

# Annual Report 2024-2025



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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





The 2024–2025 year has been an extraordinary one – marked by relentless pressure, profound challenges, and moments of deep loss. I want to acknowledge the passing of our Senior Vice President, Melanie Webber. Melanie was a friend, a mentor, and a true professional. Her wisdom, warmth, and unwavering commitment to our kaupapa shaped so much of our work. She is deeply missed.

This year has tested our resolve at every turn. The National-led government continues to have a significant and often disruptive impact across both the industrial and professional spaces we occupy. There is no gentle way to say it: This government is hostile to workers and unions. We see it not just in rhetoric, but in the policies they pursue and the legislation they enact.

Changes to employment law – particularly the alterations to partial strike rules – are a direct attack on our collective power. These changes are designed to make it harder to stand up for fair pay and conditions. At the same time, we are witnessing a centralisation of power that strips away local autonomy and professional discretion, chilling both our industrial and professional work.

In the professional space, we've seen nothing but churn. Curriculum, assessment, pedagogy – all are being reshaped, often without meaningful consultation. This constant upheaval risks burnout and undermines our ability to deliver the world-class education our students deserve.

In the midst of this turbulence, our subject associations have been a beacon of expertise. Their contribution has been vital, and I want to extend my deepest thanks for the incredible mahi they continue to do.

Our Association's professional development – through conferences and the PLD Fund – has been a source of pride and strength. These initiatives reflect our commitment to leading our own growth, creating spaces for innovation and collaboration, free from top-down mandates.

Last year, I quoted Raymond Williams: "*To be truly radical is to make hope possible rather than despair convincing.*" That sentiment remains more relevant than ever. Despair may feel like a logical response to the systemic challenges we face – but we reject that. Our radical act is to choose hope.

## FOREWORD TO THE 2024-2025 ANNUAL REPORT : GENERAL SECRETARY, DR KIRSTY FARRANT



I would like to begin by acknowledging the death of our Senior Vice President Melanie Webber earlier this year. She made an incredible contribution to the education profession and the PPTA over many years.

It feels like only yesterday we were finalising the STCA and ASTCA settlements in August 2023, and yet we are already back in full swing preparing for the next bargaining round. With the current agreements expiring in July 2025, negotiations are well underway.

This year has brought renewed challenges. Government indications that they are considering possible restrictions to rights to strike, alongside the unilateral repeal of pay equity legislation, reflect a deeply undemocratic approach to industrial relations. These actions have blocked members from pursuing further equity claims and undermine the rights of all workers.

Equally concerning is the government's stance on Te Tiriti o Waitangi and its place in education. PPTA Te Wehengarua has joined the education sector Waitangi Tribunal claim to challenge this direction and reaffirm our commitment to a Tiriti-led education system.

The Association has continued to support members through high-quality professional learning and development, conferences, and networking opportunities via our PLD fund. These remain essential in a time of rapid change.

Being cut out of the government's planning to make changes to NCEA is something that we have strongly objected to. A proposal developed without any input from the teaching profession is likely to be problematic. Above all, curriculum development should precede assessment reform. This will likely be a strong area of focus when the proposal is publicly released.

Once again, we've asked a lot of our members. Thank you to our activists, staff, and wider membership for your continued strength and solidarity. PPTA Te Wehengarua remains powerful because of you.

## ACKNOWLEDGEMENT OF THOSE WHO HAVE PASSED

### Melanie Webber

E te mareikura, e Melanie, ngā huruhuru o te whare o Te Wehengarua  
Nā te ngākau aroha koe i ārahi kia tāea ai e tātou o Te Wehengarua kia eke panuku. Nā tōu rangatiratanga i ea ai te whakatauki “Mā mua ka kite a muri, mā muri ka ora a mua” Hoki atu koe ki ōu tūpuna, ki ōu maunga, ōu awa, ōu whenua tupuna moe mai ai, okioki mai ai, moe mai rā. Nāia ko ngā roimata e heke ana, nāia ko ngā tangi e rere ana, engari, kei konei tonu koe, kei ngā kūrae tonu o mahara.  
Moe mai rā e te mareikura



It was with deep sadness that we farewelled Melanie Webber, PPTA Te Wehengarua Senior Vice President this year.

Melanie was PPTA Te Wehengarua President in 2021-22, the culmination of many years of branch, regional and national activism and commitment.

In her presidency, Melanie led members through an incredibly difficult period, as COVID-19 set in. True to form, Melanie led members through this extremely challenging period with conviction, courage and honesty – and a good dose of her brilliant humour.

These characteristics, along with an amazing grasp of detail *and* the big strategic picture, endeared her to the many political, educational and union leaders with whom she built very constructive working relationships.

Her late entry to secondary teaching – from a very successful career as a television producer for many years – imbued Melanie with a particularly fiery zeal and passion. She absolutely loved secondary teaching and its ability to make a real difference in the lives of rangatahi. She was committed to doing everything she could to improve conditions for teachers and students.

Melanie was incredibly proud of her school, Western Springs Ngā Puna o Waiōrea. She loved its commitment to Te Tiriti and the co-governance role. Melanie was deeply inspired by her colleagues' dedication to upholding these values and often spoke with admiration of the way they embodied partnership and respect.

Melanie played an especially important role in the early stages of the curriculum refresh and the NCEA review, working tirelessly in a range of forums to ensure that teachers' voices and concerns were heard and acted on.

She was a true epitome of that saying, 'It's not so much what life deals, but how you handle it'. To honour Melanie's legacy and her unwavering commitment to education a PPTA service award in her name will be introduced and presented at the 2025 Annual Conference.

## Penney Dunckley

Penney served for many years as the PPTA Te Wehengarua national executive member for Southland.

After beginning her career as a draftsperson, she became a teacher of Technical Drawing – later known as Design and Visual Communication. She was among those affected by the 2002 Alternative Disputes Resolution settlement, which left some technology teachers behind despite broader pay increases. As a national executive member at the time, Penney navigated the tension between supporting the settlement and empathising deeply with those disadvantaged by it.

Penney also made a lasting contribution through her long service on the NCEA Leaders' Forum, where her authenticity and fearless advocacy for teachers were widely respected. In the 1990s, she played a key role in the restructuring of Invercargill schools, staunchly defending equity for lower-income communities.

She later served on the Canterbury Earthquake Recovery Taskforce from 2011 to 2017, bringing her Invercargill experience to bear in supporting members through the Christchurch and Kaikōura school reorganisations.

Penney was an intrepid unionist, a fierce advocate for equity, and a deeply valued member of the PPTA whānau.



## PPTA DECISION-MAKING STRUCTURES 2024-2025

This section of the New Zealand Post Primary Teachers' Association Te Wehengarua (PPTA) annual report for the 2024-2025 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, 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.



## MEMBERSHIP OF PPTA EXECUTIVE, COMMITTEES AND GROUPS WHO SERVED DURING THE 2024-2025 YEAR

### PPTA National Executive

Chris Abercrombie, Jennifer Crisp, Simon Curnow, Joseph Durkin-Gorman, Tuputihai Edmonds, Natalie Faitala, Hemi Ferris-Bretherton, Kate Gainsford, Kieran Gainsford, Karl Goddard, Jacinta Grice, Shontelle Helg, Lisa Holden, Rebecca Hopper, Joe Hunter, Bernie Lee, Gazala Maihi, Angela Maisiri, Robert McCafferty, Lawrence Mikkelsen, Vinnie Monga, Amanda Moys, Luke Nickholds, Moeke Paaka, Austen Pageau, Clare Preston, Tania Rae, Isabel Rangiwananga, Shannon-Mae Read, Carl Rushton, Cameron Stewart, Te Aomihia Taua-Glassie, Raima Turner-Abrahams, Faith Tautuhi, Anthony Urwin, Michael Waller, Melanie Webber

### Te Huarahi Māori Motuhake

Emma Afa, Josephine Clarke-Kaio, John Tupuhitai Edmonds, Hemi Ferris-Bretherton, Kath Hawaikirangi, Simon (Haimana) Hirini, Tuhiao Johnson, Poihaere Knight, Marcelle Leo'o, Irihāpeti Nepe-MacDonald, Whaea Gazala Maihi, Matua Moeke Paaka (Kaumātua), Matthew Penney, Tina Peters, Tihi Puanaki, Patty Robinson, Shanna Rope, Te Aomihia Taua-Glassie (Te Hāpai Ō), Faith Tautuhi, Valelia Te Wao, Anthony Urwin (convenor)

### Te Rōpū Matua

Chris Abercrombie, Ema Afa, Jacinta Grice, Joe Hunter, Gazala Maihi, Vinnie Monga, Moeke Paaka, Clare Preston, Shannon-Mae Read, Patty Robinson, Shanna Rope, Te Aomihia Taua-Glassie, Anthony Urwin, Melanie Webber

## Executive Committees

### Management Committee

Chris Abercrombie, Natalie Faitala, Kieran Gainsford, Tania Rae, Te Aomihia Taua-Glassie, Anthony Urwin, Michael Waller, Melanie Webber

