teachers' aides, librarians, matrons and other house staff so that they can take advantage of collective employment agreements.

At present these staff do not have an advocate working for them.

What do our members think? Is there a case for modifying our constitution to include all independent school workers? Give us some feedback.

INTEGRATED SCHOOL TEACHERS

Our constitution allows for teachers in integrated schools to belong to ISTANZ. Many of the integrated school staff were members of our Association before they integrated with the State.

Most teachers have resigned from ISTANZ and joined PPTA or NZEI. In fact integrated school teachers rely on those two organisations to negotiate their employment agreements.

We have had a handful of loyal ISTANZ supporters in integrated schools over the years. In particular we have a very loyal group from Nga Tawa who have continued their contact and membership. We greatly appreciate their support and want to acknowledge that publicly.

Perhaps the time has come for us to review the status of integrated schools as part of our membership. Whilst we believe we are providing a good service to our members now, we cannot compete with NZEI and PPTA. Neither are we in a position to negotiate their agreements.

What do members think?

We would be interested in your comments.

PPTA OFFERS SUPPORT

In our last Newsletter we reported that the President Bruce Owen and National Secretary Malcolm Walker met with representatives of PPTA to discuss ways in which the two associations would be able to work together.

We were very encouraged to receive a letter in response to that meeting indicating that PPTA would be prepared to provide support. We have yet to work out precisely how that support may take place.

NATIONAL COUNCIL 2001

The Annual General Meeting of ISTANZ was held in Wellington on 28 July.

The following Notices of Motion were agreed to:

- That the National Council affirms the move to achieve Union status as being in the best interests of members under the Employment Relations Act.
- That the National Council affirms the submissions to promote our inclusion on the Education Council.
- That ISTANZ investigate ways in which ancillary staff can have union coverage to enable them to have a collective agreement.
- The National Council expressed its continued support for the progressive introduction of NCEA.

ASSOCIATION BALANCE SHEET:

1 February 2000 – 31 January 2001

- Income \$19,657.24
- Expenditure \$24,416.39
- Deficit for year \$4,759.15
- Accumulated funds \$31,107.34

The major items of expenditure for the year were salaries and honoraria \$8,000.00; travel \$5,700; Australian magazine subscription \$4,200.00.

It is hoped that with increased membership and an increased subscription that the Association will be closer to breaking even in 2001.

It must also be noted that membership was up from 1999.

ANNUAL REPORT OF THE PRESIDENT

An Historic Year

The past year has been a notable one for ISTANZ. In fact it is more than notable, it is quite historic.

When I offered to help to get the Association back on its feet at the end of 1999 I did not expect that I would end up being the president of a national trade union. And this comes from a person who was previously opposed to the concept of our Association being a union in the past!

The Employment Relations Act has meant we had no choice in the matter and has certainly given us a new lease of life. As an Executive we have had to face up to new challenges, not the least of which has been to come to terms with our role as a bargaining agent.

ISTANZ Milestones

I believe that we have made exceptional progress in the twelve months since our last AGM. I list our milestones with some satisfaction:

- ⇒ We have achieved union status.
- ⇒ We have negotiated and signed off our first collective agreement.
- ⇒ We have several other agreements under negotiation.
- ⇒ We have developed our own website.
- ⇒ We have a properly printed Newsletter.
- ⇒ We embarked on a membership drive

which is showing positive results.

- ⇒ Our affiliation with the CTU is imminent.
- ⇒ We have sought advice on the provision of employment issues from CTU, PPTA and the Department of Labour Mediation Service.

Paid Administrative Help

The most useful decision last year was to provide paid administrative help. That has made the task for me personally, and I know Malcolm Walker as Secretary, and Eric Cockerton as Treasurer, manageable. We were pleased to renew Jill Brookes' contract for another year. It has allowed us to get on with other tasks.

Our Challenges

Whilst I have quite rightly started off with the positives, I must also point out the challenges that still face us.

Membership

Our membership drive has to be continued if we are to provide an effective service. Though our numbers are significantly improved they are way below the potential. We have to address that issue.

