



Annual Report



We stand for education

Annual Report 2009 – 2010

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Note: This document is a PDF of the original annual report which can be found on the PPTA website <http://www.ppta.org.nz/index.php/resources/annual-rept-2009>

About PPTA

This year and for the first time, this annual report of the New Zealand Post Primary Teachers' Association/Te Wehengarua (PPTA) is published online. PPTA activity is guided by a constitution with the following objectives:

1. To advance the cause of education generally and of all phases of secondary and technical education in particular.
2. To uphold and maintain the just claims of its members individually and collectively.
3. To affirm and advance Te Tiriti O Waitangi.

 [PPTA constitution](#)

PPTA's activities include:

- Negotiating collective employment agreements.
- Advising members about conditions of employment.
- Advocating on professional and educational issues.

The 2009-2010 year has been one of intense activity. PPTA continues to build a strong base in the membership and has worked assiduously to represent the professional and industrial interests of secondary teachers as effectively as possible.

PPTA President's overview on 2009-2010 year

New Zealand Post Primary Teachers' Association/Te Wehengarua (PPTA) president Kate Gainsford provides an overview of PPTA activity for the 2009-2010 year.

PPTA members have been active, focused and engaged throughout this 2009-2010 year. As President, it is immensely inspiring to be able to visit colleagues and see them supporting each other in branches, schools and communities with a shared goal of achieving the best possible results for students and the profession. This optimism and strength of purpose has underpinned our achievement this year and augurs well for future challenges.

A busy and focused year for PPTA membership

This year there has been a high level of engagement with and between members, beginning in July with the last of the Curriculum Support Days (CSDs) followed by the first of three sets of paid union meetings held in preparation for bargaining which commenced in May 2010. This was on top of our usual range of

membership activities including Annual Conference in September, the Issues and Organising Seminar in March, regional meetings, membership education and branch activities.

Nationally our campaigns have focussed on opposition to the cuts in Adult and Community Education (ACE) and to the government's presaged \$50 million cut to teacher staffing. While the former campaign continues, the latter is in abeyance as there were no staffing cuts signalled in the 2010-2011 Budget.

PPTA has also registered opposition to some of the government's initiatives such as the piecemeal approach to the provision of pathways for senior students, the introduction of national standards in primary schools, the refusal to address the recommendations of the Pay and Employment Equity (PAEE) report and the support for private schools and privatisation.

PPTA fights for a better deal for students and teachers

We have continued to fight for greater support for secondary schools in managing the behaviour of difficult students, a better deal for students in alternative education, support for guidance counsellors (who appeared to be under direct threat from the staffing cuts), more professional development for secondary teachers and most importantly, better planning and management of change in education.

PPTA General Secretary, Kevin Bunker's foreword to annual report 2009-2010

New Zealand Post Primary Teachers' Association/Te Wehengarua (PPTA) General Secretary Kevin Bunker provides an overview of the 2009-2010 annual reporting year.

PPTA membership

Membership levels have been both consistently high and have steadily increased over the last year. At the time of writing there were 17,555 full members, 683 more than at the corresponding time last year.

This reflects the degree to which members have been actively engaged and their ongoing belief in the value of collective action to support professional and industrial goals. Recruitment of members new to the profession has also been high which suggests that new teachers also share that belief.

PPTA financial health

A high membership level together with prudential oversight by the executive has contributed to the ongoing financial health of the Association, resulting in a modest surplus for the year to be added to reserves. The Association is not a profit-

making business; spending should meet members' needs and expectations from year to year. At the same time, though, reserves should be maintained to weather periods of professional or industrial difficulty, or to absorb unfair impositions on members such as the 20% GST increase on subscriptions from 1 October this year. Executive has decided that that increase will be absorbed and not passed on.

PPTA decision-making structures 2009 - 2010

This section of the New Zealand Post Primary Teachers' Association/Te Wehengarua (PPTA) annual report for the 2009 - 2010 year provides a brief introduction to PPTA decision making structures.

The PPTA annual conference is its supreme decision-making body.

Business between annual conferences is conducted by the PPTA executive which meets five times a year. Executive is made up of volunteers who are practising secondary teachers elected by PPTA members to represent each of the 24 PPTA regions, three representatives from Te Huarahi Maori Motuhake (the Māori executive) and a representative from Komiti Pasifika.

Members also elect the PPTA president, a full-time position based in Wellington, for which the incumbent can take up to two year's leave from his or her school.

The executive is assisted in its decision-making by a number of advisory committees and taskforces which are responsible for providing advice on specific issues of concern to secondary teachers.

 [Link to Membership of PPTA Executive and PPTA groups for the 2009-2010 year](#)

 [More detail on PPTA structures](#)

 [PPTA History](#)

 [PPTA staff and contacts](#)

Membership of PPTA Executive and PPTA groups for the 2009-2010 year

These pages list the names of New Zealand Post Primary Teachers' Association/Te Wehengarua (PPTA) members who have served on the PPTA Executive (the governing body of PPTA) and various PPTA advisory and regional groups over the 2009 - 2010 year.

PPTA National Executive

Graeme Bridge, Peter Calvert, Doug Clark, Julia Davidson, Lex Davis, Robin Duff, Penney Dunckley, Kate Gainsford, Jill Gray, Jacinta Grice, Jonathan Handley-Packham, Di Hooper, Anne Hubbard, Joe Hunter, Jonathan Jaffrey, Peter Kemp, Gazala Maihi, Hazel McIntosh, Vinnie Monga, Sue Plyler, Trudy Reeves, Angela Roberts, Rangiroa Rongonui, Wiki Te Tau, Megan Teekman, Te Wharekotua Turuwhenua, Trevor Wilson, Miles Winter, Manu Fa'aea-Semeatu, Allayne Ferguson*, Arthur Savage*, Ana Rees*, Brian Harrison*, Jessie Johnson*, Martin Henry*, Stuart King*, Ronda Tibble*, Suzanne Robins*.

Management Committee

Robin Duff, Kate Gainsford, Jill Gray, Jonathan Handley-Packham, Jonathan Jaffrey, Rangiroa Rongonui, Wiki Te Tau*, Miles Winter, Jessie Johnston*, Penney Dunckley*, Arthur Savage*.

Curriculum Advisory Committee

Graeme Bridge, Peter Calvert, Penney Dunckley, Jill Gray, Jonathan Handley-Packham, Hazel McIntosh, Huia Puketapu, Angela Roberts, Allayne Ferguson*, Brian Harrison*, Rhonda Tibble*.

Professional Issues Advisory Committee

Joe Hunter, Angela Mills-Gage, Charis Rata, Trudy Reeves, Angela Roberts, Megan Teekman, Miles Winter, Martin Henry*, Ana Rees*, Suzanne Robins*.

Political Strategy Committee

Doug Clark, Robin Duff, Penney Dunckley, Peter Kemp, Sue Plyler, Rick Ratana, Megan Teekman, Miles Winter, Brendon Amoamo*, Wiki Te Tau*, Martin Henry*.

Conditions Strategy Committee

Doug Clark, Angela Roberts, Jill Gray, Jonathan Handley-Packham, Stuart King*, Jonathan Jaffrey, Trevor Wilson, Sue Plyler, Te Iwi Ngaro Dunn, Di Hooper, Allayne Ferguson*.

(*Left during the year)

Committees and Taskforces

Executive has a range of advisory committees and taskforces to assist it with decision-making. Te Huarahi is the national Māori body elected on an iwi geographical basis by Maori members of the Association. Three Te Huarahi members are elected annually to serve on the national executive.

[Te Huarahi Māori Motuhake](#)

Emma Collier, Huhana Davis, Sonny Livingstone, Gazala Maihi, Kahu Maremare (Murray), Angela Mills-Gage, Sione Niupalau, Moeke Paaka, Tihi Puanaki, Charis Rata, Tekawe Ratu, Rangiroa Rongonui, Ngāwini Smith, Roxie Tauranga, Wiki Te Tau, Trisha Turner, Te Wharekotua Turuwhenua, Kevin Waho, Brandon Amoamo*, Jasmine Dunn*, Arthur Savage*, Rhonda Tibble*, Rick Ratana*, Huia Puketapu*, Te IwiNgaro Dunn*.

Te Roopu Matua

Jacinta Grice, Gazala Maihi, Hazel McIntosh, Tekawe Ratu, Ngawini Smith, Te Wharekotua Turuwhenua, Robin Duff, Kate Gainsford.

[Komiti Pasifika](#)

Manu Faaea-Semeatu, Natalie Faitala, Jim Halafihi, Perry Petelo, Vijeshwar Prasad, Jenny Tapu, Ana Rees*.

[New Zealand Secondary Principals' Council \(NZSPC\)](#)

Mary Ann Baxter, Chris Betty, Terry Collett, Julia Davidson, Bill Feasey, Linda Fox, John Garner, Rosey Mabin, Warwick Maguire, Kevin McSweeney, Dawn Mitai-Pehi, Lisl Prendergast, Angela Roberts, Bernie Taffs, Liz Thomson, Geraldine Travers, Allan Vester, Stuart King*, Graeme Macann*, Theresa Shaughnessy*.

