



SECONDARY PRINCIPALS' ASSOCIATION OF NEW ZEALAND INC.

SPANZ UNION

Frequently asked questions

- Q. Will SPANZ Union represent me if I have an employment relationship problem with my Board?
- A. ***Employment relationship problems are very specific and therefore require specific legal advice. The legal adviser will need a sound understanding of employment law and the particular facts surrounding your problem. It is recommended you seek advice from SPANZ legal if you are a member or your own legal adviser.***
- Q. Will SPANZ Union assist me in understanding my employment agreement including entitlements and obligations?
- A. ***SPANZ Union will be able to advise you about the terms and conditions of your collective employment agreement or individual employment agreement including obligations to your employer and entitlements.***
- Q. Will SPANZ Union seek my views on remuneration and conditions of work leading up to negotiating a collective employment agreement?
- A. ***Yes SPANZ Union will undertake to survey SPANZ members on salary and conditions of work. This data will be used in negotiating the collective agreement.***
- Q. Will SPANZ Union seek my views on any offer put forward by the Ministry of Education to settle a collective employment agreement?
- A. ***The bargaining team appointed by SPANZ Union will take any reasonable offer from the Ministry of Education back to the membership for ratification.***
- Q. Will SPANZ Union act as a completely separate entity to SPANZ?
- A. ***No the SPANZ Union will work within the umbrella of SPANZ. It will be responsible to SPANZ Executive.***