



# PPTA TE WEHENGARUA ANNUAL REPORT 2021 – 2022



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## **PPTA CONSTITUTION**

All PPTA activity is guided by a constitution with the following objectives:

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

The PPTA's activities include:

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

## OVERVIEW OF 2021-2022 YEAR: PPTA PRESIDENT, MELANIE WEBBER



Writing last year's report foreword in August of 2021 it felt like we might be on the turn into a better place. We had been able to run our Māori Teachers, Secondary Principal's, Provisionally Certified Teachers and NETs conferences in the July term break and had just managed a rescheduled face to face Issues and Organising conference in August when we were plunged once again into lockdown.

Suddenly our hopes that Annual Conference would be able to run in its full form were dashed, and instead we ran a truncated Annual General Meeting via zoom. This was historic not only for its virtual nature, but because it was here that we were finally able to take a further step in realising our tiriti aspirations. A year after the paper had been withdrawn by Te Huarahi at the 2019 annual conference, we were finally able to endorse a constitutional paper that created a Māori Vice President.

To have been sitting in the chair when this was passed was one of the greatest privileges of my life, and in February 2022, Vince Hapi was elected unopposed as our first Te Hāpai-ō. While unfortunately we were once again operating in a virtual space for the annual Issues & Organising hui in March and unable to have the MVP in person, subsequent events have been much enhanced by the addition of Vince to the team.

It has been good to have these highlights, because in many ways this past year has been a real annus horribilis with Term 2 of 2022 a particular lowlight. Navigating Covid mandates and the constantly changing health & safety protocols in schools on top of staff and student illness has been a significant challenge for the union, but our staff have worked hard to provide clear advice throughout. Ultimately as with so much union mahi it falls to our activists in schools to make these policies real, and so it was fantastic to be able to recognise this at the end of 2022 with the delivery of fruit and veg boxes to branch chairs across the motu.

2021 / 2022 has also seen the development of our claim. Again, this process was impacted by the inability to meet kanohi ki te kanohi, but branch based PUMs (often via zoom) and online voting allowed us to have a claim endorsed in May in preparation for the start of negotiations in July.

Pushback against the continuing overreach of the teaching council has continued. While a further two consultations saw a fee increase approved by their outgoing board despite strong opposition from teachers, we have been more successful in curtailing their strategic plan to begin to focus in on the mahi that we think they ought to be doing. The centralised payment of teaching council fees is one of our claims.

Timing and covid pressures on the review of achievement standards in NCEA continues to cause concerns with the curriculum review adding further complication. Advocacy saw implementation dates for the new standards delayed by a year, but ongoing illness and workload concerns leave us concerned about the ability of schools to engage.

These are difficult times and there are no easy solutions, but we can find our way through this. Members in classrooms and activists in schools and regions, our intrepid field service and the team at National Office in Wellington, together we are strong. Thank you all for the mahi that you do.

Kia kaha, kia maia, kia manawanui.

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## FOREWORD TO THE 2021-2022 ANNUAL REPORT: PPTA GENERAL SECRETARY, MICHAEL STEVENSON



2021/22 was a significant year for PPTA Te Wehengarua, with members and staff working together on advocacy, campaigns, organising and our flagship professional learning and development programme. Three highlights were our strategic litigation victories in the Teaching Council judicial review high court case and our hours of work win in the employment court; the launch of our *Invest in Teachers – Invest in Aotearoa* collective agreement campaign; and delivery of a new suite of professional development opportunities for secondary teachers and principals.

2022 sees us return to our tradition of a full Annual Conference kanohi ki te kanohi, following the ‘double bubble’ of 2020 and online AGM in 2021. It will be fantastic to have everyone together again, as we advance public education in Aotearoa.

2022 sees the launch of a fresh strategic plan for Te Wehengarua with four pillars: advocating, educating, organising and campaigning. The strategic plan, constitutional objectives and decisions of Conference steer the Association’s day-to-day work. Of course, we need a loyal membership and solid financial base for this vital mahi. So, I am pleased to report that the Association remains in the black for 2021/22, despite the challenges of membership recruitment during a global pandemic.

Thank you to all our activists, the wider membership and staff for making PPTA Te Wehengarua the powerful machine it is. Comrades, it is an honour to work alongside you. Kia kaha.

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## **PPTA DECISION-MAKING STRUCTURES 2021-2022**

This section of the New Zealand Post Primary Teachers' Association Te Wehengarua (PPTA) annual report for the 2021-2022 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. The executive comprises volunteers who are practising secondary teachers, elected by PPTA members. They represent each of the 24 PPTA regions, and there are three representatives from Te Huarahi Māori Motuhake (the Māori executive), and a representative from Komiti Pasifika.

Members also elect the PPTA president, a full-time position with a maximum term of four years based in Wellington, for which the incumbent can take leave from their 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.

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## **MEMBERSHIP OF PPTA EXECUTIVE, COMMITTEES AND GROUPS WHO SERVED DURING THE 2021-2022 YEAR**

### **PPTA NATIONAL EXECUTIVE**

Chris Abercrombie, Doug Clark, Simon Curnow, Kate Gainsford, Kieran Gainsford, Jacinta Grice, Vincent Hapi, Joe Hunter, Henare Hutana, Evan Jones, Bernie Lee, Gazala Maihi, Angela Maisiri, Katie Martin, Robert McCafferty, Lawrence Mikkelsen, Vinnie Monga, Amanda Moys, Luke Nickholds, Austen Pageau, Tania Rae, Simon Reid, Powhiri Rika-Heke, Patty Robinson, Louise Ryan, Emma Setterfield, Rob Torr, Anthony Urwin, Michael Waller

### **TE HUARAHI MĀORI MOTUHAKE**

Josephine Clarke-Kaio, Hemi Ferris-Bretherton, Daniel Hapuku, Marino Hau, Henare Hutana, Gazala Maihi, Tihi Puanaki, Powhiri Rika-Heke, Patty Robinson, Trish Tangaroa, Te Aomihia Taua, Lia Te Wao, Anthony Urwin, Shona West