### Area Schools Advisory Committee

Chris Abercrombie, Hemi Ferris-Bretherton, Irihapeti Macdonald, Linda Moser, Michael Stebbings, Michael Wilkinson-Meyers, Isabel Rangiwananga

### Climate Justice Committee

Simon Hirini, James Richardson, Liana Wheeler, Irihapeti Macdonald, Michael Waller, Tamariki Ferguson, Paul Dominikovich

### Conditions Strategy Committee

Kieran Gainsford, Lawrence Mikkelsen, Austen Pageau, Karl Goddard, Moeke Paaka, Shannon-Mae Read, Irihapeti Macdonald, Jacinta Grice

### Curriculum Advisory Committee

Chris Abercrombie, Jennifer Crisp, Simon Curnow, Kieran Gainsford, Joe Hunter, Lawrence Mikkelsen, Matthew Penney, Tina Peters, Carl Rushton, Melanie Webber

### Ending Streaming Committee

Chris Abercrombie, Alice Cade, Bronwyn Davies, Amy Huse, Andrew Ricciardi, Tania Rae, Shanna Rope, Philippa Wintle, Emma Setterfield, Caitlin Soulsby

### **Establishing Teachers' Committee**

Connor Bleakley, Cameron Stewart, Nikki Weston, Louise Ryan, Joe Durkin-Gorman, Marcelle Leo'o, Tyler Saunders, Ashrit Kumar, Laurence Earl, Anna Armitage, Dan Kelly

### **Flexible Learning Spaces Taskforce**

Emma Afa, Toby Blakely, Simon Curnow, Stacey Hartley-Smith, Sam Oldham, Matthew Park, Kelly Price, Megan Taylor, Robbie Timo

### **Housing Taskforce**

Karl Goddard, Kathleen Hawaikirangi, Cameron Stewart, Clare Preston, Anne Roach, Vanessa Brown, Kim Wilson, Paul Stevens, Kate Halls

### **ICT Advisory Committee**

Edwin Bruce, Richard Cameron, Wayne Carroll, John Tupuhitai Edmonds, Stuart Hale, Michael Harvey, Brian Hore, Rebecca Hopper, Liam Keegan, Denise Medley, Michael Moroney, Matthew Penney, Medwyn Popplewell, Mukesh Prasad, Isabel Rangiwananga, Melinda Stevenson, Raima Turner-Abrahams, Steven Wright

### **ITE Taskforce**

Chris Abercrombie, Jo Barber, Hayley Corney, Tupuhitai John Edmonds, Lawrence Mikkelsen, Kevin Meyer, Robert Rawstron

### **Komiti Pasifika**

Tamariki Ferguson, Angela Maisiri, Camillia Padgett, Maiava Leitu Samaseia, Teokotai Tarai, Robbie Timo

### **Middle Leadership Advisory Committee**

Michael Allsopp, Katrina Daniela, Robin Eyre, Hector Hatch, Julia Loft, Tina Peters, Shannon-Mae Read, Daniel Waldie, Robyn Welsh

### **Neurodivergent Kaiako Advisory Committee**

Thalia Rutherford, Austen Pageau, Poihaere Knight, Chantelle Rakich, Jenna-Maree Cheesman, David Moore, Sean Tholen

### **Political Strategy Committee**

Chris Abercrombie, Hemi Ferris-Bretherton, Cameron Stewart, Karl Goddard, Joe Hunter, Robert McCafferty, Lawrence Mikkelsen, Moeke Paaka, Austen Pageau, Clare Preston

### **Professional Issues Advisory Committee**

Jennifer Crisp, Joseph Durkin-Gorman, Natalie Faitala, Karl Goddard, Rebecca Hopper, Joe Hunter, Tuhiāo Johnson, Tina Peters, Tania Rae, Isabel Rangiwananga

### **Rainbow Taskforce**

Jerome Cargill, Charlie Myer, Caitlin Van Hoffen, Jay Clothier-Simmonds, Faith Tautuhi, Amanda Moys, Rob McCafferty, Lilian Doherty-Ramsay, Lex Davis, Wren Boyer, Willow Hollstein, Natalie Visger

### **Secondary Principals' Council of Aotearoa (SPC)**

Chris Betty, Lance Christiansen, Virginia Crawford, Ivan Davis, Maree Furness, Kate Gainsford, Kieran Gainsford, Karyn Gray, Michael Houghton, Denise Johnson, Alan Liddle, Rosey Mabin, Steve McCracken, Samantha Mortimer, Iain Murray, Tara Quinney, Fleur Wainohu

## **Senior Positions Advisory Committee**

Chris Abercrombie, Helen Benson, Kevin Byrne, Lex Davis, Natalie Faitala, Sam Forward, Caroline Gill, Catherine Hutton, Amanda Johnson, Ian Nicholson, Christine Pili, Mukesh Prasad, Isabel Rangiwananga, Steve Read, Shanna Rope, Elizabeth Ross, Ian Smith, Jayne Wheeler, Michael Wilkinson-Myers, Brad Williamson

## **Surplus Staffing Nominees**

Aoraki: Rosie Adams

Bay of Plenty: Niall Pearce

Central Plateau: Elizabeth Ross

Counties Manukau: Rodger Barlow, Lia Te Wao

Hauraki Coromandel: Amanda Cook, David Masters

Hawkes Bay: Jill Gray, Lisa Hargreaves, Jamie Kitchin, Margaret Sorenson

Nelson: Karen Wells

Northland Central: Vinnie Ridgway

Ōtākou: Toni Sutton

Southland: Terry McNamara, Robyn Welsh

Tāmaki Makaurau Auckland: Frederica Simpson, Paul Stevens, Stuart King

Taranaki: Richard Armond, Bruce Johnson, Tupuhitai Edmonds

Waikato: Vanessa Brown, Elizabeth Ross

Waitaha Canterbury: Jo Fissenden, Peter Gill, Bernie Lee, Miles Winter, Joseph Durkin-Gorman

Wellington: Paul Cutler, Joy Maehe, Vernon Tile

## **Te Tiriti o Waitangi Komiti**

Emma Afa, John Tupuhitai Edmonds, Haimana Hirini, Shanna Rope, Te Aomihia Taua-Glassie, Anthony Urwin

## **Women's Committee**

Kate Hope, Clare Preston, Josephine Clarke-Kaio, Bernie Lee, Angela Maisiri, Michelle Tupper, Maria Taylor, Alyssa Nava

## **PPTA Regional Officers**

The following groups are officeholders in each of PPTA's 24 regions:

### **Regional Chairpersons**

Richard Wallis, Tinui Willing, Madeleine Gray, Finn Le Sueur, Jodie Baldwin, Calida Brunton, Colette Nickelsen, Tanya Sherborne, Anna Heinz, Murray MacDiarmid, Barbara Morgan, Kussi Hurtado-Stuart, Chloe Wilshaw-Sparkes, Theresa Gracie, Hemi Ferris-Bretherton, Catherine Martin, Rosie Adams, Desiree Mulligan, Joshua O'Sullivan, Kijiana Pene, Kevin Greig, Michael Harvey, Julie Secker, Kim Wilson, Kate Halls, Paul Stevens, Cassandra Wilberforce, Thomas Newton, David Masters, Jason Devery, Bill Claridge

### **Regional Secretaries**

Emma Leyland, Barry McLernon, Kelly Sheridan, Kirsten Edie, Nathan Love, Vanessa Fraser, Rebekah Gray, Ben Jones, Will Taylor, Lewis Whyte, Denise Medley, Lisa Steenhauer, Rob Torr, Emma Box, Natalie Cattell, Sam Jenkinson, Kim Whyte, Alan Carson, Christine Weepu, Lisa Holden, Vanessa Pringle, Shirley Baume, Jacqui-May Allison-Dodds, Emily Duke, Madeleine Gray, Robyn Bright, Gareth Waldron, Eleanor Reynolds, Elliot Pilmore, Ben Jones, Kussi Hurtado-Stuart, Elaine Hughes, Jessica Brown, Lauren Tauveli, Jess Earnshaw, Hamish Johnston, Kieran Browne, Emma Burns

## **Regional Treasurers**

Kendyll Ahie, Amanda Moys, Chloe Coull, Rebecca Rumbal, Josh Clark, Rebekah Gray, Will Taylor, Thalia Wilkin, Adam Jenkins, Ingrid Norman, Hazel McIntosh, Ash Palmer, Aaron McCloy, Michael Draper, Timothy Rout, Robyn Bright, Josh Clark, Areka Watson, Vanessa Pringle, Elizabeth Ross, Lalina Dayal, Andrew Hutchby, Robert Brown, Daniel Ryan, Ryan Peters, Quentin Barry, Jacqui Durham, Linda Merriman, Lisa Hargreaves, Jamie Ashman, Niall Pearce, Vernon Tile, Terry McNamara, Stephen Ross

## **Te Reo-a-Rohe**

Marie Donaldson, Melba Pakinga, Jimmy McLean, Karena Ngata, Sherry Pomare, Neil Wilkinson, Iri Wilson, Krisynthia Tangaere, Arapeta Nikora, Dallas Pahiri, Tania Gilchrist, Aroha Moloney, Robert Mahanga, Anaru Mikaere, Brandon Amoamo, Birney Ahomiro – Robinson, Ellen McLean, Vincent Hohepa, Poihaere Knight, Nancy Vercoe, Tinui Willing, Hayley Thompson, Sherry Pomare, Calida Brunton, Barney Manaia, Joe Mason, Toni Sutton, Iri Wilson, Franceine Powell, Ngawini Heretini