[Senior Positions Advisory Committee](#)

Kim Basse, Kevin Byrne, James Clarke, Kevin Dean, John Douglas, Penney Dunckley, Yvonne Fenemor, Mairi Fitzsimons, Josephine Kahl, Allan McKenzie, Penny Prestidge, Megan Teekman, Geoff O'Halloran*, Robyn Pettigrew*, Marion Fogarty*, Martin Henry*, Phil Keenan*.

[ICT Advisory Committee](#)

Carolyn Bennett, Gerard Macmanus, Jan Collier, Graeme Bridge, Michael Peterson, Dawid de Villiers, John Topp, Ruth Elmey, Karen Fahy, Karen Corbin, Di Eastwood, Sione Niupalau, Miles Winter, Trudy Reeves, Tish Glasson, Maurice Alford, Lisa Ballantyne, Phil Buchanan*, Joe Hunter*, Edel McLaughlin*, Rachel Roberts*, Allayne Ferguson*, Peter Calvert*.

[Area School Advisory Committee](#)

Bruce Anink, Alec Campbell, Katrina Wickham, John Lee, Graeme Bridge, Brian Harrison*.

[Young and New Teacher Committee](#)

Emma Cooper, Georgina Dansey, Angela Mills-Gage, Vanessa Pringle, Sharon Stevens, Michael Tarry, Megan Teekman, Karina Wickham, Thomas Newton*, Steven Kelly*.

[Rainbow Taskforce for Safe Schools](#)

Jo Belgrave, Lex Davis, Robin Duff, Steve Farrow, Powhiri Rika-Heke, Chris Selwyn, Michael Tarry, Catherine Lee*, Angela Seyb*.

[Women's Network](#)

Susan Atkins, Robin Blair, Tonia Calverley, Marion Edens, Amita Ganda, Jane Goodacre, Toni Halliday, Rita Howard, Rosie Jones, Raima Kells-Turner, Bernie Lee, Mayette Maling-Cope, Beverley McDonnell, Parwati Reddy, Robyn Reeve, Powhiri Rika-Heke, Verity Rowsell-Starkey, Julie Saul, Gaenor Stoate, Irene Turner Crombie, Karen Wells, Tricia Winter, Huhana Davis, Manu Faaea-Semeatu, Angela Roberts, Shona Dixon*, Teena Henderson*, Sue Plyer*, Vinnie Monga*, Radne Ardern*, Carl Power*.

Duty Taskforce

Stuart King, Phil Keenan, Thomas Newton, Kendra Greenwood, Jill Gray, Kate Gainsford, Jan Torrey, Rae Brown, April Stevens, Mary Ann Baxter, Kathryn Jury, Jonathan Jaffrey, Ana Rees, Ngawini Smith, Eve Brand, Peter Mathias, Kevin McSweeney, Don Stewart.

PPTA Regional Officers

The following groups are office-holders in each of PPTA's 24 regions:

Regional Chairpersons

Jeffrey Keay, Allayne Ferguson, Sue McVeigh, Rae Brown, Carol Carryer, Colin Mackey, Chris Brady, Powhiri Rika-Heke, Ron Elder, Jan Torrey, Anne Hubbard, Kendra Greenwood, Rob Torr, Dan Searle, Anna Heinz, Barry Simpson, Terry McNamara, Simon Reid, Ewan Grant-Mackie, Brendan Platt, Jo Belgrave, Geoff Thurston, Esmee McAuley, Dave Anderson, Jason Smythe, April Stevens*, Tony Tinworth*, Natalie Faitala*, Mairretta Rihari*.

Regional Secretaries

Mark Gleason Rajkumar Dawson, Wendy Joyes, Wendy Toohey, Adele Mansill, Jeremy Ball, Caryl Dimery, John Mackill, Andrea Sims, Andrea Graham, Rebecca Hopper, Cheryl Nesbit, Hess Williams, Brian Dunckley, Carol Chapman, John Crisp, Mabel Davis, Alan Carson, Val Thomson, Rosie Martin, Dave Langrish, Teena Henderson, Peter Besley.

Regional Treasurer

Ellex Stewart, Nick Hyde-Sergejew, Niall Pearce, Kirstin Field, Sue Young, Rose Phillips, Stuart King, Jamie Ashman, Chris Hodge, Divendar Nath, Eileen Parsons, Vijeshwar Prasad, Peter Sutton, Robert Taylor, Pauline McNeill, Morag Pringle, Jane Gilbert, Jan Collier, Veronica Gell, Norman Austin, James Bowater, Vernon Tile, Vanessa Pringle, Carol Power.

Te Reo-a-Rohe

Shannon Borell, Rihari Brown, Tina Campbell, Jane du Feu, Te Iwi Ngaro Dunn, Simon Hirini, Joe Hunter, Ameriai Kiriwera, Mere Manning, Joe Manukau, Zeb Nicklin, Waimarie Paikea, Tu Pewhairangi, Rick Ratana, Charis Selwyn, Tu Puawaitanga Silich, Patricia Tangaroa, Te Aomihia Taua-Glassie, Rakai Tomoana, May Ward, Christine Weepu, Hana Wijohn, Kathryn Jury*.

Young Teachers – Regional Reps

Sarah Robinson, Emma Cooper, Thomas Newton, Michael Tarry, Rebecca Harvey, Maria Neville, Elizabeth Rothwell, Ann-Marie Bellinger, Claire van Boxel, Sharon Stevens, Gemma Park, Justin Howden, Andrew Chubb, Katrina Wickham, Amy Johnson, Ram Chetty*, Cheryl Brewerton, Douglas Miller, Vanessa Pringle, Shannon Borell, Georgina Dansey.

Women’s Coordinator

Tricia Winter, Parwati Reddy, Robyn Reeve, Bernie Lee, Rita Howard, Amita Ganda, Powhiri Rika-Heke, Beverley McDonnell, Jane Goodacre, Verity Rowsell-Starkey, Mayette Maling-Cope, Julie Saul, Karen Wells, Tonia Calverley, Toni Halliday, Gaenor Stoate, Rosie Jones, Irene Turner Crombie, Raima Kells-Turner, Marion Edens, Susan Atkins, Robin Blair.

Pasifika Coordinators

Manu Fa’aea-Semeatu, Perry Petelo, Jess Earnshaw, Natalie Faitala, Vijeshwar Prasad, Samy Nayagar, Alvin Chand, Vitoria Faletolu*, Gabby Makisi.

(*Left during the year)

PPTA industrial activity 2009-2010: Building the recovery through education

Three issues have dominated PPTA’s industrial activity during the last year:

- Preparation of claims for renegotiation of the secondary collective agreements (secondary teachers, area school teachers, secondary principals and area school principals);

- Providing support for members in the adult and community education sector (ACE); and
- Working through the implications of the decision by the Secondary Principals' Association (SPANZ) to become a union.

Secondary and area school collective agreements

Building the Recovery through Education

Branch-based paid union meetings were held in term three 2009 to set the context to the bargaining round in 2010. Part of the background material for the meetings included the PPTA publication "Secondary education and the economic crisis: building the educational infrastructure for recovery" which made the case for government investment in education in order to support a recovery.


 [Secondary education and the economic crisis](#)

This was followed by a further set of branch-based paid union meetings in term four 2009 at which members developed items for a claim.

In March 2010, regionally-based paid union meetings were held at which members approved the claim. In a departure from past practice which was to run the meetings over a fortnight, the meetings were held nationally over a period of three days. It was considered a successful initiative and one that is likely to be repeated.

The Claim – Secondary Teachers Collective Agreement (STCA)

The approved claim, which included a range of professional and health and safety claims as well as a claim for a 4% salary increase for a 12 month term, was lodged with the Ministry of Education (Ministry) on May 3rd 2010 and was immediately followed by the presentation of a counter-claim from the ministry.

 [Building and maintaining capacity in the secondary teaching profession - STCA claims 2010](#)

The Ministry made no offer on pay and sought to remove a number of conditions from the collective agreement including non-contact time, class size controls, protections around call-back days and reimbursement for transfer and removal expenses when teachers move on promotion. After ten days of bargaining this counter-claim was replaced with an offer of 1.5% for the first year and 1% for the following year and a withdrawal of all counter claims except the ones pertaining to call back days. None of PPTA's claims were found deserving of a response by the Ministry. PPTA Executive rejected this offer, a position that was subsequently endorsed by a national poll of members. Bargaining has since ceased while members await a "fair and reasonable offer" from the Ministry.

The Claim – Area School Teachers Collective Agreement

The claim for area schools has been developed jointly by NZEI and PPTA drawing on aspects of both the primary and secondary claims. In a break with past practice, the approved claim is set to be lodged before the primary and secondary agreements have been settled.

Adult and Community Education (ACE)

In its first budget on May 28th 2009, the National-led government slashed the \$16 million funding for adult and community education in schools by 80% or \$13 million.

ACE Campaign

Led by CLASS (Community Learning Association in Schools) and actively supported by PPTA, a campaign of resistance was launched. As well as a barrage of letters and emails to MPs and media, there were public meetings in most centres, a protest march in Wellington on August fourth, then a national day of action on the 12th of September.

