

How we work with you Me pēhea te mahi tahi tātou?

Representing member teachers

Our field officers support PPTA members by providing advice on employment and professional issues, and representation with employers and the Teaching Council.

Advice can include:

- » Interpretation and application of collective agreements and employment related legislation
- » Correct and appropriate employer processes and possible outcomes
- » Options and support for resolving an employment or salary issue
- » Teaching Council processes and possible outcomes
- » Organising around workplace issues

Our obligations

We have an obligation of confidentiality and transparency on behalf of the member we are representing. Any advocacy or representation is always with the member's permission and in consultation with them.

Field officers have an obligation of good faith towards both members and employers in their work. We aim to resolve issues at the lowest possible level and to uphold members' mana and dignity through any professional or employment process.

Field officers receive regular professional learning and development on processes such as investigations, changes in employment law and education policy and practice.

The PPTA will not continue to represent a member if they are receiving advice from another employment advocate, union or lawyer.

Engaging with principals and boards of trustees

We support a fair process and accurate information. We also seek to assist the employer/Teaching Council and member to communicate clearly, while encouraging the member to participate in the process in an informed way.

Often, we become the main point of contact for a member to assist with communication. This allows for space between the member and the employer if there has been strain in the relationship.

While we may share our assessment of the situation with the member, we cannot share this with an employer unless the member consents to this. It is not our role to advocate from an employer perspective with a member.

To avoid conflicts of interest we cannot provide advice to an employer on a process involving a member. What we can do is participate in conversations with the member and employer together on agreed process.



If you have questions or concerns about representation – please email the Deputy General Secretary membership Adele Towgood on atowgood@ppta.org.nz



Principals and senior leaders who are members of PPTA

We welcome principals and senior leaders as members of the PPTA and offer support and practical advice:



Management issues

We provide members with a range of support:

- » Field officers are here to help point you in the direction of the PPTA advice on a general issue when you need it.
- » The PPTA website provides general advice that is both practical and useful.
- » Our SPC newsletter provides advice on collective agreement application and employment issues.

Please be aware that PPTA cannot provide advice on specific management issues as this creates a conflict of interest. However, the Principals' Legal Service is an independent service supported by SPC that schools can join. A key benefit of joining the service is that your school can then receive initial legal advice from legal firm McBride Davenport James on management issues.

NZSTA is also able to provide guidance on management issues.



Personal/employment issues

All members can access support and representation for employment issues.

A principal or senior leader who is a member of the PPTA can contact their field officer to discuss any personal employment issue. If there is any conflict of interest due to the field officer representing other members of staff, the field officer will refer the case to the Deputy General Secretary Membership, who will allocate another field officer.

If, in discussion with the field officer, it is assessed that the case would benefit from either a legal opinion or ongoing legal support, the field officer can bring the case to the Deputy General Secretary Membership for referral to the Employment team at McBride Davenport James.

PPTA member principals can, independently, call the McBride Davenport James (MDJ) employment team – Guido Ballara, Paul McBride or Frances Lear – for a free confidential discussion about any personal employment issues. If ongoing support is required this can be discussed, with your permission, with the Deputy General Secretary Membership at PPTA and a plan put in place for representation by a field officer or the MDJ team. The costs of this advice and support are covered by your union membership.



**SPC Chairperson
Kate Gainsford invites
you to find out more**

[www.ppta.org.nz/
communities/spc/](http://www.ppta.org.nz/communities/spc/)



**Join the Principals'
Legal Service**

[www.principalslegal
.org.nz](http://www.principalslegal.org.nz)



The MDJ team

**Tel: 04 801 5427
E: www.mdjlaw.co.nz**