### **TE RŌPŪ MATUA**

Jacinta Grice, Joe Hunter, Henare Hutana, Gazala Maihi, Vinnie Monga, Tihi Puanaki, Anthony Urwin, Shona West

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## **EXECUTIVE COMMITTEES**

### **MANAGEMENT COMMITTEE**

Chris Abercrombie, Vincent Hapi, Joe Hunter, Henare Hutana, Tania Rae, Simon Reid, Anthony Urwin, Michael Waller

### **AREA SCHOOLS ADVISORY COMMITTEE**

Chris Abercrombie, Raj Dawson, Glenys Hanley, Linda Moser, Louw Olivier, Michael Stebbings

### **CONDITIONS STRATEGY COMMITTEE**

Doug Clark, Jacinta Grice, Daniel Hapuku, Joe Hunter, Lawrence Mikkelsen, Amanda Moys, Luke Nickholds, Austen Pageau, Tania Rae, Rob Torr, Anthony Urwin, Shona West

### **CURRICULUM ADVISORY COMMITTEE**

Chris Abercrombie, Michael Cabral-Tarry, Simon Curnow, Kieran Gainsford, Angela Maisiri, Louise Ryan, Trish Tangaroa

### **ESTABLISHING TEACHERS' COMMITTEE**

Vincent Hapi, Sam Jenkinson, Natalie Jump, Luke Nickholds, Emma Setterfield, Paul Stevens, Lauren Strange, Bex Ward

### **ICT ADVISORY COMMITTEE**

Jarrold Aberhart, Edwin Bruce, Richard Cameron, Robbie Cleland - Pottie, Grant Collie, Chris Dillon, Marino Hau, Barnaby James, Liam Keegan, Catherine Martin, Timothy Muir, Mukesh Prasad, Michael Waller

### **KOMITI PASIFIKA**

Alvin Chand, Angela Maisiri, Leitu Samaseia, Tai Tarai, Vernon Tile, Robbie Timo

### MIDDLE LEADERSHIP ADVISORY COMMITTEE

Chris Bangs, Natalie Faitala, Chris Hart, Kenneth McMorland, Louise Ryan, Te Aomihia Taua, David Taylor, Peter Varey, Daniel Waldie, Michael Waller, Katrina Wickham, Fiona Jane Wolff, Samantha York, Tamara Yuill Proctor

### POLITICAL STRATEGY COMMITTEE

Chris Abercrombie, Hemi Ferris-Bretherton, Daniel Hapuku, Robert McCafferty, Lawrence Mikkelsen, Austen Pageau, Tania Rae, Simon Reid, Louise Ryan

### PROFESSIONAL ISSUES ADVISORY COMMITTEE

Chris Abercrombie, Jacinta Grice, Joe Hunter, Emma Setterfield, Te Aomihia Taua

### RAINBOW TASKFORCE

Jerome Cargill, Tori Howell, Ben Millar, Vinnie Monga, Amanda Moys, Powhiri Rika-Heke, Vernon Tile

### SECONDARY PRINCIPALS' COUNCIL OF AOTEAROA (SPC)

Maurie Abraham, Christine Allen, Chris Betty, Lance Christiansen, Virginia Crawford, Catherine Ewing, Kate Gainsford, Karyn Gray, Michael Houghton, Alan Liddle, Rosey Mabin, Steve McCracken, Tara Quinney, Simon Reid, Nic Richards, Rachel Alayne Skelton, Roger Tobin, Fleur Wainohu

### SENIOR POSITIONS ADVISORY COMMITTEE

Peter Brailsford, Kevin Byrne, Laurence Caltaux, Josephine Clarke-Kaio, Jo Fissenden, Caroline Gill, Catherine Hutton, Amanda Johnson, Angela Maisiri, Ian Nicholson, Luke Nickholds, Christine Pili, Steve Read, Michael Wilkinson-Meyers, Jacinta Grice

### COVID-19 PROFESSIONAL ISSUES TASKFORCE

Melanie Webber, Chris Abercrombie, Te Aomihia Taua, Vinnie Monga, Louise Ryan, Michael Waller, Tania Rae, Michael Cabral-Tarry, Paul Stevens

### SURPLUS STAFFING NOMINEES

Aoraki: Rosie Adams, Miles Winter

Bay of Plenty: Niall Pearce

Canterbury: Jo Fissenden, Pete Gill, Bernie Lee

Central Plateau: Elizabeth Ross

Counties Manukau: Rodger Barlow, Stuart King

Hauraki Coromandel: Amanda Cook

Hawkes Bay: Jill Gray, Lisa Hargreaves, Richard Reiter

Northland Upper: Alan Carson, Esther Van Dyke

Northland Central: Hazel McIntosh

Southland: Chris Abercrombie, Terry McNamara, Luke Nickholds, Robyn Welsh

Taranaki: Richard Armond, Bruce Johnson, Eileen Mott

Tamaki Makaurau Auckland: Michael Cabral-Tarry, Frederica Simpson

Wellington: Paul Cutler, Joy Maehe, Vernon Tile

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## **PPTA REGIONAL OFFICERS**

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

### **REGIONAL CHAIRPERSONS**

Greg Allum, Bill Claridge, Jason Devery, Amanda Ellwood, Kevin Greig, Kate Halls, Michael Harvey, Simon Hirini, Rebecca Hopper, David Masters, Ryan McCroskery, Sarah Morgan, Thomas Newton, Kijiana Pene, Jody Reynolds, Elizabeth Ross, Julie Secker, Paul Stevens, Francis van Buren-Schele, Cassandra Wilberforce, Kim Wilson, Miles Winter