The campaign culminated in presentation of a petition with over 50,000 signatures opposing the cuts to Parliament on October 20th. It was formally presented to the Education and Science Select Committee in March 2010 but was, disappointingly, rejected by the majority on the committee.

In the same month, PPTA launched a 65-second video questioning the wisdom of the ACE cuts and starring ministers Anne Tolley and Steven Joyce in a room of light bulbs which slowly dim. It was placed on the [Dimming website](#) and members of the public were invited to contribute to the debate.

Redeployment in ACE

For PPTA members in ACE the redeployment process was made unnecessarily traumatic by the fact that in making the cuts, the Minister of Education had given little thought to the cost of redundancies. The buck shuffled between the Minister, the Ministry of Education and the Tertiary Education Commission with the outstanding cases being resolved only when there was a threat of legal action from PPTA.

Bargaining the new Adult and Community Education (ACE) Staff in Schools' Collective Agreement

The ACE funding cuts added a further challenge to the already difficult task of bargaining the Adult and Community Education (ACE) Staff in Schools' Collective Agreement which actually expired in November 2008. The reason for the Ministry's lack of engagement with the process became clear when the cuts were announced.

In October 2009, the parties agreed to a three-month roll over of the agreement to keep the document alive for two years from that date. Bargaining for a new collective has been initiated but it is clear that the government doesn't regard this as a priority.

Secondary and area school principals

The decision by the Secondary Principals' Association of New Zealand Inc (SPANZ) to form a subsidiary union and challenge PPTA for coverage of principals has complicated bargaining for the Secondary Principals' Collective Agreement (SPCA).

In an attempt to minimise the damage and division that this decision may potentially cause amongst principals, PPTA's Secondary Principals' Council (SPC) has agreed a protocol with SPANZ Union to ensure that bargaining is conducted in an orderly, professional and democratic manner. The protocol includes agreement to protect national collective agreements and requires that union parties act collegially.

Currently a joint process is underway to gather principals' views on items to be included in a claim.


 [Link to the NZ Secondary Principals' Council website](#)

Staffing and funding of secondary schools

Staffing cuts

The year was dominated by the shadow of the \$50 million staffing cuts presaged in the 2009 Budget.

PPTA made strenuous efforts to open discussions with the Ministry and the Minister about where they anticipated the axe falling but to no avail. It also worked with SPC to make it very clear to the government that there was no fat to be trimmed in the secondary school staffing formula. For reasons that have not been explained, the 2010 Budget did not contain any formal cuts to staffing.

 [Abridged version of a letter sent to education minister Anne Tolley about proposed \\$50 million staffing cuts](#)

Teacher shortages

Staffing numbers have stabilised in 2009 as a result of the recession and there has been a reported increase in the number of graduates applying to do teacher education courses. On the other hand, there has been a considerable increase in senior rolls as students unable to find work return to school. Staff shortages continue in key areas like science, maths, technology and Te Reo as there are few

graduates in those subjects and there are better paying opportunities outside teaching. In spite of the recession PPTA's annual march survey showed that:

- 1 in 10 of the jobs advertised could not be filled by 15 March, and
- 1 in 13 jobs had no NZ applicants and 1 in 6 had no applicants who met the basic measures of suitability (qualifications, experience, and communication skills) to be considered for the job.

Surplus staffing

PPTA continues to train and support surplus staffing specialists who monitor the redundancy processes to ensure that they are applied fairly. Some 400 teaching positions and over 300 units were indicated to be surplus in 2009 as a result of changes in student numbers. One of the reasons this number was so high was because the ministry roll predictions in September 2009 were excessively conservative. In fact, schools were actually left scrabbling to find extra teachers at the start of the next year. Three quarters of schools had a staffing entitlement underestimated making a national total of more than 500 FTTEs (Full-Time Teacher Equivalents).

Wharekura and area school funding

PPTA was concerned to learn in April 2010 that the Ministry had approved the development of a new funding formula for kura kaupapa Maori that wish to become wharekura (area schools). The base funding and the per-student rate is significantly less than for other area schools. PPTA has written to the Minister and the Ministry asking for more detail and for further consultation about the implications of this formula for other area schools.

 [The price to choose](#) (President's viewpoint regarding a changed and lesser funding mechanism for wharekura)

Operations grant - secondary schools worse off

While the 2010 Budget increased operations grant funding by 4 %, secondary schools will be worse off as a result of the 20% rise in GST along with the proposal to audit schools quarterly to remove funding if students have left, plus the freeze on heat light and water funding.

PPTA is particularly opposed to the quarterly roll audits and cannot accept the claim from the minister that they are justified because it is necessary to "incentivise schools to retain students". PPTA is working with the Secondary Principals' Council on a lobbying campaign to get this decision reversed.

The Budget also offered schools the option of turning any staffing left over at the end of the year into cash. This constitutes a type of bulk funding whereby schools may be expected to reduce staffing in order to make up for operations grant deficits.

PPTA report of political issues and submissions 2009-2010

PPTA makes very deliberate efforts to sustain positive relationships with all political parties, though this policy is not always reciprocated. It is regrettable that governments do not always avail themselves of advice from unions which would often avoid conflict and make for more successful policy.

PPTA has been particularly critical of the piecemeal approach to the provision of enhanced options for post-16 students. There is a multiplicity of trials and pilots for such things as the youth guarantee, trades academies, service academies and "boot camps" but the coherent plan and resourcing required for effective implementation is largely absent. In contrast, PPTA has developed extensive policy on this area over the years and has consolidated it and published it under the title Secondary Forward.

 [Secondary forward: PPTA Youth Policy](#)

Privatisation

It has also been concerning for PPTA to observe the government's promotion of privatisation in education with an increase of \$35 million to private schools, the promotion of public-private partnerships (PPPs) for the construction of schools and the contracting out of services to private companies.

Campaigns

PPTA has been active in campaigning for the restoration of ACE funding, for continued progress on pay and employment equity, against the cuts and possible privatization of the ACC and against the proposed \$50 million staffing cuts.

After the May Budget, PPTA added a further video to <http://www.dimming.co.nz> lamenting the absence of a coherent plan for education in New Zealand.

Lobbying

In view of the difficulty of influencing government decisions centrally, PPTA has established a regional lobbying network so members can keep their local MPs informed about PPTA activities and concerns.

Submissions on legislation

PPTA made the following submissions on proposed legislation:

- It opposed the government's decision to tightly prescribe the governance make-up of polytechnic councils so as to exclude union and Maori representation in the Education (Polytechnics) Amendment Bill, though it did

support the collaborative process in the same bill for setting up a tertiary high school in Manukau.

- PPTA supported the various student associations around New Zealand by submitting in opposition to the private members' bill which aimed to make membership of student associations voluntary, thus allowing non-member students to freeload off the services paid for by others.
- PPTA opposed the Minister of Labour's proposal in December 2009 that the Employment Relations (Rest Breaks and Meal Breaks) Act be amended so that employees' right to breaks would be subject to employer discretion. This was a source of some disappointment to PPTA because considerable effort had gone into assisting schools to organise the school day in such a way that members could receive breaks throughout the day without compromising the needs of students. In its submission, PPTA noted that it was opposed to the change because it was an overreaction to: "...extremely rare or even singular instances of sole-operator situations in industries where breaks may genuinely put members of the public at risk (when that could) be responded to by the addition of clauses which ensure that those situations are recognised and resolved fairly and with due regard for the health and safety of both the public and the sole-operator workers."

Other Submissions

Changes to the Employment Relations Act

PPTA also submitted to the Labour Department's review of the personal grievance system, noting that the encouragement that the Employment Relations Act gives for dealing with relationship issues at a low level and avoiding an unduly legalistic approach has been very successful. It would not be unreasonable to assume that the intent of the government in seeking the review was to attempt to justify possible change to the processes to make them more restrictive and less accessible for employees.

Submissions were also made to the Teachers Council about the requirements for registration and in response to consultation about initial teacher education. PPTA also responded to the review of alternative education and to the special education review. In its submission to the Draft Tertiary Education Strategy, PPTA reiterated its concerns about the lack of coherent pathways outside schools for students over the age of 16 and its frustration at policies that encourage self-interest and competition over collaboration and the best interests of the student.

 [Download PPTA submissions](#)

Bulk funding bill

Ten years after it was abolished the spectre of bulk funding has arisen again after a private member's bill promoted by the Act MP Roger Douglas was drawn from the ballot in June 2010. Theoretically, the bill should have no future because the Greens, the Labour Party and the Maori Party oppose bulk funding and the National Party promised before the election that it would not be introduced during this term.

PPTA professional activity 2009-2010: A union of professionals

PPTA is proud of the experience and expertise it has on professional matters relating to secondary teachers, students and schools. There is simply no other body in this country with a comparable depth of understanding about these issues. This is not surprising given that secondary education is central to the Association's focus. PPTA's position is that industrial and professional issues are so entwined it is impossible to unravel them; we see ourselves as a union of professionals and regard the Association's professional work as just as important as its industrial role.