## **Regional Establishing Teacher Representatives**

Liam Keegan, Nick Bent, Jillian Christoff, Ava Asby, Joanna Boonen, Margaret Foe, Caroline Simmonds, Olivia Larkins, Maeve Lonie, Hayley Corney, Danny Maloney, Laz Earl, Ruth Gamble, Ben Jones, Emma Setterfield, Laurence Broad, Josh Wilson, Chantelle de Lange, Tyler Saunders, Christine Cochrane, Callum Hazelton, Bailey Matoe, Ben Radford, Anna Armitage, Joe Durkin-Gorman, Clare Preston, Steve Jar, Danny Maloney, Kacy Ledgerwood, Caleb Sherriff, Madeleine Gray, Louise Ryan, Alexander Wenzel

## **Regional Women's Coordinators**

Katy Thorne, Kylie Nicholls, Oriana Nepata, Nikki Meyer, Munireh Rouget, Alana Kane, Alyssa Nava, Cia Winter, Wendy Fleming, Lara Sexton, Kelly Sheridan, Sophie Andrews, Erina Ogawa, Lorraine Still, Rachel Ryan, Blaire Emirali, Charlotte Eyre, Carmen Kendal, Barbara Morgan, Amelia Birch, Janey Collins, Shalom Del' Monte-Aberhart, Stephanie Fourie, Amanda Moys, Yomi Williams, Heather Anderson, Lee-Anne Parcell, Kate Hope, Jillian Woods, Robyn Welsh, Juliette Emery-Fenemor, Anna Heinz

## **Regional Pasifika Coordinators**

Djuan Ruland-Umata, Peniamina Leao, Laura Dowding, Dineshwar Dayal, Angeline Krithi, Aatik Kumar, Shom Narayan, Leitu Samaseia, Siliga Setoga, Elizabeth Kaye-Ivitu, Vetekina Pekipaki, Margaret Foe, Kiko Mataele, Louise Fleming, Shalendra Kumar, Robbie Timo, Camillia Padgett

## **Rainbow Network Coordinators**

Natalie Bound, Karena Ngata, Natalie Visger, Wren Boyer, Rebekah Gray, Annie Reddy, Chloe Coull, Willow Hollstein, Lillian Doherty-Ramsay, Nic McCartin, Charlie Myer, Ella Peneamene, Jared Wooldridge, Amanda Moys, Natalie Bound, Renee Eynon, Cody Ward, Maeve Lonie, Shannon-Mae Read, Jay Clothier-Simmonds, Deanna Foster

## **Regional Men's Representatives**

Bruce Ngataierua, Imran Tufail, Isaac Hornburg, Joseph Nepia, Simon Curnow, Caleb Murray, Graeme Bridge, Rob Torr, Matthew Harrison, Peter Beech, Lewis Whyte, Josh Jackson, Michael Moroney, Eliot Attridge, Gareth Waldron, Meredydd Barrar, Sanjay Prasad, Girish Sajwan, Jeremy Ball

## **Neurodivergent Representatives**

Allicia Williams, Willow Hollstein, Sian-Marie Utton, Meredydd Barrar

### Te Huarahi Māori Motuhake

Te Huarahi Māori Motuhake continues to play a vital role in shaping decisions that affect Māori educators, with a strong focus on upholding Te Tiriti o Waitangi in secondary education. Its leadership is especially critical in the face of government policies that threaten te reo Māori and the legislative foundations of Te Tiriti.

Te Huarahi ensures that policy changes reflect Te Tiriti principles, safeguarding the rights and interests of Māori educators and ākonga. Alongside this, the Te Tiriti o Waitangi Komiti has provided strategic input into communications and submissions on the Treaty Principles Bill and the Regulatory Standards Bill and is currently developing a toolkit for schools on Te Tiriti.

This year, Te Huarahi also led the organisation of the 29th annual Māori Teachers' Conference, supported both regional and national Ngā Manu Kōrero competitions, and—for the first time—had a presence at Waitangi, setting a strong tone for the year. It has also been instrumental in securing the PPTA Te Wehengarua inclusion in the education sector claim before the Waitangi Tribunal.



### PPTA Māori Teachers' Conference 2024

The 2024 Māori Teachers' Conference, held from 7–8 Hōngongoi at the Sudima Hotel in Rotorua, marked the 29th annual gathering of Māori secondary and area school teachers from across Aotearoa. Organised by Te Huarahi Māori Motuhake, the conference celebrated 29 years of Māori teacher advocacy, providing a space to reflect on the past, strengthen connections, and plan for the future.

The theme, “Ko au ko te Taiao, Ko te Taiao ko au – In us is the world, and the world is us,” highlighted the deep interconnection between Māori identity and the environment. This kaupapa guided a programme rich in keynote presentations, interactive workshops, and wānanga, with a strong focus on empowering Māori educators and learners and advancing environmental and cultural priorities in education.

Set on the shores of Lake Rotorua, the Sudima Hotel offered a welcoming and culturally grounded venue.



The conference was open exclusively to secondary, wharekura, and area school kaiako, with sessions exploring leadership, Te Tiriti o Waitangi, and strategies for educational equity.

The event reaffirmed PPTA Te Wehengarua’s commitment to supporting Māori educators and amplifying Māori voices within the union and across the education sector. With free registration and catering, and a strong spirit of whakawhanaungatanga, the conference was both a celebration of legacy and a call to action for the future of Māori education.

### **Ngā Manu Kōrero**

The 59th annual Ngā Manu Kōrero competition was hosted by the Tāmaki Makaurau ki Te Waitematā region, bringing together 60 speakers from 15 regions across the motu. Held over two days, students competed in five categories: Junior Māori, Junior English, Senior Māori, Senior English, and Senior Impromptu speeches in both languages. The competition continues to be a powerful platform for rangatahi to express their views on contemporary issues and showcase their oratory skills in te reo Māori and English.

The pōwhiri, led by Ngāti Whātua, took place outside Spark Arena on 9 Hepetema, with local kura performing a powerful haka pōwhiri. The competition began the following morning.

Judges included former winners and respected figures in education and te ao Māori, offering valuable feedback and inspiration to participants. Popular speech topics included “Stress less, live more: Rangatahi tips,” “My 100-day plan for Aotearoa,” and “Ake, ake, ake! Toitū te Tiriti!”

Ngā Manu Kōrero continues to uplift te reo Māori, celebrate youth voice, and strengthen cultural identity in secondary education.

## Affirm and advance Te Tiriti o Waitangi at PPTA Te Wehengarua

At the Executive meeting in August 2024, members endorsed the formation of a six member Te Tiriti o Waitangi Komiti (a subsidiary of Te Huarahi Māori Motuhake). The Komiti was established in response to the Treaty Principles Bill and the coalition government's ongoing efforts to dismantle Te Tiriti provisions within education. The six members are: Te Aomihia Taua-Glassie (Te Hapai Ō / HOD Māori – Te Taitokerau); Anthony Urwin (HOD Māori -Te Whanganui a Tara); Shanna Rope (HOD Māori- Tāmaki Makaurau), Emma Afa (Māori- Te Taitokerau), John Tupuhitai Edmonds (Kaiako/ Dean- Taranaki) and Haimana Hirini (Kaiako – Te Awakairangi).

Te Tiriti expert Janelle Riki-Waaka was engaged to support Te Tiriti o Waitangi Komiti in developing a clear understanding of what it means to be responsive, knowledgeable and compliant in relation to Te Tiriti o Waitangi and be representative of members. She also facilitated a workshop for PPTA members, providing an opportunity to critically examine their obligations to both the Association and its membership, and to consider how these responsibilities might be best upheld.

Following the workshop, the Te Tiriti o Waitangi Komiti committed their time and energy to leading submissions that breach Te Tiriti, providing input to Te Tiriti policy papers, working on the nine breaches of the Waitangi claim WAI (3310) and the survey questions for member feedback, creating Māori messaging for the Association's campaign, and delivering a Te Tiriti video for member platforms.

Currently, Te Tiriti o Waitangi Komiti are working to develop a Te Tiriti toolkit designed to support members in deepening their understanding and application of Te Tiriti within educational settings.

## INDUSTRIAL ACTIVITY – OVERVIEW

### Negotiations

The first half of 2025 has been a busy time, preparing for negotiations for all of our collective agreements.

The Community Education Collective Agreement (CECA), which covers our Adult and Community Education (ACE) and Out of Hours Music and Arts (OOHMA) members, was the first cab off the rank. Bargaining was initiated in January 2025, alongside a claims development and endorsement process. Progress has been slow and steady, with the parties meeting for five days during the first half of 2025 to present claims and work towards an offer.

