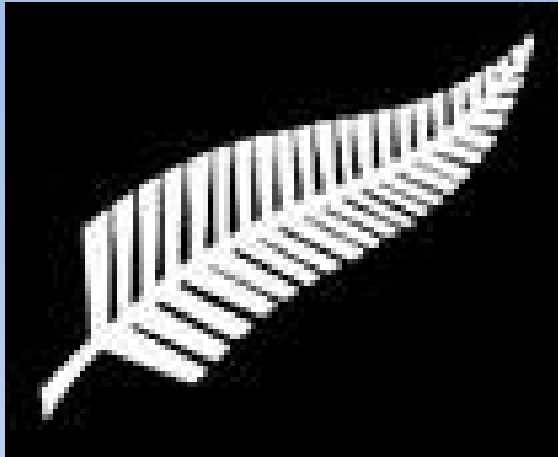


Welcome



Employment Relations Frameworks and Labour Law Reforms. The New Zealand Tertiary Sector Experience

What role have labour law reforms played?



New Zealand University Statistics

University	Students (EFTS)	Staff (FTE)
Auckland	30,100	4,300
Auckland University of Technology	16,400	1,800
Waikato	9,700	1,500
Massey	19,400	2,800
Victoria	17,100	2,000
Canterbury	14,600	1,700
Lincoln	2,700	600
Otago	18,300	3,500
Total	128,300	18,200



NZ University Statistics

Staff Total FTE 18,300 approx

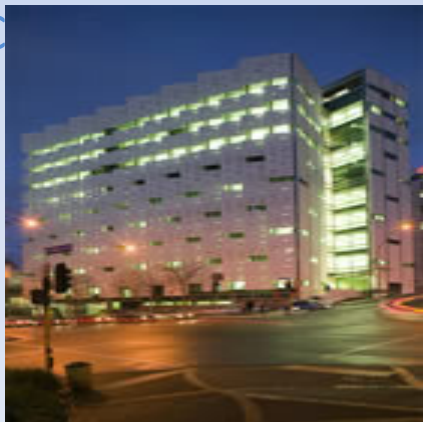
Academic Staff FTE 7800

General Staff FTE 10,500

Academic staff: student Ratio 16.6:1

Average Personnel Costs as a percentage of Total Operating

Costs 58%

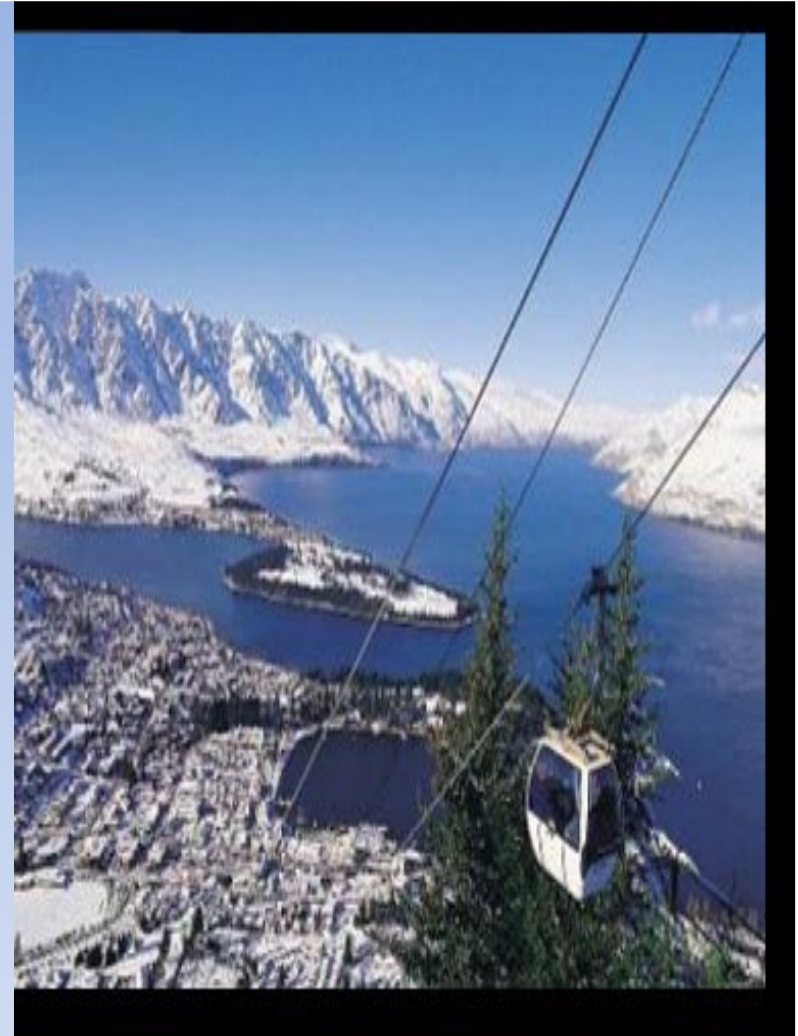


AUT Business Building



What role have labour law reforms played?