Shoestring Budget

In comparison with other unions and professional associations our membership fee of \$100 is very low. The old adage says, 'you get what you pay for'. If we operate on a shoestring budget, as we are at present, we can only provide a shoestring service. Our hope is to increase numbers, but the reality is that we may need to move the subscriptions to a more realistic level, in stages, over the next year or two. Our alternative is to increase the membership significantly to provide the extra income. I imagine we will be looking at a balance of both.

School Unions

Second to our membership drive our other big challenge that we face are the schools that are deciding to form their own union, as they have every right to do. Several schools have, or are in the process of forming their own union. The consequence is the potential for our Association to grow is reduced accordingly.

New Executive Members

Making sure that our Executive has new mem-

bers to provide new ideas and continuity must be a priority. The current executive basically offered their services to get the Association on its feet. I am grateful to David Beer for agreeing to accept the nomination for Vice President.

Employment Education

On the employment side we need to ensure that the bargaining teams are well supported and resourced. This will require a process of education, which we hope will be a priority over the next twelve months.

Open Dialogue

It is important that we continue to ensure that our relationship with ISA and AHIS continues to be positive. I am conscious that our status as a union has caused some apprehension. We need to be seen to use our status responsibly and work to ensure that there is always open dialogue between our Associations.

Integrated School Members

Our constitution allows for the enrolment of integrated schoolteachers as members. This is historical as many of our schools became integrated. A number of former members continued membership as integrated teachers. The number has dwindled now to a loyal group from Nga Tawa School, Marton. Christine Gould, who has been a very loyal member for the past twenty years or so, has in more recent years championed the cause of integrated schools. With some reluctance Christine has tendered her resignation with the suggestion that the Association needs to look at its commitment to the integrated schools. She wonders whether the time has come to concentrate on the independent school movement only. Whatever the outcome of the decision making process I am personally grateful to the Nga Tawa members who have supported the Association so loyally over the years.

Personal Thanks

Finally, my personal thanks extend firstly to members of the Executive team for their willing support, I am grateful to each one of you. Secondly I extend my thanks to all the schools and members who have supported us with their membership. That support is appreciated and enables us to provide a better service.

B B Owen
President

28 July 2001

EXECUTIVE PROFILES

PRESIDENT: Bruce Owen

Bruce is Deputy Principal at Dilworth School and is a Life Member of ISTANZ. He is a foundation member of the Association [1967] and he believes the only original member still in the teaching profession! In the past he has been active a Regional Chairman for Auckland, as well as being National President in 1988 and 1989. He is married to Diana, also a teacher with two grown up children. He has been involved in the Scout Movement for over 30 years and is an Anglican Priest. He enjoys travel, boating, gardening and reading.

SECRETARY: Malcolm Walker

Malcolm teaches Biology and Science at St Andrew's College in Christchurch. Malcolm has been involved in ISTANZ for many years. He has been the Canterbury Regional Chairperson and for the past twelve years he has been ISTANZ National Secretary. He is married to Rachel who works in private practice as a Lactation Consultant. They have four grown children. Malcolm's interests include surf casting, boogie boarding and reading.

IMMEDIATE PAST PRRESIDENT:

Mairi Ferguson

Mairi is teacher in charge of German at Diocesan School in Auckland, where she has taught for the past 11 years. As well as her executive involvement in ISTANZ Mairi is currently President of the German Teachers' Association of New Zealand and is the Auckland representative on the national executive of NZALT. Mairi has developed useful experience in employment issues and is the Association's employment officer. Mairi is married to Graeme, a retired Presbyterian Minister. They have four adult children, one foster daughter and five grand children. When she has time, Mairi enjoys knitting and reading.

There will be more Executive profiles next issue.

ISTANZ
P O Box 77-048
Mt Albert
AUCKLAND 1030

Ph [09] 846.2640
Fax [09] 846.7426
Mob 021.778.713
e.mail : jedbrook@clear.net.nz