Secondary Teachers' Collective Agreement (STCA) claims were developed in consultation with members in late 2024 and were endorsed in March 2025. The claims are connected to the vision areas and targets from the PPTA Te Wehengarua 'Vision for Secondary Teaching'. The vision and full list of claims are available on our website. Bargaining was initiated on 7 May 2025, with parties meeting for pre-bargaining on 28 May. We were informed that the Public Service Commissioner (PSC) would be playing a more substantial role in negotiations for teachers and principals' collective agreements. The parties met for bargaining on 17, 18, 24 and 25 June 2025. Further dates were planned for 15 and 16 July.

Area School Teachers' Collective Agreement (ASTCA) claims went through a joint development process with NZEI Te Riu Roa. ASTCA claims are developed alongside the claims for secondary and primary teachers. The claims were endorsed on 9 May 2025, and bargaining was initiated on 14 May. Parties met for pre-bargaining on 27 May 2025, in preparation for bargaining to start in July, after the STCA and Primary Teachers' Collective Agreement negotiations were under way.

The Secondary Principals' Collective Agreement (SPCA) claim was developed in Term 1 2025 and endorsed by members in Term 2. Bargaining was initiated on 31 March. Negotiations were due to begin in Term 3. The principals' claims covered remuneration increases, and specific claims to address workload and complexity.

Bargaining was initiated for the Area School Principals' Collective Agreement (ASPCA) on 20 May 2025, with claims going out for endorsement in Term 3 and negotiations expected to start in October. Similarly to the ASTCA negotiations, ASPCA bargaining usually gets under way following the commencement of negotiations for secondary and primary principals.

### Pay Equity

Since the 2024 Annual Conference, work on the teachers' pay equity claim progressed steadily. This work included:

- a six-week consultation, known as 'sector validation', where teachers gave feedback on the General Areas of Responsibility document, which summarised the data gathered through the interviews across the education sectors
- completing further interviews to fill gaps identified in the consultation
- interviewing potential new comparator roles
- preparing for the factor scoring process, which would have quantified the interview data to be used to compare teacher and comparator roles.



However, in May 2025, the Government pushed through the Equal Pay Amendment Act 2025, without any engagement with unions or teachers and under urgency. This Amendment was applied retrospectively, cancelling all active pay equity claims – including the teachers' claim.

The 2025 Amendments prevent secondary teachers from raising a new claim.

For more information, please refer to the 2025 Annual Conference paper on Pay Equity.

### Surplus Staffing

At the end of 2024, falling rolls required 47 secondary schools to reduce their staffing by 1 FTTE or more, a total reduction of 101.7 FTTE. Twenty-seven composite schools had to lose 61.9 FTTE. Seven schools asked for surplus staffing kits. Most managed their reductions by attrition or voluntary options, and only four curriculum and pastoral needs analysis (CAPNA) meetings were needed.

All surplus staffing must follow collective agreement processes. PPTA has been working with the Ministry so they can continue to effectively support the surplus staffing processes with data.

PPTA maintains a pool of member nominees to oversee surplus staffing. Renewing the pool of nominees, especially training those skilled in Te Reo Māori and tikanga, has been a key focus this year.

Nominees work with local surplus staffing district coordinators, who are supported by PPTA national office staff and field office managers. There has been renewed training for the field office managers.

We have updated resources to reflect collective agreement changes, developed further advice on reorganisations and progressed work on translating key resources into Te Reo Māori.

### Subject Associations

Subject Associations continue to provide subject-specific support and expertise to kaiako across the motu. However, the goodwill to also provide this expertise to the Ministry of Education under increasingly trying conditions has been wearing thin in the past 12 months due to the Ministry's restrictive and non-transparent approach to curriculum and NCEA changes.

Since late 2024, PPTA advisory staff have had regular meetings with the Ministry on such matters and have acted as a conduit for information to flow more readily between Subject Associations and the Ministry. This more systematic approach has been beneficial for all concerned.

PPTA usually hosts a two-day Subject Associations' Forum in the April term break, however for 2025, this forum was scheduled for early July, which is outside the scope of this report. The theme for the upcoming event is: *Active Advocacy: Kia mate ururoa, kei mate wheke - Fight like a shark, don't give in like an octopus.*

### NCEA Change

*"There's a lot of things on the go that we will be doing in the background, but the key for us is to make sure that we're giving schools lots of advance warning, lots of time, lots of information so that they know that they can plan, and they know what's coming."*

Erica Stanford, January 2025<sup>1</sup>

It is fair to say that schools have not had lots of warning, time, or information about the proposal to change our national qualification.

In October 2024, the Education Review Office (ERO) panned the revised version of NCEA Level 1, introduced that year, saying it was not working. ERO suggested another overhaul and warned that it might be time to scrap the first year of the national school qualification altogether.<sup>2</sup> In February 2025, the PPTA executive was advised that the Minister was considering the future of NCEA Level 1.

Qualifications are important to life outcomes. Leaving school with a qualification leads to better life outcomes<sup>3</sup> so ensuring Aotearoa New Zealand's qualifications work well is essential for the success of our young people.

### Curriculum Refresh

The recommendations outlined in the 2024 Annual Conference paper *What Good Curriculum Looks Like* were duly passed into PPTA policy and the five principles outlined in the paper have been put to good use when supporting subject associations in their mahi as well as in response to sector proposals such as in the submission on the draft English curriculum.

Regular meetings with the Ministry of Education have been useful to air concerns from members about the curriculum development process at a time when there is little transparency about who is involved and how decisions are made.

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<sup>1</sup> [2025 shaping up as a big year in education](#)

<sup>2</sup> [ERO calls for NCEA Level 1 to be overhauled again, or dropped | RNZ News](#)

<sup>3</sup> [Archived Page: Knowledge and skills: The Social Report 2016 – Te pūrongo oranga tangata](#)

The Ministry-led Curriculum Voices Group (CVG), which had 50-60 members representing diverse groups -including PPTA - involved in education, didn't meet for most of 2024, but was resurrected in August as the Mathematics and English draft curricula took on new shape. In 2025 the online-only meetings have had an almost solely primary and literacy/numeracy focus where members have struggled to remain civil as the consultative and advice-seeking approach the group had become accustomed to was replaced with updates that amounted to being 'told' what would be happening.

Despite announcements about timelines for draft curriculum documents for the other six learning areas, much secrecy and uncertainty remains. The Curriculum Advisory Committee members continue to provide valuable input into the Association's responses in this space.

### **Generative Artificial Intelligence (Gen AI)**

AI is continuing to advance rapidly, and PPTA's work in this area has persisted. PPTA president, Chris Abercrombie, is participating in the AI project to design an AI strategy and roadmap for the New Zealand school system. PPTA has also given feedback to the Ministry of Education (MOE) on its work developing a framework for safer technologies in schools.

This year, the MOE has presented to several PPTA committees on its updated guidance on Gen AI. The MOE position is to encourage GenAI for use in teaching and learning; however, for assessment, its use needs to be more limited. PPTA members certainly have concerns about ensuring authenticity in assessments.

PPTA continues to advocate for professional learning and development (PLD) for teachers in this area and has looked at ways we can support our members in the AI space. In 2025, PPTA contracted Matt Abraham to provide PLD for teachers in AI, exploring its impact on education. Matt is the founder of Teacher's Buddy, an NZ-based, AI-driven education platform. He designed a practical and inspiring three-part series designed to equip educators with the knowledge, tools, and strategies to navigate the world of AI in education. There was a good number of both attendees at the webinars, and views of the webinars on YouTube, as well as positive feedback to the presenter. PPTA intends to offer this type of webinar in the future.

PPTA remains concerned to ensure that the known harms of digital technology are addressed and continues to work with the Online Safety Coalition to develop an online safety bill that is supported in Parliament. Our members are also concerned about online behaviour, and a regional paper, *Responding to extremism in the classroom: online lies and real world harm*, will be presented at the 2025 Annual Conference.

### **Ending Streaming in Aotearoa**

The movement to end streaming in Aotearoa has faced significant headwinds over the past year.

While *Kōkirihi: A Plan to End Streaming in Aotearoa* continues to provide a clear framework for change, the shift in government has led to the Ministry of Education withdrawing its support. Although not actively opposing the kaupapa, current policy settings have deprioritised equity-focused initiatives in favour of 'western knowledge truths', creating a more difficult environment for change.

Schools are currently navigating a period of intense change, including the implementation of common assessment activities (CAAs), which are placing considerable strain on teaching and learning. In this environment, ending streaming is not a central focus for many schools, despite widespread acknowledgement of its negative impacts on equity and student outcomes.

PPTA remains committed to supporting this mahi, ensuring that teacher voice continues to inform the direction of the movement. Regional wānanga have continued, including one in Tāmaki Makaurau, offering practical tools and strategies for schools interested in moving away from streaming.

### **Advisory Committees**

PPTA's national advisory committees are made up of teacher representatives from across the motu, whom we rely on to provide authentic member voice in the roles they hold.

The Information and Communications Technology (ICT) advisory committee is charged with monitoring, researching, and reviewing issues around the implementation of ICT, liaising with appropriate bodies, and reporting to PPTA Executive. This year, the committee has raised several issues of concern with the NZ Qualifications Authority (NZQA) on moderation, creating AI policies in schools, support for smaller schools, as well as asking questions about the use of AI for marking of CAAs, exemplars, and how to improve communications. The committee contributed feedback to the Children's Privacy Project and the Online Safety Bill being developed by the Online Safety Coalition.