Curriculum Support days (CSDs)

In August 2009, PPTA completed the last of the Curriculum Support Days. On balance, they were assessed as being a worthwhile activity and, as it turned out, the only nationally-provided, subject-based support available to all secondary teachers for the new curriculum. The resources prepared for the days are still available for teachers to use on the PPTA website.

 [Curriculum support](#)

National Standards

PPTA was disappointed that government pressed on with national standards assessment in primary schools because the evidence is that it will impact negatively on the New Zealand Curriculum. At the beginning of the school year PPTA launched a position paper on national standards which made this point and noted, as well, that the policy would potentially stifle innovation in assessment, undermine professional learning and demoralise struggling students. PPTA also prepared a more detailed background paper summarising the international evidence against national standards.

In response to a question, the Minister confirmed that the government had no plans to extend the national standards into years nine and ten, though that does not remove the concerns PPTA has about their effect on learning in primary schools.

 [National Standards - PPTA viewpoint](#)

Teachers Council

PPTA meets regularly with the Council Chair, Director and staff to discuss issues of professional import and is represented on the Teachers Council reference groups for initial teacher education, the induction and mentoring pilot and the reference groups for the replacement of the satisfactory teacher dimensions (STD) and implementation of the registered teacher criteria (the criteria used to determine registration suitability). The Council's decision to substantially increase the fee teachers pay this year, although justified, has angered teachers and raised questions about the role and function of the Council. PPTA's response has been to explore these questions in a conference paper for the 2010 conference. PPTA continues to be ably represented on the Teachers Council by Diane Wills from Hagley High School.

Teacher education providers

The Association has continued the practice of meeting with the secondary teacher education providers twice a year, a relationship which has proved fruitful to all parties. It breaks the isolation of individual institutions and facilitates the sharing of information while encouraging joint problem-solving.

Subject associations

Similarly, in respect of the subject associations, PPTA is happy to provide an annual forum where subject association activists can compare notes and share important understandings about teaching and learning.

Guidance Counsellors

Special support was provided to guidance counsellors this year when PPTA worked with the New Zealand Association of Counsellors (NZAC) and a number of school guidance counsellors [Jonathan Loan (2007-08 school counsellor rep on NZAC), and Helen Bowbyes (Wellington Girls College), Paul Cutler (St Bernard's College), Sarah Maindonald (Hillmorton High), and Sandra Tyree (James Hargest College)] to produce a set of guidelines for schools on guidance counselling.

 [The school guidance counsellor](#)

Professional learning

The PPTA Professional Issues Advisory Committee is working on providing more general support for teachers' professional learning in the form of a professional learning toolkit which is being trialled in branches this year. It summarises best practice around professional learning and offers branches an audit tool which they can use to evaluate the provision of professional learning in their school. Once the trialling is completed the kit will be published and distributed.

Behaviour Action Plan

PPTA has continued to work with the Ministry and others on the implementation of the Behaviour Action Plan. One of the outcomes of this plan has been the roll-out of the Positive Behaviour for Learning (PB4L) programme which is a strategy designed to support improved student behaviour and engagement. There is also an enhanced focus from the Ministry on the small group of students whose behaviour is dangerous to themselves and others. The risk these students pose has been reinforced on two occasions in the last year when teachers were stabbed by students.

 [Behaviour for learning](#)

Alternative education

Review of Alternative Education

The PPTA submission on Alternative Education (AE) stressed the importance of these centres in providing an option for schools struggling to manage severely disaffected students. It called for better resourcing to develop a nationally consistent and accessible service rather than the patchy provision that exists at the moment. When it reflected on the same problem, the Ministry came up with the answer that the service should be disbanded and the money shared amongst schools.

<http://www.ppta.org.nz/index.php/nzspc-newsaresearch/849-nzspc-altedcontracts1209>.

There was a widespread rejection of this proposal from principals and, to her credit the Minister did not action it for 2010. While a further decision about AE provision will be made in July, MOE staff have given verbal assurances that AE will continue. The new Attendance and Engagement project (on which PPTA has representation) includes a focus on alternative education in its terms of reference, along with the evaluation of existing truancy initiatives and the development of long-term responses.

Auditor General's Report

It was interesting to note that PPTA's view that services for supporting schools to manage disruptive and dangerous behaviour are fragmented and flawed was confirmed by a report from the Auditor General released in October 2009 entitled *Ministry of Education: Managing support for students with high special educational needs*. The report noted that the Ministry needed to improve its data collection and collation processes and provide students who have similar needs and circumstances with similar support – regardless of where they live.

Special education

Similarly, the PPTA submission on the review of special education cautioned against a policy leap of faith that would see special education classes

disestablished and responsibility for the students, along with the funding, devolved to boards. Once again, PPTA's call was for a well resourced system that provides for students' special needs regardless of the nature of their disability or the part of the country in which they live. The submission also commented on the limited professional support available for special education teachers, the often unsatisfactory nature of pre-service teacher education and the lack of suitable resources.

 [Submission to the Special Education Review March 2010](#)

Qualifications and assessment

PPTA puts considerable effort into ensuring that teachers' views on assessment are heard and understood by the Ministry of Education and the New Zealand Qualifications Authority. As well as meeting regularly with senior staff at NZQA, PPTA has representation on the Leaders Forum (Kate Gainsford, Jill Gray, Penney Dunckley, Hazel McIntosh and Angela Roberts) and the more technical group, the Leaders Forum Qualifications Group (Hazel McIntosh).

The Standards Review

A major preoccupation last year and this year has been the Standards Review. This began with the goal of aligning NCEA assessment with the revised curriculum, but has become a much larger project. The decisions to require Level 1 achievement standards to be at curriculum level 6, to make all curriculum-related standards achievement standards, to eliminate duplication and credit value disparities, to make three standards the maximum number of standards that can be assessed in an exam, to introduce course endorsement, and to revise the Level 1 literacy and numeracy requirements have, between them, turned what might have been a tweak into a major review. Only 21 standards have not been significantly changed as a result of the review.

Resources and exemplars

PPTA is pleased that new assessment resources and exemplars of student work are being prepared for all new or changed standards. These are being trialled, and the results of trialling being used to amend, where necessary, the standards themselves. This is a far more robust process than used previously. However, the scale of the project and the extent of change has meant that timelines have not always been met.

New Literacy and Numeracy Standards

In July 2009, PPTA made a submission on what members considered should be the appropriate number of credits from the literacy and numeracy unit standards applicable to NCEA Level 1, and argued that the new Level 1 requirements should need to be met for any level of NCEA. PPTA reluctantly accepted that credits gained from unit and achievement standards may be reported on separately even

though this does undermine, somewhat, the “parity of esteem” principle of the framework. PPTA was represented on the Advisory Group for the development of new literacy and numeracy unit standards by Jill Gray.

 [Literacy and numeracy unit standards information](#)

Subject specific resources for NCEA

PPTA is pleased that teachers now have access to web pages that contain the full range of subject specific resources for NCEA. At the same time, this highlights when resources are late being published. PPTA has continued to ask for assessment reports for externally assessed standards to be published much sooner than they currently are. We are also pleased to see progress on the development of resources to assist teachers with the literacy and numeracy requirements.

Progress on Technology has been delayed to allow consultation on technological knowledge and skills. However, at the time of writing it is still hoped that it will catch up in time for the 2011 start to the revised standards.

Subject Endorsement

PPTA has also lobbied actively on the matter of subject/course endorsement. PPTA was opposed to this proposal when it was introduced because of the curriculum inflexibility that might result and the difficulties of defining a ‘subject’. The change of name to ‘course endorsement’ is an improvement. On the other hand, there are significant implications for course planning in the requirement for at least one external and one internal standard.

Review of UE Requirements

In term one this year NZQA established both a steering group and a technical group to review university entrance requirements. PPTA is represented on the steering group by Angela Roberts, executive member for Taranaki, and Julia Davidson for SPC, and on the technical group by Lisl Prendergast for SPC. While this work is important, the development that is having more impact on secondary school course planning is the increasing trend to selection for all or most university courses, which means that achieving university entrance no longer guarantees a student a place at some universities.

 [Review of university entrance](#)

Increased Moderation

Regrettably, the political realities mean that central agencies do not always agree with PPTA positions and may not always consult. An example of this was NZQA’s decision to deal with its failure to collect enough moderation samples in the early part of 2010 by requiring schools whose moderation was later in the year to supply an increased number of samples to make up the deficit. PPTA conveyed members’

anger at this increase in stress and workload to NZQA and was able to negotiate some alternative arrangements that were less onerous for teachers.

 [NZQA's moderation blunder](#)

Leadership

PPTA and SPC continue to attend the External Policy Group meetings and to keep a close watch on the Kiwi Leadership and related initiatives led by the MOE. Despite the stated aim of this work being to improve educational leadership using coherent programmes, there has been little evidence of this to date. Funding remains uncertain (eg for the aspiring principals course) and early signs of disorganisation in the implementation of the He Kakano leadership project are causing PPTA concern.

Research into Workplace Practices

At the end of last year PPTA commissioned research into workplace practices in a range of Auckland schools to identify the factors that influence effective union organisation at branch level. The report is still in draft form but has provided some interesting and encouraging insights into the role that the PPTA branches play in looking after members' interests in schools. A second phase of the research is now being conducted in the same schools, including a questionnaire completed by branch members.

