



Requirement to appoint 60% of within school teachers (WSTs) to permanent positions in CoL schools

The STCA and ASTCA require schools to make at least 60% of their within school teacher (WST) roles permanent.

In the joint guidelines from NZSTA, the Ministry of Education and PPTA (page 4) the three organisations have made clear that:

“if the school has three or more roles to allocate, each appointment to the role may be either permanent, or for a fixed-term in accordance with clause 3.2.3 of the STCA, provided that fixed-term appointments will never make up more than 40% of a board’s roles. There must be a genuine reason to appoint to a fixed-term.”

http://www.nzsta.org.nz/media/2901/teacherswithinschoolguidelines_30sept2014.pdf

This requirement is repeated as clause 4.24.5(a) of the STCA and 3.33.11 (b) (i) of the ASTCA.

It has come to our attention that some schools within CoLs are being advised not to make permanent appointments to WST roles.

This advice is an inducement to schools to break the law and to breach the requirements of the collective agreements negotiated by PPTA and the Ministry and also agreed to by NZSTA. PPTA is advising its members in CoLs that it will take legal action against any board which does not appoint at least the minimum proportion (60%) of its within school teacher roles as permanent positions.

Funding is on-going

Schools are reminded that the funding for CoL positions is baseline (on-going) funding. If a school is required to reduce the number of permanent WST roles because of either a reduction in the number of roles they are entitled to, or because of a change in government policy the costs of reducing those roles will be met by the Ministry Education in the same way that the Ministry meets the costs of required staffing reductions. The disestablishment processes for WST roles are contained in clauses 4.24.13 and 4.24.14 of the STCA and 3.33.8 of the ASTCA.