Middle Leaders' Advisory Committee (MLAC) members have also provided feedback to NZQA on the review and maintenance programme of NCEA, and to the MOE on the updated digital technology advice. There have been good discussions on initial teacher education (ITE) provision and the place of mentoring. The committee, along with the Senior Positions Advisory Committee (SPAC), was pivotal in highlighting the need to address the unreasonable workload of the principal's nominee, which is now part of the STCA claim.

The teacher supply shortage was identified by all committees as a major issue facing our schools. We heard of the extreme difficulty many regions have in finding specialist teachers and of the relief teacher shortage across the motu. All committees have discussed the proposed changes to the NCEA and represented the range of views that our membership has on this topic.

The Senior Positions Advisory Committee (SPAC) has contributed to the MOE's teacher supply team, on the need for more nuanced data to be kept. It would be useful for the sector to know the teacher shortages in subject specialisms as well as overall numbers. SPAC has been particularly keen to understand 'open for Instruction', which has arisen as an issue for the MOE. They were interested to know that this legislation has not changed and that there is no definition in the Education and Training Act.

The advisory committees continue to provide teacher voice in the work of the PPTA, as representatives of schools and kura, large/small, urban and rural across the motu. We greatly value their service and thank them for their work on behalf of members.

## MEMBERSHIP ACTIVITIES

### Women's Network

The Women's Committee met twice in the 2024-2025 reporting year, once in November 2024 and again in April 2025. During this period the key areas of work for the committee have been actioning the recommendations from the “Me aro ki te hā o Hine-ahu-one - Wāhine Māori in Leadership” research conducted in 2023, reworking the Women’s Rights At Work toolkit so that it better reflects PPTA, and campaigning for pay equity and the elimination of the gender pay gap.

Marie Blackley and Josephine Clarke-Kaio represented PPTA at the Australian Education Union Women’s Conference in Melbourne in November 2024, and a delegation of PPTA women attended the Women’s Impact & Progress Evening at Parliament in February 2025.

### NETS/Overseas-trained teachers

In 2025 we hosted our biannual Network of Establishing Teachers Conference. This year the conference was in Tāmaki Makaurau Auckland and brought together more than 90 establishing teachers from across the country. This was a great opportunity to network, organise, and support establishing teachers. Our keynote sessions included an interactive campaign action workshop with Simon Oosterman, and an excellent session on messaging with Minette Hellyer from The Workshop. Our Support for Overseas-Trained Teachers’ sessions were also well-attended and gave participants the opportunity to get advice and support from PPTA field officers. At the conference, we had the pleasure of hosting guests from the NZEI Te Kupenga Rangatahi New Educators Network and the Australian Education Union’s youth network.

Since our previous annual report, we have hosted one overseas-trained teachers’ (OTTs) webinar. This has been published to the website and used as a handy resource for new OTTs and their colleagues. We are planning a follow-up webinar forum in Term 4 2025.

The Establishing Teachers Committee has met four times so far this year, utilising both in-person and online forums. The committee’s work has focused on growing better connections within the network, supporting regional organising, and developing digital campaigns to support our umbrella groups which include overseas-trained teachers, teacher trainees, and provisionally certificated teachers.



## Rainbow Network

2025 was a busy year for Rainbow matters. PPTA members were heavily involved in Pride events throughout the country, including the Auckland and Wellington parades, the Big Gay Out, and Taupō Pride. The "Teachers with Pride" banner was proudly displayed at these events, and a special "Pride in Education" mascot was used.

Five 'Safer Schools for All' workshops were held: at Hornby High School (Christchurch), Greymouth High School (Greymouth), Thames High School (Thames), Wesley College (Pukekohe), and at the Issues and Organising Seminar. All workshops were very well received.

The Rainbow Taskforce farewelled two long-serving members: Jerome Cargill (Macleans College, Auckland) and Lex Davis (Ormiston Senior College, Auckland). Both were instrumental in developing the Safer Schools for All workshops, and Jerome led the Taskforce as convenor for several years. Both will be missed.

## Komiti Pasifika

Komiti Pasifika has continued to advocate for culturally responsive practice, visibility, and leadership for Pasifika educators and ākonga across Aotearoa. In a year marked by significant change and challenge, our focus has been on connection, celebration, and strengthening the voice of Pasifika teachers.

A major highlight of 2024 was the Pasifika Fono, held at the Sudima Hotel in Tāmaki Makaurau, with the theme Strength in Unity. To tie in with the theme, instead of having the traditional one host culture for the Fono, Fono 2024 was a joyful and uplifting celebration of *all* our Pasifika cultures. The programme featured impressive keynote presentations from Maria Lesimalie, Principal of Te Aratai College, Alvin Chand, Deputy Principal of Avondale College, and leaders of the University of Auckland's schools and community engagement team, along with member-led, instructive workshops that explored charter schools, making Pasifika visible in curriculum and assessment, and working with AI. Feedback was overwhelmingly positive, and planning soon began for Fono 2025 in Te Whanganui-a-Tara, with Tokelau as the host culture.



Komiti Pasifika also prioritised regular communication with members through newsletters, sharing updates, opportunities, and resources. A standout initiative was hosting preview screenings of the acclaimed film *Tina*, which provided a unique opportunity to celebrate Pasifika storytelling and creativity.

In addition, Komiti Pasifika held a webinar on the NZCER COMPASS report (*Conceptualising Māori and Pasifika Aspirations and Striving for Success*), which explores the conditions that support success for Māori and Pasifika learners. The report highlights the importance of culturally embracing learning environments, strong support networks, and home-school partnerships built on mutual care and respect.

Looking ahead, Komiti Pasifika remains committed to amplifying Pasifika voices in education and ensuring our members are supported, connected, and empowered to lead change in their schools and communities.

## Principals

The Secondary Principals' Council (SPC) continues to be a respected and influential voice for secondary school leaders across the education sector. Under the leadership of Chairperson Kate Gainsford, SPC has contributed to national discussions on key issues including NCEA reforms, school attendance, property, teacher supply, and leadership development.

In 2025, SPC representatives participated in the Principal Advisory Group (PAG) for the NCEA changes, and SPC has played a key role in supporting principals' engagement with the proposals. SPC also contributed to the Aspiring Principals Programme and supported the development of claims for both secondary and area school principals.

SPC continues to provide guidance to principals navigating industrial matters, including during strike action and on the issue of whether schools are "open for instruction".

A highlight of the year was SPC's contribution to the Leadership Summit, which offered a valuable platform for principals to share strategies, reflect on challenges, and strengthen their leadership practice in a time of rapid change.

SPC has consistently advocated for greater coherence and clarity in education policy. The pace and volume of change—particularly around NCEA, literacy and numeracy corequisites, and the introduction of common assessment activities (CAAs)—have placed significant pressure on schools. SPC has raised ongoing concerns about the lack of alignment across reforms and the need for stronger support for school leaders.

Through continued engagement with ministers, officials, and sector forums, SPC remains a vital advocate for principals navigating complex and evolving conditions.

## ITE Taskforce

In 2024, the Initial Teacher Education Taskforce developed five key principles to guide initial teacher education practice. PPTA Executive has adopted these principles to support the Association's responses to changes in initial teacher education (ITE) programmes. The principles have been shared with members and externally with the Ministry of Education, the Teaching Council and ITE providers.

The third principle emphasises the importance of strong mentoring for initial teacher education students throughout their ITE programme and into their first two to five years of teaching. It also acknowledges that different models of ITE mean that the expectations on the mentors of student teachers have changed.

The focus for the taskforce then turned to the mentoring project which was launched at the Network of Establishing Teachers' conference earlier this year. This project to date includes the development of mentoring guidelines and links to relevant resources online.

## Housing Taskforce

In April 2025, we carried out a PPTA housing survey. The purpose of this survey was to gain a better understanding of how housing-related issues affect members' work and wellbeing, and how we as a profession compare to other national statistics. More than 300 responses were received.

In June we commissioned a report that analysed the survey and that would offer some policy recommendations for the Association. In July the Housing Taskforce convened to finalise their recommendations to the PPTA Executive, which were presented at the August Executive meeting.

These recommendations will inform our advocacy and actions in housing-related issues.

We would like to take this opportunity to acknowledge the important work that the Housing Taskforce has carried out over the past few years. Since the 2022 conference paper and during the period of the taskforce, the landscape has shifted tremendously, but the taskforce has remained committed to continuing the conversation and advocating for meaningful support and action.

### **Neurodivergent (ND) Kaiako Network**

The ND kaiako network is a new PPTA network, established following the 2023 Annual Conference paper, 'Thinking Differently'. The intent of the network is to connect and support neurodivergent kaiako (whether formally or self-diagnosed).

The network is steered by the Neurodivergent Kaiako Advisory Committee, which was established and first met in the second half of 2024.