Workplace climate survey

Internally, PPTA developed a climate survey which is available for schools to use to assess how supportive employees find the workplace to be. The use of this data-gathering tool was further elaborated in a paper presented by PPTA at the Australian Association of Education Research (AARE) conference in 2009. The paper's context was concern about the purchase of research for political purpose, particularly when the purchaser is a government agency, and the importance of unions being prepared to challenge the findings and to undertake research of their own.

PPTA membership activity 2009-2010: The heart of the union

This section of the New Zealand Post Primary Teachers' Association / Te Wehengarua (PPTA) annual report for the 2009 - 2010 year provides an overview of PPTA membership activities over the year.

As noted earlier, the steady rise in PPTA membership over the last few years is a source of affirmation and satisfaction. A high level of membership does not tell the whole story however. It is critical that it is matched by equally high levels of

membership engagement and activism. The heart of the union lies in membership activities, nationally, regionally and in the branch.

National membership activities

Annual conference held annually at the end of September is the supreme decision making body in the Association. In 2009 annual conference considered papers on:

Student behaviour:

 [80, 15, 5 percent: What we know; what they need](#)


The risks and obligations associated with teachers' duties outside timetabled hours:

 [Duty outside timetabled hours](#)

A review of housing affordability for teachers:

 [Housing affordability](#)

A consideration of the strengths and weaknesses of practices around the application of the Private Schools Conditional Integration Act:

 [Integration or disintegration](#)

An evaluation of the state of ICT provision in secondary schools:

 [Connected secondary schools](#)

A proposal for mentoring support for secondary teachers: Mentoring for Secondary Teachers

 [Mentoring for secondary teachers](#)

A further paper discussed in committee invited members to review PPTA structures to assure themselves they operated as transparently and democratically as was reasonably possible.

Other Conferences

Other events organised by PPTA over the last year include the annual Maori teachers conference held in Rotorua in July and a conference organised by Komiti Pasifika in Auckland in July and attended by over 130 people. We also sent delegations to the (Council of Trade Unions) CTU biennial conference and to the CTU biennial women's conference.

PPTA Service Awards

PPTA service awards are an initiative designed to recognise significant contributions members or former members have made to fellow members and the association through their activism and commitment. The fourteen 2009 recipients were: Norman Austin (Fairfield College), Tony Broad (James Cook High School), Derek Bunting (The Correspondence School), Ewan Grant-Mackie (Thames High School), Anna Heinz (Nelson College for Girls), Margie Jarman (Taumarunui High School), Kevin McSweeney (Blue Mountain College), Alan Powdrell (Hastings Girls' High School), Bruce Taylor (The Correspondence School), Robert Taylor (Nelson College for Girls), Val Thomson (Morrinsville College), David Wimms (Taumarunui High School), Ron Miller (Green Bay High School), Joan Kerr (Balmoral School Manual Training Centre) and Kel Anglesey (Kelston Boys High School).

Regional and Branch Activities

High levels of union activism require training and support and as an education union, PPTA takes this very seriously. We begin the year with a training session for some 200 regional officers at the Issues and Organising Seminar in Wellington. One day is given over to specific training for the roles of treasurer, secretary, Te reo-a-rohe, regional women's coordinators and regional chairs. Young and new teachers (YANTs) also hold a training day. The next two days are given over to workshops and speakers on a range of professional and industrial topics. Regional Chairs meet again for one day in June and again during annual conference. Regional women's coordinators caucus at annual conference and follow-up with a meeting towards the end of the year.

Membership education

The prime mechanism for membership training is through our Mahi tika employment relations education programme. A core three-stage course Building Productive Employment Relationships is offered annually, as are targeted courses for provisionally registered teachers, regional officers and the PPTA executive. A new course for new migrant teachers was piloted recently. Under the Employment Relations Act employers provide paid leave to PPTA members so they can attend Mahi tika courses. All other course costs are met by PPTA.

Mahi Tika - PPTA's employment relations education

Over 600 members took part in our Mahi tika programme in the last 12 months. Evidence suggests that members who have completed the mahi tika programme are more likely to be actively involved at all levels of PPTA and are more effective at representing members' interests in the workplace.

 [Mahi Tika training](#)

Other PPTA organised education programmes, seminars and courses

In addition to the Mahi tika programme, regions run a range of other courses on a regular basis, such as branch officer training, courses for staff representatives on boards of trustees and inter-regional seminars which focus on professional and political issues. In these cases PPTA pays the full costs for participants.

Principals managing school employment relationships

A course targeted at principals and developed in conjunction with the New Zealand School Trustees' Association and the mediation service of the Department of Labour entitled Employment Relations for Principals is delivered a number of times a year. Unfortunately the Minister of Labour refused funding for the course for 2010 which is extremely disappointing as participants described it as a very useful professional development that assisted them in managing employment relationships. PPTA has taken the matter up with the Minister.

PPTA has also run a special course for principals entitled Conflict in Schools and led by Ross McSwan, a Queensland barrister and lecturer and lecturer at Bond University law school,

Health and Safety in the workplace

A critical part of well being for members is health and safety in the workplace. Elected health and safety representatives are members of the school's health and safety committee and, once trained, have real powers to issue hazard notices to address identified workplace hazards which may include stress. To our disappointment ACC has withdrawn most of the funding that enabled delivery of the health and safety training provided by the Council of Trade Unions. Along with other unions, PPTA is lobbying the ACC minister Dr Nick Smith to restore funding to the programme.

Kaupapa Māori: PPTA 2009-2010

Te Huarahi is the national Māori body elected on an iwi geographical basis by Māori members of the New Zealand Post Primary Teachers' Association / Te Wehengarua (PPTA). Te Huarahi has responsibility for making decisions which impact on Māori members.

Te Huarahi hosted yet another successful Māori Teachers' Conference, attended by 120 teachers, in July 2009 and followed that with active engagement in the PPTA- sponsored Ngā Manu Korero speech contest.

 [Transformation, celebration, liberation: Maori Teachers' Conference 2010](#)

 [Ngā Manu Kōrero 2010 National secondary school speech contests](#)

As well as supporting the general elements of the Secondary Teachers' Collective Agreement claim, Te Huarahi advocated for three specific claims for Māori teachers around increased recognition for the teachers in charge of kapa haka,

more relief days so that teachers can support students involved in kapa haka and that the Māori Immersion Teachers' Allowance (MITA) be available to RTLB Māori (Resource Teachers Learning and Behaviour). At the time of writing the Ministry of Education has refused all three of these claims.

Te Huarahi has been reviewing its electoral boundaries and intends to seek amendments to the PPTA constitution to make the following changes:

- Mātaatua and Te Arawa become two Māori electoral boundaries with one Te Huarahi representative each;
- Whanganui be established as a Māori electoral boundary with one Te Huarahi representative;
- Whanganui-a-Tara ki Ōtaki and Awakairangi-Wairarapa be established as two Māori electoral boundaries with one Te Huarahi representative each.

Te Huarahi has expressed concern about the national standards policy because, rather than enhancing learning, it will potentially label students as “failing” and invites uninformed criticism of the profession rather than a focus on funding, support and professional development. Another area of concern for Te Huarahi has been the Ministry decision to develop a reduced funding formula for kura kaupapa Māori which seek to be come wharekura. This decision raises serious concerns about equity and fairness.

 [The price to choose \(viewpoint Kate Gainsford, PPTA President\)](#)

External networks: PPTA 2009-2010

The New Zealand Post Primary Teachers' Association / Te Wehengarua (PPTA) meets regularly with all parties that have an interest in secondary education: political parties, various sections of the Ministry of Education, New Zealand Qualifications Authority, the Education Review Office, the Teachers Council and the Tertiary Education Commission.

Union networks

As well as the other education sector unions, the New Zealand Educational Institute and the Tertiary Education Union, and the wider union movement represented by the Council of Trade Unions, PPTA also keeps in contact with a diverse range of groups such as Business New Zealand, the Education Forum, the Industry Training Federation, the New Zealand Computing Society, Rural Women New Zealand, the Catholic Education Office and the Independent Schools Education Association (ISEA).

Liaison with other education agencies

PPTA plays an active role in contributing to policy development in education and represents secondary teachers on a number of reference groups such as: the Behaviour Action Plan Reference Group, the Leaders' Forum, Leaders' Forum Qualifications Group, the Standards Review Expert Group, the Literacy Reference Group, the Numeracy Reference Group, NZQA University Entrance Group, Advisory Group for the development of new literacy and numeracy unit standards, the Best Evidence Syntheses reference groups, the New Zealand Curriculum Implementation Advisory Group, Rural Education Reference Group, Study Awards, Grants and Sabbatical Panels, the Schools Consultative Group, the Teachers Council Induction and Mentoring Pilot, the Reference Group for the Replacement of the Satisfactory Teacher Dimensions (STD) and the Registered Teacher Criteria Reference Group (RTC).