### **REGIONAL SECRETARIES**

Rosie Adams, Sharon Barrett, Emma Box, Robyn Bright, Jessica Brown, Kieran Browne, Emma Burns, Jess Earnshaw, Amanda Ellwood, Samantha Farook, Sam Jenkinson, Hamish Johnston, Joshua O'Sullivan, Vanessa Pringle, Sean Scanlen, Tanya Sherborne, Andrea Sims, Lorraine Still, Lauren Tauveli, Andy Wallam, Peter Wills

### **REGIONAL TREASURERS**

Jamie Ashman, Quentin Barry, Penelope Bovaird-Walker, Robyn Bright, Grant Collie, Shay Cowley, Jacqui Durham, Conor Dykes, Lisa Hargreaves, Hazel McIntosh, Terry McNamara, Linda Merriman, Sarah Morgan, Diven Nath, Tony Nelson, Eileen Parsons, Niall Pearce, Ryan Peters, Stephen Ross, Angela Seyb, Vernon Tile, Jason Wang

### **TE REO-A-ROHE**

Birney Ahomiro - Robinson, Rihari Brown, Jane du Feu, Sharon Fernee, Ngawini Heretini, Henrietta Hillman, Simon Hirini, Irihapeti Macdonald, Anaru Mikaere, Tina Peters, Shanna Rope, Nicole Solomon, Hayley Thompson, Malia-ana Turketo, Tricia Warren, Christine Weepu

### **REGIONAL ESTABLISHING TEACHER REPRESENTATIVES**

Surrey Collett, Danielle Davis, Charlotte Eyre, Ngaropaki Hart, Kussi Hurtado-Stuart, Emma Jones, Natalie Jump, Bethany Kennedy, Kyle Larsen, Mandy Maber, Rose Ruzicka, Sam Speedy, Chelsea Stockdill, Areka Watson, Alexander Wenzel

### **REGIONAL WOMEN'S COORDINATORS**

Heather Anderson, Shalom Del' Monte -Aberhart, Juliette Emery-Fenemor, Nicola Hawkes, Anna Heinz, Leah Henderson, Kate Hope, Mere Manning, Desiree Mulligan, Lee-Anne Parcell, Lida Penn, Clare Preston, Radhe Radhe, Isabel Rangiwananga, Lisa Steenhauer, Lauren Strange, Esther Van Dyke, Robyn Welsh, Yomi Williams, Jillian Woods

### **REGIONAL PASIFIKA COORDINATORS**

Natalie Faitala, Louise Fleming, Shalendra Kumar, Kamal Nair, Camillia Padgett, John Palamo, Jana Robertson, Robbie Timo

### **RAINBOW NETWORK COORDINATORS**

Jay Clothier-Simmonds, Deanna Foster, Lisa Holden, Maggie Jones, Jennifer Lockett, Amanda Moys, Toni Neve, Ashlin Raymond, Manu Somerville, Chloe Wilshaw-Sparkes

### **REGIONAL MEN'S REPRESENTATIVES**

Damian Baker, Jeremy Ball, Meredydd Barrar, Philip Bell, Simon Brouwer, Nicholas Campbell, Graham Conlon, David Lang, Maxwell Matenga, Sanjay Prasad, Simon Raine, Girish Sajwan, Russell Stirling, Carl Vose, Teina Wells-Smith, David Young

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## COVID-19 REPORT

For the third year running, we continue to be affected by COVID-19.

With the Alert levels being replaced by traffic lights in December 2021, the Auckland boundary-crossing rules finally ended on 17<sup>th</sup> January and for a brief moment Aotearoa was at Orange together. After the first confirmed Omicron case the whole country moved back to 'Red' on the 23<sup>rd</sup> January 2022, moving back to Orange at 11:59 on April 13<sup>th</sup>.



Despite a wave of COVID-19 variants moving through the country, schools remained open for the most part, though there were a range of measures taken by schools including moving online for short periods and rostering home of year levels. Schools were hit hard by both student and staff illness, with acquiring of relievers difficult for many schools.

Masks moved from 'required' to 'recommended' to 'strongly recommended' and have been provided by the MOE directly to schools. While there were some concerns about the limited number provided, schools have also been supplied RAT kits, portable air cleaners, CO2 monitors and a range of printed materials to help in the fight.

Learning Recognition Credits were again provided to students in order to provide a fairer opportunity to achieve NCEA or University Entrance. While there are some questions around the inequities in the system, the blanket approach meant that any additional workload [in terms of administration] was avoided.

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## TEACHING COUNCIL CAMPAIGN

Following the successful judicial review of the Teaching Council's fees increase decisions, the government put forward an amendment to the Education and Training Bill allowing the Teaching Council to collect fees and levies for all of its functions. PPTA members rallied to submit against this amendment, including dozens of oral submissions to the select committee held via Zoom during Covid lockdown. Despite our efforts, the amendment passed and the Teaching Council once again consulted on a significant fees increase. Despite clear opposition from the profession, the Teaching Council decided to go ahead with the increase as of 1 July 2022.

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## PROFESSIONAL LEARNING AND DEVELOPMENT FUND

Pūtea Whakawhanake Pouako | PPTA Learning and Development Centre has delivered the following professional learning and development over the last year:

- Māori Teachers' Conference 2021 - 11 – 14 July 2021: The Brentwood Hotel, Te Whanganui-a-Tara, Wellington
- Provisionally Certified Teachers' Conference 2021 - 21 – 22 July 2021: The Brentwood Hotel, Te Whanganui-a-Tara, Wellington
- Micro-credential: Effective mentoring practices for secondary – in partnership with Victoria University of Wellington – Te Herenga Waka

- Wellbeing in Education Workshops – in partnership with Worksafe Reps (2021)
- Thrive – Online Workshops to Build Resilience - in partnership with Victoria University of Wellington – Te Herenga Waka and Umbrella (2022)
- Te Tatau ki te Ao Māori – online and in-person
- Subject Association Grants – paid to 618 teachers

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## THE EDUCATION WORK PROGRAMME

### EDUCATION SERVICE AGENCY – TE MĀHAU 2022

Te Mahau was established to support all schools to succeed following the reform of Tomorrow's Schools. The ministry has established Te Mahau (Education Service Agency) which is a separate unit within the ministry and is made up of three regional offices, Te Tai Raro (North), Te Tai Whenua (Central), and Te Tai Runga (South). It houses the Te Poutāhū (Curriculum Centre) and the Education Support Learning Networks.

