

NUPE's Approach

“Co-operation without Compromise”

INFLUENCE- Influencing outcomes and change in the interests of members.

ACTIVE- Members are active in resisting change and outcomes that work against the interest of members.

MEMBERSHIP DRIVEN/BOTTOM UP- Members are democratic decision makers with organisers as advisers. Union resources directed towards interests of members.

OUTCOME FOCUS- Working towards outcomes. Emphasis on having influence and achieving outcomes that are in the members interests.

NEGOTIATION- Changes and outcomes delivered through agreement where there is influence.

CONFLICT IS INEVITABLE- Workers interest and those of the employer can at times directly conflict. Conflict is acknowledged and dealt with according to above principles rather than being suppressed. Members work together and resolve issues collectively.

*Want to know more?
Want to Join NUPE?*

*Contact your workplace
delegate or contact
the NUPE office at:*

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nupe

national union of public employees

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Who we are

NUPE is a registered union and was formed in 1992 as alternative public sector union by a large group of Mental Health workers in Canterbury who were dissatisfied with the service and performance of their then union. Since 1992 we have consolidated and grown substantially with members across New Zealand from Auckland to Invercargill.

The Union is governed by an Executive Committee of elected delegates with a National Secretary managing the day to day operation of the union.

We organise a collective voice, representation and action on:

- Collective agreements
- Workplace changes
- Work practices
- Policy, procedures and personnel issues
- Job evaluation and performance appraisal
- Health and Safety

We assist members to negotiate wages and conditions based on experience and knowledge gained through many negotiations.

NUPE has a ratification procedure that requires that in any negotiations no occupational group settle until all groups are ready to settle. Thus the weight of numbers in a particular group cannot outvote a smaller group.

You are not on your own: combine with you co-workers and use your collective strength.

Who we cover

The Executive Committee approves membership of groups upon application. The main areas of coverage include core public sector organisations, non governmental agencies and the health sector.

Advocacy and Representation

We provide assistance and advice on any workplace issues by appointment. We believe in a proactive approach to raising and resolving issues including workload, stress, health & safety issues and salary progression. Members have access to the services of a legal advisor through the Union's legal policy.

Members have regular service and visits. Information is disseminated to members through regular and occasional (special topic) publications on issues and matters relevant to NUPE members.

We believe in an open and honest approach and we do not give up easily.

Active Involvement

NUPE encourages active involvement by members in their own workplace issues to influence outcomes and in building the union.

Delegate Training

To encourage this we provide members with the opportunity of Delegates courses approved by the Department of Labour. Paid Leave is provided through the Employment Relations Act 2000 for members to attend these

Affordable Membership Fees

The NUPE fee is based on a percentage of salary with minimum and maximum caps. Casual and seasonal workers only pay fees while they are working.

Organisers you can trust, committed to your issues

NUPE staff are committed to social justice. We have a belief in and are dedicated to the principles of collectivism to ensure the fair and reasonable treatment of individuals within the employment relationship. The fair and just resolution of your issues is our priority.

NUPE is a democratic and genuinely membership driven union. This means that the major decisions are made only with the consent of members. Members make the decisions that effect them, including electing their own leaders and delegates and voting on their own agreements.

NUPE is supported by AIL NZ, offering insurance to members at reduced rates.

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