Representation on national groups

PPTA also has representation on the following groups through the New Zealand Secondary Principals' Council: Area Schools Association, the Attendance and Engagement Project, the Behaviour Action Plan Reference Group, Education Outside the Classroom, ESOL Advisory Committee, Initial Teacher Education Reference Group, Teachers Council Induction and Mentoring Pilot, Language Teaching Advisory group, Professional Leadership Strategy External Policy Group, Leaders' Forum, Leaders' Forum Qualification Group, National Education Network (NEN), Network Provision Regional Forums, NZ Vice-Chancellors' Sub-committee on University Entrance, NZQA University Entrance Group, Paerangi Principals' Lead Group, Payroll Reference Group, Scholarship Process Advisory Group, School Statistics Monitoring Committee, Secondary Principals' Sabbatical Selection Panel, Immersion Study Awards Reference Group, Teachers Council Satisfactory Dimensions Review reference Group and the Implementation of the Registered Teacher Criteria reference Group.

International union links: PPTA 2009-2010

Education International (EI)

PPTA is a member of the world education union, Education International (EI). World teaching unions are increasingly working together, networking and sharing resources and research, campaigning on similar themes and promoting public education globally. The role EI plays in ensuring the union voice is heard in the OECD is critically important as the OECD is increasingly advising governments on education policy in relation to funding, national testing and teacher performance. The research it does and the advice it gives often cause PPTA concern because it reflects a neo-liberal economic agenda. EI is also active in mobilising unions in the developed world to support its campaigning for better education provision in developing nations summarised by the slogan "Education for All". It also organises campaigns in support of teachers who are subject to oppression in their home countries.

The PPTA president and general secretary attend EI conferences when possible. They attended an EI-facilitated conference of education union leaders from OECD countries held in New York early in 2010. The President was invited to attend the conference of the National Association of Schoolmasters Union of Women Teachers (NASUWT) in England after a visit to New Zealand of their President, Julian Chapman. While in Europe she also met with the biggest United Kingdom union, the National Union of Teachers (NUT) and liaised with EI at their headquarters in Brussels.

 [Education International](#)

Union aid

PPTA continues to support the UnionAID project which is a trust set up by the Council of Trade Unions to help overseas workers to organise collectively to improve working conditions, pay and human rights. The Association is disappointed by the recent decision by the Minister of Internal Affairs to review the basis of the NZAid subsidy for this programme which means that there may be no additional funding support from the New Zealand government.

 [UnionAID](#)

Consolidated financial statements for the year ended 31 March 2010

NEW ZEALAND POST PRIMARY TEACHERS' ASSOCIATION (INC)

CONSOLIDATED FINANCIAL STATEMENTS
For the year ended 31 March 2010

New Zealand Post Primary Teachers' Association (Inc)

Consolidated Statement of Comprehensive Income

For the year ended 31 March 2010

PPTA National 2009 Actual	PPTA Consolidated 2009 Actual	Note	PPTA National 2010 Actual	2010 Budget	PPTA Consolidated 2010 Actual
INCOME					
8,483,340	8,483,340		8,936,506	8,580,000	8,936,506
389,478	415,494		254,642	230,000	288,206
47,708	47,708		58,121	51,000	58,121
3,527	3,527		1,344	6,000	1,344
-	-		26,500	-	26,500
-	-		800	1,500	800
8,136	8,136		80,000	71,400	80,000
10,278	18,045		23,655	8,000	35,550
-	-		13,514	-	13,514
8,942,465	8,976,249		9,395,082	8,947,900	9,440,541
EXPENDITURE					
1,502,918	1,786,796		1,531,734	1,433,204	1,548,617
1,738,042	1,461,294		1,444,796	1,551,400	1,448,979
365,355	365,355		339,212	379,000	339,212
3,138,470	3,138,470		3,179,348	3,285,300	3,179,348
2,231,504	2,231,504		2,057,014	2,048,600	2,057,014
218,199	221,943		260,970	145,000	264,907
26,667	26,667		87,960	10,000	87,960
-	-		46,520	100,000	46,520
9,221,155	9,232,028		8,947,554	8,952,504	8,972,557
(278,690)	(255,780)		447,528	(4,604)	467,984
120,840	120,840	(5)	84,094	(45,000)	93,126
(399,530)	(376,620)		363,434	40,396	374,858
-	-		-	-	-
-	-		-	-	-
(399,530)	(376,620)		363,434	40,396	374,858



New Zealand Post Primary Teachers' Association (Inc)

Consolidated Statement of Changes in Equity

For the year ended 31 March 2010

PPTA National 2009	PPTA Consolidated 2009	Note	PPTA National 2010	PPTA Consolidated 2010
<u>6,474,471</u>	<u>7,277,655</u>	Accumulated Funds Start of year	<u>6,074,941</u>	<u>6,901,035</u>
<u>(399,530)</u>	<u>(376,620)</u>	Total Comprehensive income/(deficit)	<u>363,434</u>	<u>374,858</u>
<u>6,074,941</u>	<u>6,901,035</u>	Accumulated Funds End of Year	<u>6,438,375</u>	<u>7,275,893</u>



New Zealand Post Primary Teachers' Association (Inc)


Consolidated Statement of Financial Position

as at 31 March 2010

PPTA National 2009	PPTA Consolidated 2009		Notes	PPTA National 2010	PPTA Consolidated 2010
Current Assets					
287,590	488,728	Cash at Bank	2	75,343	287,449
18,589	142,895	Accounts Receivable	3	16,231	104,435
5,814	5,814	Imprest Advances		5,142	5,142
4,663,713	5,188,570	Investments	7	4,836,888	5,413,600
26,157	26,157	Income Tax Receivable	5	14,311	14,311
325,746	325,746	Other Current Assets		369,750	369,750
5,327,610	6,177,911			5,317,665	6,194,687
Current Liabilities					
287,706	324,543	Trade Creditors		167,655	216,429
885,289	885,289	Employee Creditors	4	793,520	793,520
60,964	60,964	GST Payable		95,267	95,267
274,893	274,893	Accrued Expenses		67,879	67,879
18,425	18,425	Lease Payments		20,609	20,609
27,980	27,980	Other Current Liabilities		105,148	105,148
1,555,257	1,592,094			1,250,078	1,298,852
3,772,353	# 4,585,817	Working Capital		4,067,587	4,895,835
Non Current Assets					
2,798,603	2,811,233	Property, Plant & Equipment	6	2,641,752	2,651,022
50,035	50,035	Investments	7	316,511	316,511
2,848,638	2,861,268			2,958,263	2,967,533
Non Current Liabilities					
91,380	91,380	Lease Payments		70,772	70,772
454,669	454,669	Employee Creditors	4	516,703	516,703
546,049	546,049			587,475	587,475
6,074,941	6,901,035	Net Assets		6,438,375	7,275,893
Accumulated Funds					
6,074,941	6,901,035	Accumulated Funds		6,438,375	7,275,893

On behalf of the Executive


Kevin Bunker - General Secretary


16 July 2010
Date

New Zealand Post Primary Teachers' Association (Inc)

Notes to the Financial Statements

For the year ended 31 March 2010

1 Summary of Significant Accounting Policies

Reporting Entity

New Zealand Post Primary Teachers' Association (Inc) ("NZPPTA") is an association incorporated in New Zealand under the Incorporated Societies Act 1908. NZPPTA operates as a trade union for post primary teachers in New Zealand.

These financial statements have been prepared in accordance with the Incorporated Societies Act 1908.

Measurement Base

The accounting principles recognised as appropriate for the measurement and reporting of earnings and financial position on a historical cost basis are followed by NZPPTA.

These financial statements have been prepared in accordance with generally accepted accounting practice in New Zealand. NZPPTA is a qualifying entity for differential reporting purposes as it is not publicly accountable as defined in the Framework for Differential Reporting and is not large as defined.

All differential reporting concessions have been applied in preparing these financial statements.

The financial statements have been prepared using accounting policies and disclosures as are appropriate for a public benefit entity.

The financial statements comprise the separate financial statements of NZPPTA National Office as well as the consolidated financial statements incorporating the financial statements of the regions of NZPPTA.

The information is presented in New Zealand dollars.

Specific Accounting Policies

The following specific accounting policies which materially affect the measurement of financial performance and financial position have been applied:

a) Accounts Receivable

Accounts Receivable are stated at their estimated net realisable value; being cost less impairment losses.

b) Consolidation of Regions

The regions of the NZPPTA are included in the consolidated financial statements using the purchase method. All significant inter office transactions have been eliminated on consolidation.

c) Goods and Services Tax

These financial statements have been prepared on a GST exclusive basis, except that Accounts Receivable and Accounts Payable are stated inclusive of GST.

d) Employee Benefits

Provision is made for staff entitlements provided in the Staff Collective Agreement currently in force.

An obligation is recognised when the employee provides the service in exchange for the benefit even though the benefit might only vest and be payable in the future.

The provision for annual leave is calculated on an actual and anticipated future entitlement basis at current and projected rates of pay.

Sick pay is accrued only where a known liability in excess of annual sick leave entitlement is probable.

The provision for long service leave and retirement leave is calculated on the projected unit credit method, bringing to account the current estimate of future payments in respect of service that employees have accumulated at balance date. The obligation is discounted to present value using the yield on equivalent term Corporate Bonds.