Budget 2021 provided significant investment to establish the curriculum centre within Te Mahau. Funding through Budget 2022 will support changes to the system and more targeted investment. A regional response fund of \$40 million over four years is being established to meet local education needs. The funds will be provided through Te Mahau, which will work closely with the sector and communities, as well as hapū and iwi to ensure frontline support is getting where it needs to, in the way it needs to.

The Ministry of Education has appointed 38 curriculum leads who work in all curriculum settings and have a direct connection to Te Poutāhū. The MOE believes the curriculum leads will provide kaiako with the curriculum service and support. They will offer various levels of support - Self-directed, Guided, Supported.

Budget 21 provided resourcing for leadership advisor roles and in July 2022 the MoE is seeking feedback on job description for these roles. It is intended that the leadership advisors are appointed to begin at the start of 2023, with appointments being a mixed model – secondments, fixed term and permanent appointments. There has been concern expressed about the limited resource, 21 roles across 2,500 schools and there is a continual tension between flexibility and coherence.

### NCEA REVIEW

The NCEA Review forms part of the larger education work programme being undertaken. While the paper prepared for Annual Conference 2022 gives the most up-to-date and detailed information, in a nutshell, it can be said here that all seven of the key system shifts of the NCEA change programme are well underway. PPTA Te Wehengarua has called for, and been successful in, influencing changes to implementation timelines for Level 1 and the co-requisites for literacy and numeracy. Also due to our input, the dates and content for the final four Accord Teacher Only Days being held in 2022 have been given more flexibility.

PPTA Te Wehengarua remain concerned about the amount of change happening with both the NCEA Review and the Curriculum Refresh and continue to call for better alignment between the two projects.

We remain committed to the eight criteria for an educationally valid qualifications system (namely that it be manageable, inclusive, fair, clear, constructive, motivating, cumulative and coherent), that were originally developed by the 1997 Qualifications Framework Inquiry, Te Tiro Hou and endorsed by PPTA Te Wehengarua.

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## PPTA INDUSTRIAL ACTIVITY

### ACCORD (OVERVIEW)

The Accord governance group has continued to meet regularly, usually once a month, to discuss areas of work outlined in the Accord document. Accord subgroups dedicated to Teacher Aide funding and career paths, Kāhui Ako, Wellbeing and NCEA Teacher Only Days have also continued to meet and make progress towards their goals.

New work streams have evolved as the primary and secondary teachers' collective agreements have expired. The Accord agreement included a commitment to pre-bargaining in advance of formal bargaining beginning. The reality of the bargaining process in the time of Covid meant the timing of these meetings became problematic. PPTA Te Wehengarua did not have an endorsed claim prior to the agreed start date of the meetings and were therefore unable to discuss details of the proposed claims outside of the membership space.

The most notable outcome of these meetings was the inclusion of an additional claim in PPTA Te Wehengarua's claims package. This is the claim to discuss the areas of shared interest that have been identified during the pre-bargaining conversations. The claim is not for any specific action on these areas, but to discuss them. These areas are:

- Appointment criteria for Across Community Teachers
- Change management practices
- Employment matters highlighted by the pandemic
- Kāhui Ako leadership models
- Constraints around Kāhui Ako roles
- Processes for determining individual starting salaries
- Recognising the role of union membership in industrial relations
- Recognition of new, non-standard qualifications for pay purposes
- School closures and employer for supernumerary purposes
- Sick leave provision review
- Supporting teacher trainees and newly certificated teachers
- Supporting the NCEA review and curriculum refresh
- Supports for secondary schools with recruitment and retention pressures.
- The role of attestation for pay purposes

### INDUSTRIAL STRATEGY

Industrial processes were modified due to the impacts of the pandemic. Creation of the vision provided a framework for claims development. Members were able to give feedback on possible claims online in late 2021 and again as part of branch based PUMs in Term 1 of 2022. Electronic ratification of claims occurred in Term 2 with negotiations beginning later that term. The

proposed public sector pay adjustment (PSPA) has created an additional dynamic for negotiations. At the time of writing negotiations were continuing focusing on conditions claims while discussions to see if a PSPA could be agreed took place separately.

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## ENFORCING THE COLLECTIVE AGREEMENTS

### PAY EQUITY

The pay equity claim that PPTA raised in December 2020 was consolidated with NZEI Te Riu Roa's claim for early childhood and primary teachers, to make up the Teachers Pay Equity Claim. This claim covers members in all PPTA's collective agreements and was determined as arguable by the Secretary for Education. Throughout 2021 and 2022, we have met with the Ministry of Education's Pay Equity team, alongside NZEI TRR to work on the Multi-Employer Pay Equity Process Agreement or MEPA, which outlines how the employers will work together and make major decisions as a group. Terms of Reference are being finalised that will outline the timeline and procedures that will be used to assess the claim. Next, we will move onto the investigation stage, which will involve interviews and surveys of members in a range of roles, to develop a detailed understanding of the duties and responsibilities involved in the work. While the Ministry is planning to start the investigation in term four of 2022 for primary and early childhood teachers, we have made it clear that this would be inappropriate timing for our members in secondary schools, so they are looking at starting secondary investigations in term one of 2023.

### HOURS OF WORK CASE

After a considerable delay we finally got a decision handed down in the Employment Court completely vindicates PPTA advice to members about their hours of work and when schools are not open for instruction. In her decision, Employment Court Judge Kathryn Beck said 'it appears that the Ministry and the union made the call to rely on collaborative relationships within the schools to work it out on a day-to-day basis... That approach was effective for at least 12 years.'