Since then, work has included:

- adding the network to our membership data systems as a special interest group
- running the first ever regional ND kaiako representative training session at delegate leadership development day
- creating advice for national office and branches to improve accessibility of communications and campaign actions
- preparing for the first ever neurodivergent network meeting at Annual Conference 2025
- a presentation for PPTA field officers (FOs) on neurodiversity in the workplace by Dougal Sutherland from Umbrella Wellbeing. Resources were given to FOs to support members with employment relations issues when neurodivergence is a factor, clarity provided to FOs around what neurodiversity actually is, as well as information on supports and accommodations that can be made by employers.

The advisory committee will prepare a report for Annual Conference 2026 (deferred from the original date to allow the advisory committee and network to get up and running). Each branch and region can have a neurodivergent kaiako representative.

### **Annual Conference**

Annual Conference is the supreme decision-making forum for PPTA Te Wehengarua.

Held during the first week of the Term 3 break, it brings together around 150 delegates and representatives from 24 regions and networks. The conference provides a vital platform for members to debate and determine policy on issues of significance to the profession. The 2024 conference was held at the Brentwood Hotel in Wellington from 1–3 October and was livestreamed to ensure wider access.

At the 2024 Annual Conference, members considered the following papers:

- *What Good Curriculum Development Looks Like*
- *Encouraging Rainbow Community Liaisons*
- *The Role of the Principal's Nominee*
- *Relief Teachers*
- *Improving the System of Units and Leadership Allowances*
- *NCEA Level 1 – Improvements to Implementation Needed*
- *Peace is Union Business*
- *Climate Justice Report*
- *Initial Teacher Education Update*
- *PLD Learning and Development Centre*
- *Constitutional Amendments* (including membership clauses, regional name changes, and gendered pronouns)
- *Treaty of Waitangi and Te Tiriti o Waitangi – Constitutional Amendment*

The conference also featured keynote presentations and external speakers, and provided opportunities for members to connect, reflect, and shape the direction of PPTA's work.

## REGIONAL ACTIVITIES

### Central Plateau

Other than the Men's Representative role, we have a full contingent of office holders in the region. We are pleased to welcome our new Rainbow Representative, Toni Neve. Toni, along with other regional officers attended the Issues and Organising seminar and has been a great addition to the Central Plateau team.

After two years of very little contact with our largest branch, we now have a Branch rep and Secretary in place. Toni Neve was key in making connections with staff and encouraging this to happen. The Central Plateau Chair and local field officer Kathleen West attended their first hui on 28 August. Smaller branches on the outer reaches of Central Plateau are more challenging to engage with. The Chair, upon stepping into the role in 2024, actively contacted each Branch Rep, and was able to meet face to face or via Zoom with all but two branches. Putting a face to a name was worthwhile.

The Chair and Treasurer are registered to attend the Māori Teachers Conference. Our Te Huarahi Rep, Hemi Ferris-Bretherton and our Exec Rep, Rob McCafferty also are registered to attend. Our NETs and Pacifica Rep attended the NETs conference and are registered to attend the Pacifica Fono. Our NETs and Pacifica Rep also stepped in and attended the Regional Chairs Hui in Wellington held earlier in the year.

Financially, we remain in a strong position. We are planning a regional meeting later in the year in Turangi to allow us to connect with some of our Turangi members.

### Marlborough

As a region, member engagement is high in Marlborough. Branch chairs carried significant responsibilities, managing member queries and working closely with schools to make sure the collective is being followed. I want to especially acknowledge colleagues overseeing relief, who have shouldered the effects of winter illness.

Alongside the day-to-day challenges, members actively participated in a wide range of union events and professional development opportunities, including, Mahi Tika and Provisionally Certificated Teacher courses, the Network of Establishing Teachers conference, Issues and Organising, and Annual Conference.

We have also arranged for representatives to attend the Māori Teachers' Conference planned for July, with two delegates registered, we look forward to their report later in the year. Dr. Harvey continued in his role as regional chair. He will continue through 2025, as no other nominations were received. Simon Curnow was also elected on to the Teachers Council.

Our branches continue to be active, with Marlborough Boys' College having 98% union representation. Looking ahead, six delegates will represent the region at the PPTA Annual Conference in September in Christchurch.

### Northland Upper

This year has been one of both activity and challenge for the Northland Upper region.

#### School Visits

In Kaikohe we visited three schools. At Kaikohe Christian School, we were encouraged by the positive attitude of the principal. At Northland College, the principal did not meet with us, and we observed a stressed teacher struggling with poor systems. There is concern that the board may be steering the college towards charter school status, which would leave Kaikohe without a public

high school. At Kaikohe West School, we encountered a positive staff culture and interest in engaging with PPTA.

### Regional Elections and Leadership

Our elections were not strongly contested, and not all positions were filled. I took on the Chair role partway through 2024 and stood again for 2025. However, due to serious health concerns, I will be standing down this year. These challenges have affected the time and energy I have been able to give to chair responsibilities.

### Improving Regional Processes

We have worked to strengthen the way delegates are nominated for conferences, ensuring clarity and fairness. To support this, we circulated descriptions of regional roles and a reporting framework to prompt contributions from branch chairs and network representatives.

### Administration and Finances

A focus this year has been on gaining proper control of the ASB regional account. This will allow us to pay outstanding invoices, some dating back to 2023, and to manage our responsibilities more efficiently.

### Looking Ahead

Our region is committed to taking more proactive steps in the year ahead:

- **Delegate Identification & Support:** We will place greater emphasis on identifying potential delegates early and supporting them to attend national events. This includes exploring funding opportunities but ensuring that attendance is always underpinned by regional support. This is particularly important for delegates to the Māori Teachers' Conference, where our presence and contribution are vital.
- **Ngā Manu Kōrero 2026:** Planning is already underway for the event to be held in Kaitaia. This is a major kaupapa for our region, and we are committed to ensuring strong PPTA support and participation.
- **Strengthening Learning Opportunities:** We aim to support projects that provide rich learning experiences for students in smaller schools. Initiatives such as Project Island Song and the Okaihau Lions Club Young Ambassador Speech Competition offer valuable opportunities that students would not otherwise have access to, and PPTA Northland Upper can play a role in encouraging and facilitating participation.
- **Sustaining Regional Networks:** Continued development of branch networks, stronger processes for reporting, and succession planning will help ensure that our region remains active, resilient, and well-represented in the wider Association.

### Acknowledgements

We thank our branch chairs, network representatives, and members who have continued to support the region despite the challenges of distance, workload, and limited resources.

### Ōtākou

This year could be divided into a period of anxious anticipation followed by a flurry of activity and activism.

During the period of “anxious anticipation” we have tried to identify cold branches and encourage members to hold meetings and attend training. We have had a large number of people attending MT1 and now MT2 as well as indications that we will fill some vacant regional roles in the next round of elections.

We are also stoked to welcome Mark Kelly to the Dunedin field office and move to a new premises to boot! The capability of the new space to hold regional meetings and Mahi Tika and branch delegate training is exciting and it will be put to good use.

The quiet before the storm ended abruptly with the changes to pay equity legislation that blindsided many unions and brought many of us out in force. We, like the rest of the regions, thought we would need to wait until negotiations before we would have a reason to hit the streets. Well, we have multiple reasons now. It has been heartening to see PPTA take legal action on our behalf and to see members take actions into their own hands during the recent industrial actions.

We have made good use of our Union networks in Otago, and we had a PPTA presence at Pay Equity rallies and the CTU stop work meetings here in Ōtepoti.

We are gearing up for a long fight in the “hope for the best, plan for the worst” sort of way.

See you on the picket lines.

### **Taranaki**

Our regional team this year is fairly new, with seven roles (secretary, treasurer, NETs rep, Women’s rep, Men’s rep, Te reo a rohe and Pasifika) filled with new members to the regional team. This has been a big learning experience for all, but also an exciting opportunity with lots of passion from all to understand their role and how they can best represent them for Taranaki.

Our region has had a major focus on building engagement within the union. In Term 1 we held two “pizzas and pool/pizza/darts” evenings. These were great as they were a chance for the regional team to meet members from different branches, but also an opportunity for members to see that the PPTA are not just there for the “bad stuff”.

Term 2 we held a quiz night which had a great turnout. All members that came also received a voucher to go towards their meal for the evening. The feedback was very positive, with everyone anticipating the next one.

Another way of connecting further has been through our regional Facebook page and building communication to branches.

As we moved into negotiations, our new regional team spread all over the rohe, as well as our social events, have made activism in Taranaki more supported and visible. Taranaki is ready to fight the good fight.

### **Te Awa Kairangi**

It has been sad to see our very talented Secretary of many years Emma Burns retire from the job, but we were lucky to have Kirsten Edie fill in this year. Her revision of the mailing list and concise expression has been welcome. We also said goodbye to our field officer of many years Derek Morris, who moves to Wellington amid a reshuffle of responsibilities, so many will be sad to see him go, however we welcome Rachel Burnett to our region and know she will be a valuable support person to us all.

We were lucky to keep Michael as treasurer, a key role in any organisation. Haimana as part of Te Huarahi has a key role in our organisation keeping us on track concerning Te Tiriti matters, so important for us all. This was also evident in his representing us in Waitangi this year which we hope will be a regular event.

