



SECONDARY PRINCIPALS' ASSOCIATION OF NEW ZEALAND INC.

SPANZ UNION

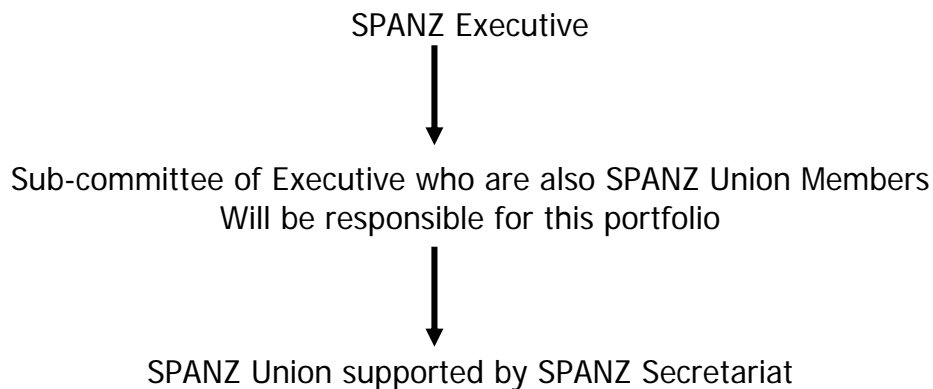
Rationale

The change in the industrial landscape as a result of the Employment Relations Act led to the organization promoting the formation of a union to give all secondary school principals the opportunity to be represented at the negotiating table for their collective employment agreement.

Objectives

- To act as a union for secondary school Principals who elect to be members and are also financial members of SPANZ.
- Negotiate the Collective Employment Agreement on behalf of SPANZ Union Members.
- To consult members and gather data on levels of remuneration and working conditions.
- To advocate on behalf of members their collective concerns and issues that may adversely affect their employment and performance.
- To advise members of matters that may directly support or hinder their employee role as Principal.
- To promote a wider understanding of the unique employment demands, pressures and responsibilities of secondary school principalship.

Structure



Communication

SPANZ Union will publish regular updates for members.
SPANZ Union Members will have the opportunity to meet annually.

Relationships

- SPANZ Union will negotiate with the Ministry of Education in respect to the Collective Agreement for Secondary School
- SPANZ Union will enter into dialogue with the New Zealand School Trustees Association on matters that affect the employment relationship between secondary school Principals and Boards of Trustees
- SPANZ Union will endeavour to collaborate with the Post Primary Teachers Association (PPTA) and the NZ Secondary Principals' Council of the PPTA.

Bargaining Representatives

The SPANZ Union will appoint the SPANZ legal representative, at least two members of the SPANZ Union and any other person it sees fit with the requisite industrial and negotiating skills.

SPANZ Legal

SPANZ Union will not provide general or specific legal advice on industrial or employment matters. This is the preserve of SPANZ Legal