### MITA

The MITA case lodged in 2020 with the Employment Relations Authority to determine the eligibility of five named claimants who were RTLBs in Māori medium settings has been settled. After lengthy delays due to Covid-19 and changes in authority members, the case was settled at the end of 2021 without going back to the Authority. This settlement has no ongoing impact on other members.

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## COLLECTIVE AGREEMENT CAMPAIGNS

Three campaigns are underway to support negotiations for the community education, teachers' and principals' collective agreements.

### **We're With You – Community Education**

The Community Education campaign is focussed on raising awareness that we are claiming to have Out of Hours Music and Arts workers included in the Adult and Community Education Collective Agreement.

## **Penapenatia te kaiako, kia whai koha ki a Aotearoa whānui – Invest in teachers, invest in Aotearoa**

The secondary teachers' collective agreement campaign messaging highlights teachers' place at the heart of their communities, and in wider New Zealand society. It calls for urgent investment in teachers in order to counter recruitment and retention issues, and to address the growing pastoral and cultural needs present in our school communities.

The imagery to support this messaging is the mangōpare, or hammerhead shark, which symbolises strength, tenacity and determination.

## **Kōkiritia te tumuaki kia tupu, kia puawai ngā akoranga – Support principals and grow learning**

For the first time, the principals' collective agreement negotiations are being supported by their own campaign.

By using kōkiri(tia) in the campaign slogan, it not only means to promote and support but also to champion and lead. It is an inclusive kupu for both the supporters and the supported that education may blossom (kia puawai).

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## **SECONDARY SCHOOL STAFFING**

### **SECONDARY TEACHER SUPPLY (INCLUDING FFPS ISSUES)**

PPTA has worked with Ministry of Education on a number of matters related to supply. Our annual staffing survey indicated that the issue of staffing schools has intensified and that schools are continuing to struggle to find staff.

### **SURPLUS STAFFING**

The provisional data provided by the Ministry of Education (MOE) in early October 2021 identified 61 Secondary Schools and requiring staffing 'protection' and there was a total of 135 FTTE reduction in these schools. The provisional data identified that 23 Composite (Area) Schools required staffing protection and there was a total of 46 FTTE reduction in these schools. Staffing 'protection' is where the Ministry of Education calculation of a board's Guaranteed Minimum Formula Staffing (GMFS) entitlement staffing for the coming year is less by 1.0 Full Time Teacher Equivalent (FTTE) or more than the board's level of entitlement staffing for the current year.

While not captured by the GMFS data, there are fewer international students as a result of the on-going COVID 19 Pandemic. Based on Ministry of Education data we know that international student numbers had reduced by 1,353 students over a 12-month period down to 3418 students in November 2021. This reduction is on top of the reduction we saw based on MOE data of there being 4,487 fewer international students attending Secondary and Composite schools in the period November 2019-November 2020. The border re-opening may eventually see an increase in international students and numbers of students being home schooled may also increase. Reorganisations are likely to continue.

Any surplus staffing process occurring is required to follow the processes in clause 3.9 of the Secondary Teachers' Collective Agreement and Appendix 5 of the Area Schools' Collective Agreement.

A one-day refresher training course was held online in September 2021 surplus staffing round due to COVID restrictions. It was only available for previously trained nominees. The trainers were Miles Winter, Bernie Lee, Jason Smythe, and Jo Martin.

A two-day training had been scheduled for the pool of recently endorsed surplus staffing nominees. A decision was made not to run this training on-line. A two-day training is set to run in Christchurch in September 2022.

The following numbers of nominees were available for the 2021 round.

Auckland Office	4
Hamilton Office	1
Palmerston North office	4
Christchurch office	5
Dunedin Office	2
TOTAL	16

We continue to work to promote member awareness about reorganisations and the requirement for schools to consult and follow the provisions of the relevant Collective Agreement.

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## **PPTA PROFESSIONAL ACTIVITY (YEAR TO 30 JUNE 2022)**

### **INITIAL TEACHER EDUCATION / MEETINGS WITH TEACHER EDUCATORS**

The initial teacher education (ITE) debate is part of a wider conversation that encompasses the complexity of teacher supply and the support for teachers, be they recent graduates of teacher education or seasoned professionals. With numbers in ITE continuing to decline, despite an increase in 2021 despite an increase in 2021 (most likely Covid-related), it is important that PPTA Te Wehengarua continues to be part of this debate.

PPTA Te Wehengarua used to be part of the Teaching Council's ITE Advisory Group (ITEAG) but hadn't been included in any meetings since 2019 (if indeed there had been any). However, this changed in early 2022, perhaps because of the release by the New Zealand Educational Institute (NZEI) of a discussion document calling for a system-level change to address the increasingly 'fragmented and competitive' Initial Teacher Education (ITE) model that exists currently. As well as reflecting on the NZEI paper and attending the meetings of the ITEAG, there have been other high level discussions meetings between PPTA Te Wehengarua and the MoE about their thinking. This is a space where there is likely to be some changes happening in the foreseeable future. Back at National Office, PPTA Te Wehengarua continues to host meetings biannually for teacher education providers. Current concerns include maintaining the integrity of teacher education programmes for student teachers during a pandemic and the ever-decreasing number of schools able to support student teachers for practicum requirements.

### **SUBJECT ASSOCIATIONS**

The difficult decision was made early in 2022 to hold this year's Subject Associations' Forum online for eight hours split over two days in April. There were just under representatives in attendance spanning over 20 organisations. The forum was chaired by Junior Vice-president Chris Abercrombie supported by the President and five other PPTA Te Wehengarua representatives and/or staff.

Due to being online, there were different accommodations made to ensure attendees could participate fully, from the ability to share ideas and concerns, or read up on some of the presentations prior to the forum as well as opportunities in all of the sessions to have Q & A with presenters and/or have break-out sessions for small-groups discussions.

