

06 September 2024

E te tumuaki, tēnā koe.

As a union, just as it is in schools, balancing the rights and needs of all our members is complex. The fight for part-time non-contact has been a long and contentious one, based fundamentally on the right of these teachers to the same terms and conditions as their colleagues. We are proud of this achievement. We acknowledge the demands that it places on you as school leaders, and members. We believe that the long-term impact of this win will be significant in terms of retention and the overall wellbeing of teachers and thus the operation of schools.

Recently a letter was circulated to principals on the changes to part-time non-contact and the resourcing for that. The letter raised some points which merit further reflection.

1. Staffing entitlement increase

The Draft Staffing Order in Council for 2025 has been sighted by SPC and PPTA. It includes a new staffing component called '*Part-time teacher allowance*'. It is a new component that adds staffing to the entitlement of each secondary and composite school from the start of 2025. The new component will be part of your staffing notice later this year.

This is a staffing component you have not had before and will increase your entitlement above the amount you would have otherwise received for 2025.

As an example, a school of 50FTTE in 2024 would have 50.45 FTTE in 2025 (*for simplicity this is ignoring staffing entitlement changes associated with roll growth and the extra staffing provided for the new pastoral care allowances*).

2. Staffing increase to support the change

The increased staffing is there to support the change to the part-time non-contact. It was a significant cost against even the STCA and ASTCA settlements of 2023. If the change were not occurring the new staffing component would not be there. Whether it is more than an individual school needs to maintain programmes without the use of other staffing from its future entitlement or not is a separate question and to some degree depends on individual school circumstances.

3. The 11% salary loading

Currently the 11% loading is paid by the Ministry to part-time teachers funded from entitlement staffing as an additional salary loading made through EdPay. This will cease to be paid from the start of 2025. Each continuing part-time teacher's hours will increase by 11% and this will be an additional charge against the school's staffing entitlement. Alongside this is the increase to the school's staffing entitlement from the new staffing component.

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This change alone is cost neutral for the Ministry as it pays the same for the 11% as an additional salary component as it does for paying for 11% more hours.

The annual cost to the STCA settlement is \$14.39m for secondary (as advised to the Arbitration Panel last year) and \$2.8million for composite schools, which represents new staffing which is in excess of the 11% equivalent. This is now baseline staffing and will continue to be provided to schools each year going forward.

4. Overall adequacy of additional staffing

The Ministry has maintained a consistent position that all schools are already staffed for non-contact time through the entitlement. The basis of this is that each FTTE provides 20 hours of contact and 5 hours of non-contact for a full-timer and when used in fractions of an FTTE the school can use the staffing to provide both proportionately but make the choice to do so or not. The position is hard to fault.

However, in the negotiations the expressed principle was that the change should have the least possible impact on curriculum delivery with no unintended consequences on schools.

The Ministry used payroll data on the individual school use of permanent part-time teachers in 2023 to calculate the additional staffing needed. They were explicit that the calculations would identify how many hours the school would need to provide the prorated non-contact time assuming that only the minimum provisions were being provided to part time teachers, not just the 11% increased total hours.

The Ministry informed PPTA and NZSBA that based on their payroll analysis the staffing provided for the settlement was sufficient to meet the adjustment globally. The individual school data was not shared with PPTA or the School Boards of Governors Association to analyse independently but the Ministry and PPTA are bound by the obligation of good faith under the Employment Relations Act 2000 (4(1)(b)(i) not to directly or indirectly do anything to mislead or deceive each other in bargaining.

It is acknowledged that any formula used in the Staffing Order to distribute a global figure will inevitably produce 'unders and overs' since the use of part-time staffing varies from school to school.

5. Context of individual schools

Since 2008 schools have been obligated (clause 5.2.6(a) of the previous secondary teachers' collective agreements) to endeavour to provide fully prorated non-contact time to all part-time teachers employed for 0.48 FTTE or more. Clause 3.1 of the STCA also requires the board operate a personnel policy which complies with the principle of being a good employer.

With the additional staffing schools with a normal level of part time use and which have already used their entitlement staffing to provide prorated non-contact since 2008 will be able to make the 2025 changes with limited adjustment.

I do acknowledge that schools with very high part time staffing usage that have not moved to provide more than the minimum required non-contact will need to make adjustments and/or use staffing from their entitlement.

For scenarios between the two outlined above there will be some schools that for 2025 will need to make adjustments that they have not made to date and some that gain staffing to use for other purposes.

An additional staffing formula that allows schools with high use of part-time teachers and provide only the minimum required non-contact time to make the change without any other adjustments would distributed so much extra staffing across the whole system that it would have been unachievable.

6. Working conditions

While we acknowledge that there will be some transitional issue that many schools will need to manage this year, the overall outcomes will be that vast majority of the 3,800 or so part-time teachers working in secondary schools will have improved conditions as they will in future receive prorated timetabled non-contact time. In terms of equity, they will be treated on a par with full-time teachers and the application of the non-contact allocations for part-time teachers will be consistent across the country.

Part-time teaching will also become more of a realistic option for full-time teachers approaching the end of their careers as well as those who have significant family responsibilities or health concerns, or who are facing burnout, and is likely to encourage more to stay in teaching for longer and assist with overall retention in the sector.

Further advice and information

Further information, guidance and tools can be found here:

<https://www.ppta.org.nz/advice-and-issues/preparing-for-the-start-of-2025/>

The Ministry of Education and the School Boards Association will be providing schools with their advice and guidance shortly. We have consulted with both organisations on the content of this letter.

Ngā mihi nui ki a koe mō tō kaiārahi i ēnei huringa.

Nāku, nā



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R/CA/STCA/STCA 2022/Issues