NZPPTA makes contributions on behalf of employees to superannuation schemes. These are designated as "Defined Contribution Plans" in terms of NZ IAS 19.44, and the expense is recognised as the obligation to make contributions on behalf of employees is incurred.

Other employee entitlements are accounted for when due or when a known or anticipated liability exists.



New Zealand Post Primary Teachers' Association (Inc)

Notes to the Financial Statements

For the year ended 31 March 2010

e) Property, Plant & Equipment

Items of property, plant & equipment are stated at cost less accumulated depreciation. Depreciation is calculated on a straight line basis, at the IRD recommended rates, which are expected to reduce carrying values to estimated residual values over the useful lives of the assets. The broad category rates at which assets are depreciated are:-

Buildings	3.0%
Building alterations	7.8%
Computers	36.0%
Motor Vehicles	21.6%
Office Equipment	28.8%
Furniture & Fittings	12.0%

When an item of property, plant and equipment is disposed of, any gain or loss is recognised in the Consolidated Statement of Comprehensive Income and is calculated as the difference between the sale price and the carrying value of the item

f) Taxation

The income tax expense charged to the Consolidated Statement of Comprehensive Income includes both the current year's provision and the income tax effect of:

- * Taxable temporary differences, except those arising from initial recognition of assets that are not depreciated; and
- * Deductible temporary differences to the extent that it is probable that they will be utilised.

Taxation is provided on the taxes payable method and deferred tax is not recognised.

g) Operating Leases

Operating lease payments are included in the Consolidated Statement of Comprehensive Income in equal instalments over the period of the lease.

h) Financial Instruments

Financial instruments are recognised in the balance sheet when NZPPTA becomes party to a financial contract. They include cash balances, receivables, payables, and investments in and loans to others.

Non-derivative financial instruments are initially recognised at fair value. Financial assets are derecognised if NZPPTA's contractual rights to the cash flows expire or if the association transfers the financial asset to another party without retaining control. Financial liabilities are derecognised if NZPPTA's obligations under the contract expire or are discharged or cancelled.

Cash and cash equivalents comprise cash balances and call deposits.

i) Comparative Figures

When the presentation or classification of items in the financial statements has been amended, comparative amounts have been reclassified.

j) Investments

Investments are limited to term deposits with major trading banks. A term deposit is classified as an Investment when it has a maturity at acquisition greater than 3 months. Investments with less than 12 months to maturity are recognised as Current.

k) Budget Figures

The budget figures are those approved by the Executive at the beginning of the financial year. The budget figures have been prepared in accordance with NZ GAAP and are consistent with the accounting policies adopted by the Executive for the preparation of the financial statements.

l) Revenue Recognition

All income is recognised when earned and is reported in the financial period to which it relates. All overseas income has been brought into account in the New Zealand dollar equivalent ruling as at the date such income was derived.



New Zealand Post Primary Teachers' Association (Inc)

Notes to the Financial Statements

For the year ended 31 March 2010

m) Impairment

The carrying amounts of the NZPPTA's assets are reviewed at each balance date to determine whether there is any indication of impairment. If any such indication exists, the asset's recoverable amount is estimated.

If the estimated recoverable amount of an asset is less than its carrying amount, the asset is written down to its estimated recoverable amount and an impairment loss is recognised in the Consolidated Statement of Comprehensive Income.

Estimated recoverable amount of assets is the greater of their fair value less costs to sell and value in use. Value in use is determined by estimating future cash flows from the use and ultimate disposal of the asset and discounting these to their present value using a pre-tax discount rate that reflects current market rates and the risks specific to the asset. For an asset that does not generate largely independent cash inflows, the recoverable amount is determined for the cash-generating unit to which the asset belongs.

n) Judgements, Estimates and Assumptions

The preparation of financial statements in conformity with NZ IFRS requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. These estimates, judgements and assumptions are based on historical and other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

The estimates and underlying judgements are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Judgements made by management in the application of NZ IFRS that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year relate to the following in particular:-

- Employee long service entitlements
- Recoverable amount on account of receivables
- Provisions and contingencies

Changes in Accounting Policies

All accounting policies have been applied in accordance with generally accepted accounting policies in New Zealand and there have been no changes to the accounting policies adopted by NZPPTA in the 31 March 2010 year.



New Zealand Post Primary Teachers' Association (Inc)

Notes to the Financial Statements

For the year ended 31 March 2010

	2010 \$	2009 \$
2 Cash at Bank		
Bank of New Zealand Cheque Account	75,088	286,739
Bank of New Zealand Current Account	183	754
National Bank Current Account	72	97
Total Cash at Bank at National Office	75,343	287,590
Plus - Cash at Bank held by Regions	212,106	201,138
Total Cash at Bank	287,449	487,877

3 Accounts Receivable		
Balances outstanding	28,098	30,456
Provision for doubtful debts	(11,867)	(11,867)
Total accounts Receivable by National Office	16,231	18,589
Accounts Receivable by Regions	88,204	124,306
Total Accounts Receivable	104,435	142,895

The provision for doubtful debts is considered adequate provision for non-collectible accounts.

4 Employee Creditors		
Annual and Long Service Leave	800,832	865,006
Retirement Leave Accrual	465,471	427,416
Superannuation Contributions	-	(630)
Other Employee benefits and accruals	43,920	48,166
	1,310,223	1,339,958

Included in employee creditors are amounts due to the IRD for PAYE and ACC.

Employee Creditors are disclosed as follows:-

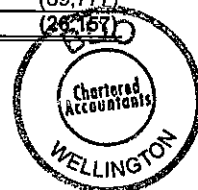
Current Liability	793,520	885,289
Non-Current Liability	516,703	454,669
	1,310,223	1,339,958

	2010 National Office \$	2010 Consolidated \$	2009 National Office \$	2009 Consolidated \$
5 Income Tax				
Recognised in the Income Statement				
Surplus (deficit) for the year	447,528	467,984	(278,690)	(376,620)
Tax at 30%	134,258	154,435	(83,607)	(124,284)
Imputation Credits on Investment Income	-	-	-	-
Permanent and Timing Differences	(50,164)	(61,309)	204,447	245,124
Income Tax Expense	84,094	93,126	120,840	120,840

Permanent differences arise because much of NZPPTA's activities are tax exempt.

Current Income Tax Payable/(Receivable)

Opening Balance	(26,157)	(26,157)	17,821	17,821
Use of Money Interest	(1,464)	(1,464)	-	-
Tax adjustments	(8)	(8)	-	-
Current Taxation	84,094	93,126	120,840	120,840
Current Year Tax Paid	(16,198)	(16,198)	(75,041)	(75,041)
Resident Withholding Tax Paid	(54,578)	(63,610)	(89,777)	(89,777)
	(14,311)	(14,311)	(26,157)	(26,157)



New Zealand Post Primary Teachers' Association (Inc)

Notes to the Financial Statements

For the year ended 31 March 2010

6 Property, Plant & Equipment

	Cost \$	Accumulated Depreciation \$	Book Value 2010 \$	Depreciation 2010 \$	Book Value 2009 \$
Buildings - Willis Street Premises	2,260,000	266,861	1,993,139	67,800	2,067,223
Buildings - President's Apartment	359,277	47,152	312,125	13,857	318,500
Computers	653,384	485,179	168,205	96,412	72,674
Office Equipment	377,617	292,183	85,434	63,294	245,425
Furniture & Fittings	284,431	206,040	78,391	18,626	85,197
Furniture & Fittings - President's Apartment	24,902	20,444	4,458	737	9,583
Total National Office	3,959,611	1,317,859	2,641,752	260,726	2,798,602
Regional Offices - Total	100,348	94,078	9,270	3,937	12,630
Total Consolidated	4,059,959	1,411,937	2,651,022	264,663	2,811,232

7 Investments

	2010 \$	2009 \$
Term Deposits	5,119,189	4,663,713
Staff Mortgage Loan	34,210	50,035
National Office	5,153,399	4,713,748
Regions	576,712	524,857
Consolidated	5,730,111	5,238,605

	2010 National Office \$	2010 Consolidated \$	2009 National Office \$	2009 Consolidated \$
Current	4,836,888	5,413,600	4,663,713	5,188,570
Non-Current	316,511	316,511	50,035	50,035
	5,153,399	5,730,111	4,713,748	5,238,605

Investments are disclosed as follows:-

These are "held to maturity" financial assets, being non-derivative financial assets with fixed or determinable payments and fixed maturity dates that NZPPTA has the positive intention to hold to maturity.

The term deposits are invested at interest rates ranging from 4.6% to 5.3% p.a. and have maturity dates ranging from six months to 18 months.

The staff mortgage loan is a variable interest rate loan with interest rates set in January and July at 1% less than the average floating rate of three trading banks. Repayments are set at \$727.72 every fortnight. At current interest rates, the loan is due to be repaid on 4 March 2012.