Presentations from the Ministry of Education covered the usual sessions such as Literacy and Numeracy, the NCEA change package and the Review of Vocational Education as well as one on Te Ao Haka and Te Marautanga o Aotearoa. Participants also heard from NZQA, particularly about the external digital assessment work and from the CE of Teacher Development Aotearoa (formerly TRCC). The highlights however, were perhaps the presentation by Graeme Ball about the Aotearoa NZ Histories Curriculum followed by the chat with our own Anthony Urwin who talked about how his Master's study had supported his ability to lead his school in its connection with local iwi and stories.

### TEACHER DEVELOPMENT AOTEAROA (FORMERLY TRCC) AND NETWORKS OF EXPERTISE FUNDING NETWORKS OF EXPERTISE

Teacher Development Aotearoa (TDA) is led by new Chief Executive Brendon Henderson, a former primary school principal. Brendon, in turn, is supported by a board that includes union representatives from ECE, NZEI, PPTA Te Wehengarua and tertiary, with an independent board member as its chair. PPTA Te Wehengarua has one Executive member and one regular member on the board.

The core business of TDA is to be the hub for the Networks of Expertise (NEX) and in May 2022 TDA brought together all of the NEX groups at a summit with over 30 of the total of the 36 NEXs present. This was just a week or so after PPTA Te Wehengarua's Subject Associations' Forum so it was a good opportunity to connect face-to-face with the same group of people. Over time TDA expects the number of attendees at such summits to grow to 80. PPTA is hoping that this means more subject associations will have the benefit of the NEX funding as many do not.

Other TDA-PPTA connections:

Brendon has presented to a number of PPTA member audiences in 2022 and each time he emphasises the importance of using the expertise in the room, not outsourcing PLD, aligning very much with the thinking of the Association.

PPTA Te Wehengarua staff have begun conversations with TDA to support the creation of a national organisation for Māori language teachers. This seems to be the only way that NEX funding could support this group of teachers.

PPTA Te Wehengarua looks forward to NZCER's analysis of the NEX milestone reports as the refreshed organisation takes a stronger foothold into the PLD space.

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## KAUPAPA MĀORI

### TE HUARAHĪ MĀORI MOTUHAKĒ

Ko o tātou whakapono ngā kaiwhakawehewehe ia tātou. Ko o tātou moemoeā me o tātou pākatokato ngā kai whakakotahi ai tātou..... (Ideologies separate us. Dreams and anguish bring us together. Tā Te Wharehuia Milroy.

It has continued to be another year of challenges for kura, with relievers, kaiako and rangatahi affected with COVID-19 and Influenza. Te Huarahi Māori Motuhake welcomed the new Te Hāpai-Ō, Māori Vice President Vince Hapi and Kaihautū Māori to Te Wehengarua PPTA, Angela O'Donnell-King.

### 26<sup>TH</sup> MĀORI TEACHERS' CONFERENCE

The 26<sup>th</sup> Māori Teachers' Conference was held at The Brentwood Hotel in Te Whanganui-ā-Tara. To highlight a successful event for members to celebrate, debate and critique top Māori leaders from across the sectors in political commentary, public arena, and the academic community.

### NATIONAL SECONDARY SCHOOL'S KAPA HAKA 2022

Because of the restrictions around COVID-19 and the continued lockdown of kura, this event was cancelled to the following year.

### NGĀ MANU KŌRERO

The Ngā Manu Kōrero speech competitions 2021 were held for the first time online. Manawatū / Horowhenua hosted this event in September with the goal of ensuring the competition went ahead as this was cancelled the previous year. There was a record of over 48,500 views over the two days, 31,000 views on day 1 and 17,200 views on day 2 while 35,000 viewed the results on day 3. The National Committee thanked Manawatū / Horowhenua for running an excellent online event.

### PAPERS FOR ANNUAL CONFERENCE

Papers that were presented to Executive under kaupapa Māori were:

- HX21/117 Māori membership
- HX22/012 MITA – Kaiako Matatu ki te reo Māori me ōna Tikanga
- HX22/007 Rangahau - Kaiako Matatu ki te reo Māori me ōna Tikanga
- HX22/034 Māori Medium Update
- HX22/040 Rangahau - Kaiako Matatu ki te reo Māori me ōna Tikanga Update

All papers have been approved by Executive.

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## PPTA MEMBERSHIP ACTIVITY

### PPTA ANNUAL CONFERENCE

Annual Conference is the supreme decision-making forum for PPTA Te Wehengarua. Held in the first week of the Term 3 break, it is attended by some 140 delegates and representatives from 24 regions and networks. The conference provides a forum for members to set policy that addresses issues of current importance to members. COVID-19 once again required us to be nimble and make alternative arrangements. The 2021 Annual Conference was cancelled and replaced by an online AGM with just two papers considered. Case numbers across the country meant it simply was not feasible to hold the conference face to face, and an AGM with a small number of papers was the only practical solution.

At the 2021 AGM, members discussed and voted on the following papers:

- A Māori vice-president: a seat at the top table
- Proposed constitutional changes II

As it was an AGM, there were no external speakers.

### WOMEN'S NETWORK

The first PPTA Women's Committee has been formed. The formation was one of the suggested actions from the 2020 Women in Leadership summit. The Committee is made up of women representatives from Te Huarahi, Executive, and the general membership. There are also vacancies for representatives from Komiti Pasifika and the Secondary Principals' Council, which we are hoping to fill in the coming year. The work of the Committee is focussed on supporting wahine Māori in leadership roles, and developing an Equal Opportunities Employment survey for schools that is updated for current school contexts.

The field service is nearing completion of their sexual harm policy toolkit. The toolkit, which has been developed with RespectEd and in consultation with the PPTA women's network, supports schools' leadership teams and boards of trustees to create policies for handling sexual harm complaints in a manner that maintains the dignity of the complainant and that does not cause additional trauma.