With the stress of pay negotiations, Shannon-Mae has represented our region in Executive admirably, always keeping us in touch with decisions and issues. On the lighter side of things Matt

Harrison, our men's rep organised a PPTA Comedy excursion to a local craft beer establishment which was a fun stress relief event, also a chance for people to network. We have been especially pleased this year to have three schools who have not been so active becoming frequent members of our meetings and sparking action at their schools, every step is a win here.

We have been well represented by our new office holders: Ruth Gamble has been to the NETs conference, and Alyssa Nava will be attending the CTU women's conference, we also welcome Ruth as an observer to the team of six attending the Conference in the upcoming event in Christchurch.

I was happy to address the NZEI meeting in Taita about how we have similar aims concerning pay, issues of education concerning the Treaty, the cap in relief teachers pay and the need to work together and be united. Their reception was very kind, and they indicated that striking may be the only path for a successful contract.

Our region is presenting two papers to the conference, suggesting ways we can improve welfare offered to members, in the same manner as unions in NSW and NZ .

We also have seen the development of a relief teachers group, fighting for recognition of the inequality of the cap on relief teachers wages "Te Roopu Kai Whakakapi". With members in the North and South Island. However, we thank and acknowledge this fight for removal of the cap as part of Executives initiative also .

Overall, we all work together to make this region tick over "Kahore taku toa I te toa takitahi, he takitini".

"We cannot succeed without the support of those around us."

Solidarity  
Desiree Mulligan

### **Waikato**

Waikato has had a busy year. At the end of 2024 we farewelled our long-time Executive Member, Vinnie Monga, who has been a tireless member of the PPTA and activist in our region for many years. We held an afternoon tea to acknowledge her extraordinary service and were privileged to share the moment with her whānau and people from her kura, including the principal who spoke well.

Raima Turner-Abrahams has stepped in to Vinnie's shoes with confidence and mana, ensuring the Waikato region remains in good hands and well represented at the Executive level. We have also welcomed several new activists to the regional committee, which has provided valuable new perspectives and renewed energy.

Our NETs Coordinator, Anna Armitage, has been hard at work putting on film nights to encourage activism from her network. She held a screening of *Backpack Full of Cash* last year and shared her experiences and expertise as an American-trained teacher, which was very useful. We had many attendees from our region at the NETs conference this year which signals a great bunch of activists coming through.

As a region we have also hosted Daniel Hapuku (Te Mataroa) early this year, who spoke to us about his role and the things he sees as vital for Māori kaiako to be aware of, in particular, and Chris Abercrombie once again attended our AGM for which we are grateful.

We are looking forward to continuing to build activism and capacity in the region in the coming months and year as we progress through negotiations and are well placed to do so.

### **Waitaha Canterbury**

This year has seen Waitaha Canterbury move from strength to strength. Following the uptick in activity in 2024, we worked to maintain momentum by hosting our annual Māori Teachers' Dinner, successful Mahi Tika courses, the inaugural Senior Leaders' Mahi Tika, a showing of Backpack Full of Cash, a Branch Officer Training session, and a Women's Dinner with guest speaker Margaret Austin. All of these events, along with many others not listed, form the backbone of our work within the region. They provide valuable opportunities for whakawhanaungatanga between members and unionists from other sectors.

In particular, the Māori Teachers' Dinner of 2024 was a great success, and planning for the 2025 instalment is already under way. Marcelle Leo'o has done an outstanding job organising these evenings, and the regional committee looks forward to supporting the event into the future.

Another event of significance was the attendance of regional committee members at Waitangi, where Tania Gilchrist and Marcelle Leo'o represented both our region and the PPTA with aplomb. They also gained much personally from the experience.

Finally, plans are underway for the President to visit the region, as well as for the creation of a Waitaha Canterbury-specific award. This award will recognise members who have shown dedication, commitment, and initiative to the kaupapa of the PPTA within the region, and it will be distinct from the Service Awards.

We look forward to welcoming the President in the near future and to another successful year of organising.

### **Western Bay of Plenty**

At our AGM in February 2025, we were able to organise our budget for the remainder of the year and set some goals towards strengthening our region and standing for public education. We have sent healthy numbers of members to our national events, such as DLD/I and O in early March 2025, the various national conferences, and Mahi Tika 1, 2 and 3. We also held a productive branch officer training day in March 2025, with presentations by Advisory Officers Rob Willets, and Joschka Hoffman.

Our regional chair Julie attended the Regional Chairs' day in June 2025, in Wellington, which was incredibly helpful. There we discussed regional goal setting, managing media and public perception, and the impact of industrial action over the years. WBOP also supported Unions Bay of Plenty by funding a visit by Craig Renney, CTU economist.

Our regional chair and one colleague attended his evening talk, which was outstandingly educational, and set straight many of the economic falsehoods being portrayed at present. At the time of writing, three members are about to attend a Pay Equity Champions Day, held by NZCTU-affiliated unions at the NZNO office. We continue to work hard as a region to serve our members and our goals of strong, well-funded, public education.

### **Issues and Organising Seminar**

Looking forward into 2025, the pace of change for the profession has not abated. Continued change related to the curriculum combined with strong rumours that NCEA itself was under threat by a government that seemed determined to make changes almost for the sake of it, meant members' continued engagement in professional issues was vital. The collective agreements are

also up for negotiation in 2025, and Issues and Organising is a key moment in establishing the campaign and revitalising activists. This included a strong focus on solidarity with other unions across the motu who were also facing their own challenges and attacks on public service as a whole were increasing.

Workshops at our seminar addressed many of these pressing issues.

We continued to build on the work supporting Te Tiriti with presentations on Wahine Māori in Leadership, and De-Streaming. A large piece of work was explored in the ITE and Mentoring Guidelines workshop – aimed at how we can support attracting and retaining the profession at all levels. The government's direction to include more AI in education was explored with guest speakers from the Ministry of Education. Finally, but not least, the campaigns team led the members through the journey and messaging that will create the backbone of our 2025 campaign.

Two inspiring guest speakers supported the seminars:

**Dr Kathie Irwin** shared with members her 30-year background in Māori education, research and development. Dr Irwin also has experience in senior management and governance. She took members through the potential steps in creating Tiriti literacy in organisational and workforce development as it applies to the school system.

**Distinguished Professor Emeritus Paul Spoonley FRSNZ** has researched and written about demographic change in Aotearoa, white supremacy, antisemitism, immigration policy and the impacts of diversity. Paul posed important questions to members on digital literacy, citizenship, identifying and responding to mis/disinformation and how members can support safe and respectful spaces for rangatahi in an Aotearoa experiencing significant demographic transformation.



On the final day of the seminars, members facilitated a wide range of “unconference sessions,” exploring everyday teaching issues and collaboratively seeking solutions.

## Membership Education

The field service has run 17 Mahi Tika Employment Education courses, supported 138 PCTs around the country to understand their rights and responsibilities, and facilitated the development and networking of more than 100 regional delegates to grow the strength of the Association in the challenges and opportunities that we will face into 2025.

Course Title	Count of Member Number
Mahi Tika Stage 1 - Auckland - May 2025	26
Mahi Tika Stage 1 - Christchurch - May 2025	14
Mahi Tika Stage 1 - Dunedin 2025	10
Mahi Tika Stage 1 - Northland - May 2025	8
Mahi Tika Stage 1 - Wellington - May 2025	24
Mahi Tika Stage 1 Hamilton 2025	17
Mahi Tika Stage 1 Māori & Pasifika - Wellington - May 2025	16
Mahi Tika Stage 1 Rotorua 2025	10
Mahi Tika Stage 2 - Auckland - July 2025	25
Mahi Tika Stage 2 - Christchurch - September 2025	15
Mahi Tika Stage 2 - Wellington - August 2025	14
Mahi Tika Stage 2 Hamilton 2025	12
Mahi Tika Stage 3 - AK/CM/EC/Nth - March -2025	15
Mahi Tika Stage 3 - AK/CM/EC/Nth - November 2025	17
Mahi Tika Stage 3 - Rotorua - November 2025	14
Mahi Tika Stage 3 - Wellington - November 2025	8
Mahi Tika Stage 3 Māori & Pasifika - Wellington - October 2025	13
<b>Grand Total</b>	<b>258</b>

Issues and Organizing	137
Delegate Leadership Development	114
Senior Leadership Course for AP/DP (3 courses)	19, 21 and 17
Middle Leaders 1 Day course	23 - with second course 5 <sup>th</sup> Sept
PCT course attendance	138

Member empowerment is always the driving goal for the field service and the team works to educate members to engage in constructive conversations to improve working conditions for teachers across the motu. We appreciate both the ongoing support of the Association's executive and presidential Team in running these courses and the members' enthusiasm in attending.

