**PPTA ADVISORY TEAM WORK PROGRAMME REPORT, FEBRUARY 2020**

“*Haere Whakamua – Moving Forward”*.

## Overview

2019 was a challenging year for the Association. Members in Christchurch were called upon to support their students, once again, through the hardest of times. Once again their courage and resilience has been a huge source of support for their communities.

For the wider membership it was a year of demonstrating once again that there is power in the union. We were reminded that collective action from teachers can achieve great things for the profession for students and for New Zealand education generally.

## Political climate

Last year’s advisory team work programme report noted that public opinion was behind our members and this remained consistent throughout the year with the community backing teachers, both secondary and primary, when they took industrial action. We also saw, and continue to see, teacher activism staying strong all over the world. Maintaining public support will always be critical to the success of our industrial campaigns as governments heed the views of voters in the wider community as they negotiate teachers’ terms and conditions of employment.

Here at home we are back in the third year of our brief election cycle with the general election taking place on 19 September. There is much uncertaintly ahead: close but variable polling makes the election result impossible to call while we cannot yet know the full impact of the COVID-19 outbreak on our economy or – if it reaches Aotearoa - on our communities .

As the year progresses and updated party policies come to hand we will use all our communication channels to keep members fully informed of each party’s vision for education and other relevant policy areas.

## Industrial matters

*Bring out the Best campaign*

Twelve months ago we were gearing up for industrial action in the face of the Ministry’s inadequate response to supply and workload crises and uncompetitive teacher salaries. As the year unfolded we saw what our strong branch and regional structures can and do achieve as thousands of teachers mobilised all around the country. The settlement of the STCA, and our other collective agreements, finally created some real movement in teacher remuneration after years of stagnation. The Accord structures which came out of the bargaining round are also providing a new avenue of engagement in relation to a number of items on our work programme, including teacher only days, learning support, change management, delegate release time and personalised learning.

However it is critical that we continue to maintain the momentum we have developed as there is still much work to do. The Executive engaged an external review of the STCA bargaining to help us reflect on what worked well and what we could develop further. That report confirmed the effectiveness of our industrial and communications strategies but noted that these would benefit from better integration. Other areas where we can build capacity included ensuring that Māori and Pasifika members are at the heart of planning, communications and decision making, and improving our campaign co-ordination. We have already acted on the last recommendation, adjusting the job description of the most recent industrial advisory role so that it has a strong campaign co-ordination focus. The next big task will be to start developing a draft bargaining strategy going forward into the next bargaining round.

*Teaching Council fees campaign*

The Association has had to mount and run a branch based campaign on this issue in a very tight timeframe dictated by the teaching council’s consultation process. At the time of writing (week 5) over 150 PUMs have been held already and we have won an extension to the consultation timetable. Members are expressing their serious concerns about the Council’s proposals as well the consultation process. Once all of the member feedback is gathered in we will be continuing to work towards an outcome which works for you.

*Other areas of work*

In the aftermath of the bargaining round the industrial team, together with the field service monitored the implementation of the new agreement and responded to delays in the payment of the increases and issues around eligibility for the lump sum payment. This is part of our routine work enforcing the terms and conditions that have been won in negotiations. Other current enforcement work includes legal action in relation to call back provisions and the MITA. The part time pay equity case hearing ran for two weeks over the winter and is still before the Employment Court with a final decision delayed by questions concerning whether further evidence may need to be called.

Teacher well-being also continues to be an important issue for the team. We continue to monitor the situation regarding COVID-19 and its potential impact on members and will provide advice to branches and principals as necessary. Other 2020 work priorities include:

* the removal of appraisal;
* promotion of delegate release time;
* a variation to secure Learning Support Co-ordinator coverage under the STCA;
* education workforce strategy;
* support for the Workload Provisions Taskforce,
* Teaching Council and Disciplinary Tribunal processes in relation to conduct and competency cases.

## Āpiha Māori

E whakapau kaha ana ki ngā kaupapa reo Māori. Kaiako Māori have continued to raise concerns on the failure of the MITA criteria to meet the evolving changes within the current learning and teaching environments. They see value in reshaping the ‘original model’ potentially through a MITA Accord with the Minstry of Education. Some initial communications are in progress.

Kua mahi ngā whakariterite mō ēnei whakakaupapa: National Māori Teachers’ Conference Draft Program focused on wellbeing for kaiako and support for kaiako wāhine Māori, Maōri Immersion Teacher Allowance Discussion Paper, Takatāpui Safer Schools Draft Progam and Takatāpui Māori Presenters, Māori Science Teachers’ Association Conference Draft Program, Treaty Audit report to Annual Conference 2020, Regional and National Ngā Whakataetae Mō Ngā Manu Kōrero.

Other key parts of the Apiha Maori work programme, as in other years, have included overseeing Ngā manu kōrero and study awards.

## Professional matters

The professional team continues to manage a number of different areas of work coming out of the Governments ambitious work programme. These have included the Tomorrow’s Schools (governance) review, submissions on the Education and Training Bill, and the qualifications review. We are also working with the Ministry and STA to review the study award process, including information, shortlisting, and selection, and the establishment of the new 2021 Area School Principals’ Te Rau Titoki Sabbatical Award that was negotiated in last year’s ASPCA.

While it has been critical to make sure teacher voice is heard in response to these initiatives, the Association also needs to ensure that our small professional team works proactively on priorities we have identified ourselves. These include the issues facing guidance counsellors and career pathways for teachers. Extending across all areas of the professional work programme, also, has been preparation for the Education Conference in Wellington April 22-24.

## Communications

As noted already, the Bring out the Best communications campaign was a huge part of the overall success of last year’s bargaining round. The communications team were responsible for nationwide advertising campaigns, oversight of social media including the closed facebook group, and support, as needed, for regional promotional activities.

These mechanisms combined with the hard work of our media spokespeople – the president, vice president, regional chairs and executive members – have ensured that the Association had a strong and positive media presence, throughout the campaign.

In business as usual, the communications team continued their work managing all our communication channels including PPTA news and regular email newsletters (11 in total). Liz Robinson also continued to progress issues for our women members in her capacity as PPTA women’s officer. This included preparations for a very successful CTU Women’s Conference on 12 and 13 July.

This year, with the bargaining round behind us, we also have an opportunity to complete some overdue projects including a brand refresh, an update of our publications, the overhaul of our website and adoption of MyPage.