### NETS

The Network of Establishing Teachers' Conference took place in Wellington in July 2021. The theme of the conference was "Ko te Ao Anamata o te Matauranga / The Future of Education" and it was attended by 68 delegates from 14 regions. The Establishing Teachers' Committee (ETC) has begun planning for the next conference which is to be held in April 2023.

The ETC has agreed on its work priorities for 2022:

- Continuing the Promise to New Teachers campaign
- Increased support for overseas trained teachers
- Strengthening connections between NETs regional representatives and the ETC
- NETs engagement with the collective agreement campaign
- Supporting teacher trainee/beginning teachers contending with Covid disruptions

## RAINBOW NETWORK

The Rainbow Network continues to grow and there is increased representation at both the branch and regional level. This representation serves to strengthen the visibility and support available for both teachers and students of minority sexualities, genders, and sex characteristics. Activity at Pride events has been hampered by event cancellations.

The PPTA Te Wehengarua Rainbow Taskforce continues to offer diversity workshops to schools. These are delivered by both staff of PPTA and taskforce members. COVID-19 has had a significant impact on the delivery of these in the 2021/22 year. For the second year in a row, we have not promoted these workshops because the unpredictability of COVID-19 makes guaranteeing being able to deliver difficult. We have managed to deliver just three workshops across this year, and have again had to reschedule a number, some up to four times.

## KOMITI PASIFIKA

For the first time since 2018, the Pasifika Fono was able to be held; this time at the Brentwood Hotel. Keynote speakers were: the Minister for Pacific Peoples, Associate Minister of Education (Pasifika) Hon. Minister Aupito William Sio, Children's Commissioner Judge Frances Eivers, and from ERO Filivaifale Jason Swann and Taule'ale'ausumai, Tofaga, Violet Tu'uga Stevenson. Highlights from the programme (other than the buffet dinner) included a panel of Pasifika Senior Leaders who spoke about their experiences and challenges as Pasifika in these roles, and will lead into further work by the Komiti in the development and support of Pasifika teachers. The Ministry of Education led several workshops, as well as Le Va and NZQA. There was also a variety of high-quality teacher-led workshops, showcasing the incredible mahi that is happening in our classrooms. This will also lead to further work by the Komiti and professional dinners are planned for the 2023 year. The next Fono will be held in Auckland in 2024, with Christchurch likely for 2026.

Vernon Tile stood down from his role on Komiti Pasifika and we wish him well after many years of service to the network.

Elections for Komiti Pasifika will be held later this year for the start of 2023. This election will be slightly different; two roles from each area will be elected for one year, and one role from each area will be elected for two years. The next election will be for the two single year positions from each area, then also moving onto a two-year cycle.

## PRINCIPALS' REPRESENTATION

SPC again played a vital role providing feedback and representation on health and safety, school operation and curriculum delivery issues in the Covid response. SPC members meet weekly with the Secretary for Education as part of the peak bodies group and Covid-19 response group. The Principals' Legal Service of Aotearoa the legal service that SPC established was able to work with the PPTA to provide webinars and small group seminars during the most intense period of implementation of the vaccine mandates in late 2021. Advocacy from SPC contributed to the government's decision to rephase the NCEA change programme, allowing stretched schools more time to implement changes. Regular newsletters providing timely information for principals and senior leaders have continued, as well as weekly feedback from regional representatives on issues affecting principals in their areas.

## PPTA SERVICE AWARDS

S/G/E/EC/SAC 2022



5 September 2022

**To: Conference Delegates**

### PPTA SERVICE AWARDS 2022

Annual PPTA Service Awards are designed to recognise significant contributions members or former members have made to fellow members and the Association through their activism and commitment.

Thus, it is with great pleasure that I announce the following as the recipients of the PPTA Service Award for 2022:

Name	Branch	Region
Michael Cabral-Tarry	Ex Auckland Girls' Grammar School	Tāmaki Makaurau Auckland
Simon Murfitt	Havelock North High School	Hawkes Bay
Andrew Reeves (Deceased)	Ex Havelock North High School	Hawkes Bay
Sarah Maindonald	Ex Papanui High School	Canterbury
Steve Connor	St Bede's College	Canterbury
Stephen Ross	Timaru Boys' High School	Aoraki

A handwritten signature in black ink, appearing to read "Michael Stevenson".

**Michael Stevenson**  
**GENERAL SECRETARY**

## REGIONAL ACTIVITIES

During the period of reporting branches and regions were working through the alert levels 2 and 3 and in 2022 the shift was made to a traffic light system.

With the challenges of Covid, regions and branch's concentrated on their core business and strengthening their internal processes and teams.

Most regions ended 2021 being able to establish whanaungatanga with end of year gatherings. The running of branch PUMS for collective claims were a highlight and brought members across the motu together for a shared purpose.

As regions and branch's began to feel that holding events was possible, we saw an increase in network events such as Rainbow workshops and meetings taking place.

Hawkes Bay held a 30 plus membership celebration with a particular highlight being the recognition of Jill Gray's 60 year membership.



With the ongoing disruptions of the pandemic the Tāmaki Makaurau Region were proud to lead on supporting vaccine and mask mandates to keep our members and rangitahi safe, and to minimise disruption in our kura. Auckland has been particularly affected by COVID-19 and the Region has valued the support of the wider Association. Auckland have continued their Professional Series events which have included well-received sessions on Rainbow Learners and Neuro-Diverse Learners, and now streaming these session online, and were able to offer PLD to kaiako across the motu.

## ISSUES AND ORGANISING SEMINAR

The March 2021 Issues and Organising seminar shifted to August due to Covid restrictions.

We were delighted to have Professor Mark Harcourt able to join us to speak on the concept of a union default. The idea is, that instead of having to opt in, workers have to opt out. Professor Harcourt outlined the various benefits of the union default, not only for the individual but for the collective (being the union) and wider society. These benefits are emotional, physical, financial, and cultural. Professor Harcourt was informative, entertaining and motivating.