8 Operating Leases

	2010 \$	2009 \$
The association has the following operating lease commitments:		
Within one year	285,933	292,778
One to two years	211,598	217,839
Two to five years	222,324	270,408
Over 5 years	416,720	441,128
	1,136,575	1,222,153

The operating leases are of a non-cancellable commercial nature and are on normal commercial terms and conditions.



New Zealand Post Primary Teachers' Association (Inc)

Notes to the Financial Statements

For the year ended 31 March 2010

9 Financial Instruments

Exposure to credit, interest rate and liquidity risk arise in the ordinary course of operations for NZPPTA.

Revenue and expenses in relation to financial instruments are recognised in the Consolidated Statement of Comprehensive Income

The fair value of financial instruments is equivalent to the carrying amount disclosed in the Balance Sheet.

Concentrations of credit risk include the association's banking arrangements and accounts receivable. Most funds are held with the Bank of New Zealand and with The National Bank. Management reduces counterparty, credit and currency risk by spreading its investments amongst reputable financial institutions.

10 Contingent Liabilities

There are no known material contingent liabilities as at 31 March 2010 (2009: nil).

11 Capital Commitments

At 31 March 2010 NZPPTA had committed to spend \$50,000 on new Caseware software
There were no capital commitments at 31 March 2009

12 Related Parties

Transactions with key management personnel

	2010	2009
	\$	\$
Key management personnel compensation includes		
Short-term employee benefits	173,056	166,400
Long-term employee benefits	2,600	2,600



New Zealand Post Primary Teachers' Association (Inc)

Detailed Schedule of Expenses

For the year ended 31 March 2010

PPTA National 2009 Actual	PPTA Consolidated 2009 Actual		PPTA National 2010 Actual	Budget 2010	PPTA Consolidated 2010 Actual
ADMINISTRATION EXPENSES					
80,634	90,634	Building Expenses	94,483	90,700	94,483
462,082	731,837	General Expenses	454,276	455,000	454,276
33,040	33,040	Information Technology	51,829	37,000	51,829
886,369	886,369	Staff Costs	880,468	836,504	890,468
1,864	1,864	Interest Expense	11,363	0	11,363
19,813	19,813	Audit Fees-National Office Auditors	17,843	14,000	17,843
3,910	3,910	Other Services National Office Auditors	11,472	-	11,472
(4,804)	(4,549)	Loss On Sale Of Fixed Assets	-	-	-
-	13,878	Audit Fees Other firms	-	-	16,883
<u>1,502,918</u>	<u>1,786,798</u>	TOTAL ADMINISTRATION EXPENSES	<u>1,531,734</u>	<u>1,433,204</u>	<u>1,548,817</u>
GENERAL SECRETARIAT					
161,089	161,089	Annual Conference	162,496	154,000	162,496
237,146	237,146	Executive Expenses	195,505	217,000	195,505
74,661	74,661	General Expenses	53,565	76,000	53,565
252,033	252,033	President's Expenses	220,814	218,900	220,814
18,280	18,280	Special Groups	3,593	13,500	3,593
386,688	109,840	Regional Expenses	326,399	357,000	330,582
295,411	295,411	Staff Costs	293,586	282,500	293,586
30,684	30,684	Whaea & Kaumatua	12,725	17,000	12,725
282,050	282,050	External Relations	201,583	215,500	201,583
0	0	Special Projects	-	2,000	-
<u>1,738,042</u>	<u>1,481,284</u>	TOTAL GENERAL SECRETARIAT	<u>1,444,796</u>	<u>1,551,400</u>	<u>1,448,979</u>
MAORI ACTIVITIES					
88,449	86,449	Te Huarahi Hui	42,624	55,000	42,624
0	0	Te Huarahi Conferences	474	5,000	474
669	669	Kaupapa Maori	31	0	31
9,736	9,736	Te Reo A Rohe	4,715	10,000	4,715
65,766	65,766	Maori Teachers' Conference	36,974	65,000	36,974
13,722	13,722	Maori Teachers' Conference Misc	8,851	8,000	8,851
4,262	4,262	Whaea & Kaumatua	2,540	4,500	2,540
18,263	18,263	Maori Contributions to Key W/P	784	10,000	784
-654	-654	Kapa Haka	15,745	5,000	15,745
518	518	Conference Calls	207	800	207
27,844	27,844	Nga Manu Korero	30,133	34,500	30,133
124,995	124,995	Staff Costs	183,219	176,200	183,219
13,785	13,785	General Expenses	4,545	5,000	4,545
<u>365,355</u>	<u>365,355</u>	TOTAL MAORI ACTIVITIES	<u>339,212</u>	<u>378,000</u>	<u>339,212</u>
MEMBERSHIP					
233,570	233,570	General Expenses	235,225	188,000	235,225
2,231,958	2,231,958	Staff Costs	2,313,383	2,498,900	2,313,383
202,080	202,080	Training Activities	173,749	167,400	173,749
147,806	147,806	Auckland Field Office	135,501	138,000	135,501
63,555	63,555	Christchurch Field Office	73,948	63,000	73,948
31,830	31,830	Dunedin Field Office	30,493	34,500	30,493
83,562	83,562	Hamilton Field Office	81,851	81,000	81,851
144,109	144,109	Palmerston North Field Office	135,098	133,500	135,098
<u>3,138,470</u>	<u>3,138,470</u>	TOTAL MEMBERSHIP EXPENSES	<u>3,179,348</u>	<u>3,285,300</u>	<u>3,179,348</u>
POLICY AND ADVOCACY					
369,847	369,847	Association Activities	439,053	343,100	439,053
222,984	222,984	Collective Agreement	19,812	20,000	19,812
37,791	37,791	General Expenses	63,005	73,500	63,005
157,133	157,133	Information Services	167,385	153,500	167,365
44,870	44,870	Principals' Council	54,156	47,000	54,156
1,399,079	1,399,079	Staff Costs	1,313,623	1,411,500	1,313,623
<u>2,231,504</u>	<u>2,231,504</u>	TOTAL POLICY & ADVOCACY	<u>2,057,014</u>	<u>2,048,600</u>	<u>2,057,014</u>
OTHER					
218,198	221,943	Depreciation Expense	260,970	145,000	264,907
26,687	26,687	Legal Expenses	87,960	10,000	87,960
<u>244,886</u>	<u>248,630</u>	Campaign Reserve	46,520	100,000	46,520
<u>9,221,155</u>	<u>9,232,028</u>	TOTAL EXPENDITURE	<u>8,947,554</u>	<u>8,952,504</u>	<u>8,972,557</u>

**AUDIT REPORT
TO THE MEMBERS OF THE NEW ZEALAND POST PRIMARY TEACHERS' ASSOCIATION (INC)**

We have audited the attached financial statements of the National Office and the Regions of New Zealand Post Primary Teachers' Association (Inc) (collectively referred to as the "Group" and "New Zealand Post Primary Teachers' Association (Inc)") on pages 2 to 10. The financial statements provide information about the past financial performance and financial position of the Group as at 31 March 2010. This information is stated in accordance with the accounting policies set out on pages 5 to 7.

This report is made solely to the members of the New Zealand Post Primary Teachers' Association (Inc), as a body, in accordance with the requirements of the New Zealand Post Primary Teachers' Association (Inc)'s constitution. Our audit has been undertaken so that we might state to the New Zealand Post Primary Teachers' Association (Inc)'s members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the New Zealand Post Primary Teachers' Association (Inc) and the New Zealand Post Primary Teachers' Association (Inc)'s members as a body, for our audit work, for this report, or for the opinion we have formed.

EXECUTIVES' RESPONSIBILITIES

The Executive Committee of the New Zealand Post Primary Teachers' Association (Inc) is responsible for the preparation of the financial statements, which give a true and fair view of the financial position of the Group as at 31 March 2010 and of the results of their operations for the year ended 31 March 2010.

AUDITORS' RESPONSIBILITIES

It is our responsibility to express an independent opinion on the financial statements presented by the Executive and report our opinion to you.

BASIS OF OPINION

An audit includes examining, on a test basis, evidence relevant to the amounts and disclosures in the financial statements. It also includes assessing:

- the significant estimates and judgements made by the Executive in the preparation of the financial statements, and
- whether the accounting policies are appropriate to the Group's circumstances, consistently applied and adequately disclosed.

We conducted our audit in accordance with generally accepted auditing standards in New Zealand. We planned and performed our audit so as to obtain all the information and explanations which we considered necessary to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatements, whether caused by fraud or error. In forming our opinion, we also evaluated the overall adequacy of the presentation of information in the financial statements.

Our firm carries out other assignments for the Group in the area of taxation advice and general accounting assistance. Such assistance is provided under normal business terms.

UNQUALIFIED OPINION

We have obtained all the information and explanations we have required.

In our opinion:

- proper accounting records have been kept by the New Zealand Post Primary Teachers' Association (Inc) as far as appears from our examination of those records; and
- the attached financial statements on pages 2 to 10:
 - fairly reflects the financial position of the New Zealand Post Primary Teachers' Association (Inc) as at 31 March 2010, and the results of its operations for the year ended on that date.

Our audit was completed on 16 July 2010 and our unqualified opinion is expressed as at that date.

BDO Wellington
BDO WELLINGTON
Chartered Accountants
WELLINGTON