## CHARTER SCHOOLS CAMPAIGN

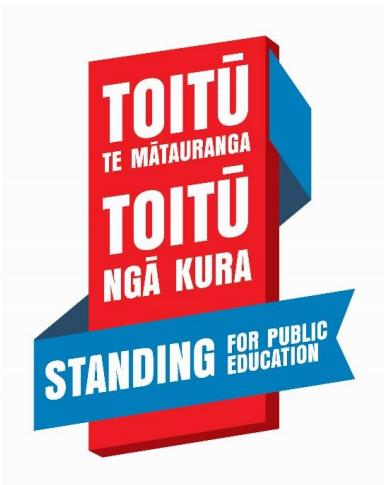
The legislative change that allowed for the restablishment of charter schools in New Zealand passed in September 2024. The budget that year set aside \$153 million of taxpayer funding to open 15 new charter schools and convert 35 public schools in 2025 and 2026. The first seven schools opened in February 2025.

The key campaign action in the continued fight against privitisation of New Zealand schools is the Branch Resolution. This resolution against charter school conversion has been developed to encourage branches to affirm their desire to remain a public school. Resources are available to support branch chairs and members in holding a branch meeting to sign the resolution, and to take steps to present this to the school board and principal.

PPTA undertook focus group research to gain further insight into how parents of secondary students feel about charter schools. Overall there was very little understanding of charter schools amongst parents, but when given some information about them, there were high levels of concern about the lack of regulation in these schools. The one area where parents were likely to express support for charter schools is in their potential to add more options into the education system, which they felt was failing some students by being “one size fits all”. This research reinforced PPTA’s key message for the charter schools campaign, which is that the public system must be funded to take full advantage of the flexibility and inclusion it is capable of.



The campaign to support the 2025 collective agreement negotiation round builds on the campaign against charter schools that began in 2024. The slogan “Toitu te Mātauranga, Toitu ngā Kura | Standing for Public Education” and the associated design features were deliberately chosen to be appropriate to both campaigns.



Focus groups and quantitative surveys were undertaken to test and refine the messaging for this campaign. The most effective key message was found to be that public schools create communities and provide opportunities for students. This is supported by two issues: recruitment and retention of teachers, and growing unmet student need.

A process to create Māori messaging for the campaign was completed by members of Te Tiriti Komiti. These messages are not translations of the English versions, they were developed in a parallel process where both te reo Māori and English versions support each other.

Resources have been developed using the messaging and branding to support members in their campaign actions. Conversation guides, social media tiles, and downloadable posters were made available on the PPTA website.



## COMMUNICATIONS

This year has been another very productive one for Communications, with a number of significant improvements in how we engage with members.

The formation of a campaigns and communications team at National Office has enabled us to integrate our campaign coordination, social media, digital and legacy communications (newsletters, media statements etc.) in a much more focused and effective way. Feedback from branch and regional officers indicates that individual members are feeling much better informed about PPTA issues.

Emails remain the primary form of communication with members, with about 100 direct emails sent between 1 July 2024 and 30 June 2025, including *Collective News*, interest group newsletters, and all-member updates. Open rates ranged from 56% to 100%, and we achieved a 99% delivery rate.

Both the decision to send the *Collective News* to all members, instead of branch chairs and secretaries, and the development of a membership communications plan – including a communications calendar - have enabled our membership communications to be better coordinated and focused.

*PPTA News*, the Association's newsletter, has continued to be published both in print and online throughout the year.

Our website is a vital resource for members and this year the addition of features such as dedicated campaign sections and petition pages makes it even more relevant and functional.

Our primary social media platform continues to be Facebook, with almost 8,000 followers on both our official page and the closed group 'PPTA Members - Standing for Public Education'. The closed group continues to be a hub for sage advice and animated debate. We've significantly increased our activity on Instagram which seems to be well received by members.

Our mainstream media focus over the year has continued to be focused largely on responding to the coalition government's policies that ignore teachers' professional voice particularly in the development of the new curriculum, de-prioritise te reo Māori and mātauranga Māori, and continue to take a 'one size fits all' approach to learning.

### Learning & Development Centre Programme Delivery Summary

#### 1. 2023-2025 PLD and Implementation Services Agreement extension

As the PLD Fund (up to \$5 million) was delivered as part of the Secondary Teachers' Collective Agreement settlement package, the service agreement was due to expire on 2 July 2025. There was a successful negotiation with the Ministry of Education to vary and extend the funding agreement until 31 December 2025. This has made it possible to draw down additional resources from previously uncommitted funds to deliver two more cohorts of the Victoria University of Wellington micro-credential courses. It has also extended access to funds for Subject Association Grants until the end of 2025.

#### 2. Education Conferences delivered

##### National Educational Leadership Summit 2025

The summit was held in Christchurch in the Term 1 holidays. We had more than 150 delegates from a range of school leadership roles, including principals. There was a diversity of topics covered, including principal development and AI. Almost all delegates (89%) who provided feedback on the summit said that they would come again. They highlighted the keynote speakers and the opportunity to network as key reasons to attend.

#### 3. Te Herenga Victoria University of Wellington Micro-Credentials

This year saw the continued delivery of the Secondary Teachers Career Pathway Programme (which includes three Master of Education Micro-credentials) and the Women in Educational Leadership short course through Te Herenga Waka Victoria University of Wellington.

The 5 points Master of Education level micro-credentials included:

- Contemporary Secondary Teaching Approaches for Aotearoa New Zealand;
- Effective mentoring practices for secondary teachers in Aotearoa; and,
- Working collaboratively and building leadership capability,

Over the last year (Term 3 2024 - Term 2 2025), 305 teachers completed a micro-credential and 87 completed the Women in Leadership course. Since the courses started, 35 teachers have successfully completed all three of the micro-credential courses and have earned 15-point credit towards a post-graduate qualification.

Funding for the courses was due to finish at the end of Term 2 2025 but the extension of the service agreement with the Ministry of Education has enabled an additional cohort of each of the Contemporary Secondary Teaching Approaches for Aotearoa New Zealand and Effective Mentoring Practices for Secondary Teachers in Aotearoa to be delivered in Term 3 2025, with a total of 65 enrolments.

Evaluation of the design process suggests that having the profession involved in determining the content and delivery had a positive influence on the courses' value to participants, as reflected in their feedback.

#### **4. Subject Association Grants**

The extension of the grants coverage to the end of 2025 was welcomed by Subject Associations that are organising their conferences and events later in the year, including NZAMT, PENZ, NZATE, and TENZ. We have already pre-approved almost 1600 grants so far in 2025 (compared to more than 650 for all of 2024) for conferences and events run by the following subject associations: There has been no claim for additional funding; the extension will just give more time to deliver the original 2500 grants.

#### **5. Membership engagement**

The Learning and Development Centre has experienced a growth of member engagement around our diverse array of programmes as they have become embedded in the PLD landscape. Many of the opportunities have been oversubscribed and we are on track to allocate all the 2500 Subject Association Grants available. This ongoing commitment to professional learning and development by our members reflects the value they place on PLD opportunities, despite ongoing challenges across our sector.

## PPTA EXECUTIVE ETHICS COMMITTEE

The Ethics Committee convened to consider a single matter referred from a regional decision. While elements of the regional committee's findings differed, the Ethics Committee upheld the outcome of the regional committee. Feedback was provided to the PPTA on considerations for future management of operations in an area that was central to the complaint.

## INTERNATIONAL UNION LINKS

### Education International (EI)

Our global peak body, Education International (EI), had an eventful year.

The World Congress took place in Argentina in July/August of 2024. This is the major decision-making body of EI and helps shape the direction for the coming years. It was also when we welcomed a new president Mugwena Maluleke from South African Democratic Teachers Union, (SADTU). We also expressed our thanks to Susan Hopgood for her amazing mahi over a number of years to supporting education globally.

EI has remained focused on its campaign, Go Public! Fund Education, addressing the global erosion of public education funding. The campaign materials have been adapted for various countries and regions, emphasising the critical need for increased public education investment worldwide.

### Council of Pacific Education (COPE)

COPE held a small regional hui in March 2024, with a view to developing a resolution for EI World Congress later in the year. In attendance were President Chris Abercrombie and General Secretary Kirsty Farrant.

A resolution was developed on the human-induced climate crisis, as well as some planning about the moving and seconding of the resolution at World Congress and general planning for the region in relation to World Congress.

COPE Executive Chris Abercrombie has taken up the role of Vice President of COPE, attending regular Executive meetings, both online and in person.

### UnionAID

PPTA continues its association with UnionAID in support of workers in the Asia Pacific region.

UnionAID is currently assisting paint workers in the Philippines to uphold their health and safety rights, working with garment makers and poultry farmers in Fiji for better working conditions, and is helping build union capacity in the Solomon Islands. Alongside this they are doing extensive work in Myanmar in light of the ongoing military conflict and devastating earthquake in March 2025.

UnionAID continues to offer the successful Young Leaders Programme. This brings young community leaders from Myanmar, Eastern Indonesia and Mindanao to Aotearoa every year, with the aim of building networks of highly skilled leaders who help contribute to the peaceful and just development of their communities and countries.

PPTA continues to support the fundraising events of UnionAID. Of note in the last year was the International Workers' Day 2025 event which focused on Fiji's garment industry. Jotika Gounder-Sharma, Executive Officer of the Fiji Trade Union Congress, spoke of the challenges faced by garment workers, from low wages and unsafe conditions to the impact of the industry's decline.

CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

[NZPPTA Financial Statements Independent Audit Report FY2025.pdf](#)