- ❑ Legislative changes and the employment framework
- ❑ Adaptation to these changes by the sector
- ❑ Impact on wage-setting and enterprise bargaining



View of Queenstown from the Gondola in winter

The Legislative Framework

- Three time periods

- Pre 1991

- 1991 - 1999

- 2000 - 2008



Marlborough
Vineyards – home of
Sauvignon Blanc

Pre 1991



Whale watching in Kaikoura –
coastal South Island

- ❑ Since 1894 The framework was one of Government regulation of wages and conditions
- ❑ 1950's – Strong unions, 2nd tier bargaining
- ❑ 1966-1971 – a dramatic rise in strikes and in direct bargaining
- ❑ Inflation increasing
- ❑ 1982 Wage Freeze

Pre 1991 Continued

- ❑ 1984-1990 Labour lifted wage freeze – two terms, role of unions
- ❑ “Rogernomics”
- ❑ Central Accord
- ❑ 1987 Sharemarket Crash
- ❑ National win in 1990



Mt Ruapehu
Eruption -1996

1991-1999

- ❑ Employment Contracts Act 1991
- ❑ Individual bargaining
- ❑ Effects on Unions/Memberships

Year	Union Membership	Labour Force	Density
Dec-91	514,325	1,518,800	33.9
Dec-99	302,405	1,810,300	16.7



Auckland Harbour



1991-1999 Continued

- ❑ Tertiary Sector – Union Membership steady at 40-50%
- ❑ Consolidation of Academic Collectives



All Blacks Haka vs.
Wallabies

2000-2008

- ❑ Labour swept to power in late 1999
- ❑ Employment Relations Act 2000 heralded a new era – new environment, favourable to unions
- ❑ What did ‘Good Faith’ mean in the Tertiary Sector?
- ❑ Partnership
- ❑ Enhancements achieved through bargaining were restricted



Geyser at Rotorua

2000-2008

- ❑ Fixed Term – Restrictions on use and renewal of fixed term appointments
- ❑ Redundancies – statutory requirement for consultation



Waikato
Campus



Core factors affecting employment relations

1. Legislative framework

- created the environment
- promoted 'Good Faith' bargaining

2. Common Law

- decisions affecting NZ Uni's e.g. redundancy processes, fixed terms

3. Agreements

- mature, stable, favourable
- debates around workload

4. Workplace policies and practices

- constantly evolving



Shotover
River -
Queenstown

Core Factors Continued

5. Psychological contract

- expectations of behaviour

6. External factors

- TEC
- PBRF
- Tri- Partite
- MUMECA



Wellington Stadium 'The Cake tin'
home of the Wellington rugby 7's
international tournament

Core Factors Continued

TEC

- tight financial constraints
- capped EFTS

PBRF

- contestable
- favours some
- affects recruiting
- productivity issues



Core Factors Continued

Tri-Partite forum

- ❑ additional funding for academic salaries

MUMECA

- ❑ merging of unions representing academics
- ❑ two failed attempts



Canterbury University
Campus

Core Factors Continued

Summary

- ❑ multitude of factors
- ❑ legislation created environment
- ❑ other factors more influential



Otago
University



Where to from here?

National government
under John Key

- ❑ 'don't scare the horses'
- ❑ relatively minor changes at this stage
- ❑ hint of a return to collective bargaining with staff



John Key – NZ Prime Minister

The HR Perspective



Auckland Skytower- At 328 metres, it is the tallest man-made structure in New Zealand

As funding tightens and/or becomes more competitive, HR plays an increasingly significant role in workforce planning

Final Word

☐ Talent, Leading, Recruitment, Ageing, Productivity

Develop these capabilities
in your HR Team, we are all
going to need them!



Auckland City from
Westhaven Marina



University of
Auckland clock
tower