The afternoon panel on the Changing Nature of Work was packed with quality presenters with a wide range of experience and knowledge. It was particularly pleasing to be able to have Yvonne Oldfield as part of the panel to talk on her PHD around precarious work on the global and national stage. Yvonne was joined by Stephen Blumenfield and Rebecca Downs from Victoria University Centre for Labour Employment and Work, and Bill Rosenberg economist at the CTU for over 10 years and Senior Associate at Victoria Universities Institute for Governance and Policy.

Workshops focussed on key areas such as Supporting Part Time Teachers, the NCEA changes, the Judicial Review and the upcoming Collective Negotiations. An Unconference Session was held on the Sunday and again there was a wide variety of discussions held by members. It's always heartening to see the activism and passion at a grassroots level for teacher professional and industrial growth.

The March 2022 Issues and Organising Seminars were again affected by the Covid alert levels and the decision was made to move the seminars to a condensed one day online event.

Our guest speakers were Angelo Gavrielatos - President of the NSW Teachers Federation (Union) and David Edwards from Education International.

Angelo spoke on their campaign titled "More than Thanks" and their approach in the current environment and David will spoke on the success of public education during Covid from a global perspective. Both were able to do so virtually - Angelo in real time and David provided a recorded presentation.

The change showed that we can create an online event that engages members and supports activists.

## MEMBERSHIP EDUCATION

Membership education during the period of reporting continued to be affected by the Covid alert levels. PPTA is supportive of best practice in this space and therefore any courses that ran did so with masks and social distancing.

We ran 9 localised PCT courses, a doubling of the normal number, to meet demand and to support those PCTS who have had a less than 'regular' first two years. We envision continuing this approach into 2023 as we want to ensure PCTS have a positive experience of PPTA and therefore retain their membership and ultimately stay in the profession.

We have successfully run another Senior Leaders course. This time in Wellington and while numbers were smaller than the pilot course the work and learning was not diminished, and members felt connect to PPTA.

In the period of reporting 373 members have taken up the opportunity to attend Mahi Tika courses. This is already up from the total attendees in 2021 of 249.

We were very pleased to be able to hold a two day Regional Chair forum in May. This was particularly helpful to new Regional Chairs and gave existing chairs the opportunity to reconnect leading to the Collective Agreement bargaining round. This also gave an opportunity for follow up from the one day Delegate Leadership Day held online in March.

## COMMUNICATIONS

This year has been a busy one for Communications, particularly as we advised members about COVID restrictions and developed collective agreement campaigns.

### Email

Direct email communications, sent to branch chairs and secretaries for them to forward on to members, continue to be the main means of regular communication. Between 1 July 2021 and 30 June 2022, we sent out 191 direct email communications (compared with 93 last year) including Collective News emails, interest group newsletters, and all-member emails. Our open rates ranged from 47% to 87% and we had a 99% delivery rate.

### Social media

Our main social media platform continues to be Facebook. At the time of writing our official Facebook page has grown from 5,600 to 5,800 followers. Our closed Facebook group, 'Invest in teachers, invest in Aotearoa' (formerly "Bring out the Best') has grown over the last year from 3,110 members to 5,800 members and is very active and dynamic. This year, we have become more active on Instagram and Twitter and we plan to continue to do so over the next year.

### Mainstream media

Mainstream media activity was steady last year with quite a lot of coverage of PPTA around COVID restrictions and developments – particularly the vaccine mandates – and the implications for schools. There was also a significant amount of media activity around the Teaching Council's privacy breach. Planning is under way for a more proactive media approach in the coming year.

### Website

This year we have added an analytics function to the website which enables us to track what topics and pages users are engaging with and who our audience is.

### PPTA News

PPTA News was published in both print form and online this year. Most of the stories are posted on our social media platforms too and they are often a good source of engagement and discussion.

### Streaming Executive meetings

In the latter part of the year, Communications staff were given responsibility for streaming of the Executive meetings. Previously this was outsourced so the costs have been reduced significantly.

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## PPTA EXECUTIVE ETHICS COMMITTEE

There were no ethics investigations in the 2021-22 year.

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## INTERNATIONAL UNION LINKS

### EDUCATION INTERNATIONAL (EI)

Our global peak body Education International (EI) had a busy year, despite the challenges of travel in the covid era. Work on equity continued as we witnessed the stark differences between the education opportunities available to the haves and have nots throughout the pandemic.

Over the last year, EI has become increasingly involved in supporting education union leaders, their members and young people, who have fallen victim to violence. The struggle comrades face in the Ukraine is at the centre of our minds, as are our global friends in neighbouring countries, who continue to support refugee intakes in the millions. Geopolitical struggles closer to home are very real too, with the Taliban banning secondary education for girls, attacks on democracy in Hong Kong and red tagging of union leaders in the Philippines.

Despite retiring as AEU federal secretary in late 2021, sister Susan Hopgood will continue as EI president until World Congress in mid-2023.

### COUNCIL OF PACIFIC EDUCATION (COPE)

The triennial Conference is to be held in November of this year with a small delegation of PPTA members and staff attending. COPE General Secretary Govind Singh has announced that he is stepping down and a successor will be appointed at the meeting.

### UNIONAID

UnionAID launched an appeal in May of this year, which asked union members around the country to contribute through payroll giving. The launch was livestreamed around the motu, with a speaker Mylene Cabalona of BIEN (Business Process Outsourcing) Industry Employees' Network' in the Philippines. Despite repeated concerns for her own safety, Mylene has continued to fight for the safeguarding of employees' rights and welfare.

In another way to help, there is a 'Solidarity' roast from Wellington-based coffee roasters Good Fortune Coffee. Profits from the sale of this go towards UnionAID projects.

Tim Sutton was appointed Executive Director after 25 years in senior UNICEF management roles, most recently in Sri Lanka.

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## CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022



Consolidated  
Financial Statement: