



PRINCIPAL MATTERS

NGĀ TUMUAKI O AOTEAROA

THE MOST RESPECTED AND INFLUENTIAL ADVOCATE FOR NEW ZEALAND'S PRINCIPALS

Level 8 The Bayleys Building,
36 Brandon Street
Wellington NZ 6011

PO Box 25380
Wellington 6140
nina.netherclift@nzpf.ac.nz



Issue 31, 1 October 2021

President's Message



Kia ora e te whānau

The finish line is in sight, you are nearly there. Congratulations for grinding through the marathon that has been term 3! What a term it has been!

As we all ponder what the future holds, please take the time to truly unwind. Have a break from the tech for a while and put your cell phone in the bottom drawer - under the tea towels! Focus on yourself and your loved ones.

I will be returning home to the Hawke's Bay to spend some time with my family. I picked up some promising fiction from Unity Bookstore here in Wellington and plan a few days incommunicado, stretched out on the couch, head in a book. While international travel is impossible, I'll transport myself to exotic spots, through an author or two, for some adventure and mystery.

The job of principal demands a lot of us and often as concrete, rational, and competent people. So, plan to balance the ledger and do the exact opposite these holidays. The recipe is a dash of silliness, a sprinkle of tasks that require a bit of risk taking and trial and error (but that promise fun and adventure), a good measure of selfish time when it is all about you, and a heap of connection time simply hanging out with your peeps.

Set aside thinking and planning for term 4. It will be upon us before you know. Make yourself and your family, your project!

Ngā manaakitanga

Perry Rush
perry@nzpf.ac.nz



Message from Denise Torrey – Head of Union PPCB

Over the past month since launch, the PPCB staff have been incredibly busy on your behalf. The advent of PPCB is truly a watershed moment for primary principals.

To those who have joined PPCB, thank you! I am delighted and new members are joining every day. Principals can join PPCB at any time, simply [visit the website](#) to sign-up.

We have been in touch with NZEI to invite collaboration, but they have made it clear that they do not wish to engage. This is disappointing. We have heard from the Secretary of Education, Iona Holsted, and this is what she has to say about PPCB and NZEI.

"... the Ministry's strong preference is for a multi-union collective agreement. This would allow a single collective agreement to cover the entire primary schools' principals' workforce which we consider would be the simplest arrangement for principals and school boards"

She goes on to say, *"To achieve this would require a collaborative approach to bargaining between NZEI Te Riu Roa (as the union party to the current collective agreement) and the PPCB."*

NZPF Notices

A single bargaining process will occur with a single outcome irrespective of which Union principals choose to belong to, and while a joint claim is in the best interests of all principals, PPCB cannot force NZEI to discuss claims before bargaining-it may have to occur during bargaining in a three way negotiation. Despite NZEI's current lack of engagement, PPCB is working to establish claims that carry all principals forward. As the Secretary for Education indicates, two unions can negotiate the collective and the best way to do this is through the establishment of a joint claim in the negotiation of a single collective agreement.

We'll leave it to you to decide whether you support NZEI's approach to a multi-union model.

PPCB will continue to extend the hand of collaboration to NZEI, however if they choose not to engage then PPCB will take our members demands into collective bargaining to win the best single collective outcome possible. Such an outcome will be in the best interests of all principals.

A practical response of support for PPCB and the multi-union model is a commitment to join PPCB. As a South Canterbury colleague commented this past week, there is nothing to lose and heaps to gain!

Such a response sends a strong message that collaboration not protectionism is the way of the future.

We would like to thank our members who took the time to fill in the draft claims survey. You have provided us with your voice and a wealth of information to help progress claims on your behalf.

The PPCB staff aims to visit members next term to share the PPCB draft claims and get members' feedback. We'd also love to see any principal keen to learn more about PPCB to talk directly with PPCB staff. We will let you know the schedule of engagements through our facebook page, email, and website. We are looking forward to meeting with you all. Join us on facebook - PPCB Principals' Bargaining. <https://www.facebook.com/groups/251508513648111>

These are exciting times. We'll be in touch with all principals soon to share draft claims and then to meet to discuss the claims to sharpen so that we can see genuine step change for primary principals.

Have a restful holiday break.

Denise Torrey



NZ Principal Magazine also Online

You and/or your team members can easily access the NZ Principal Magazines online, as an e-magazine or as a PDF. Additionally you can search for a previous issue, an article by title or by the author of the article. All magazines back to Term 1 2012 are available in this format. To view or search click [here](#).

Useful Information

Banking Staffing Update - 27 September 2021

Provisional Roll Review Discussion, Primary & Contributing Schools

Do you qualify for a review?

You need to submit clear evidence to your local Ministry Management Office by 20th November 2021 that the MOE provisional resourcing roll for 2022 is at variance with your 1 March prediction by at least 5%

How?

1. Calculate the MOE Provisional 1 March prediction by subtracting the Y1 Adj roll from the total provisional roll. Multiply the result by 1.05 to determine the 5% threshold needed to qualify.
2. Establish your 1 March 2022 prediction by subtracting known leavers from the actual current school roll, then add documented pre enrolments from your submission date to 1 March 2022.
3. If your prediction meets or exceeds the threshold in (1) above, complete the [Provisional Roll Review Form](#).

NB: If you are browsing the Roll Review website please ignore "For example, provide us with evidence of actual enrolments for next year." on the MOE website and instead, include evidence of actual enrolments arriving this year as well as those arriving up to 1 March 2022.

(Be strategic when deciding when to submit your review request, considering such things as peak roll from now to 20th November which might be influenced by roll growth and covid 19 effects.)

4. If a cohort entry school you may also like to download and complete a roll review application even if the 5% threshold cannot be established and you can see that the table M1 and J1 roll numbers have been used to establish the provisional roll without regard for pupils who were enrolled mid term after 1 March or 1 July with birthdays up to 1 March and July 1 respectively not included. The links below might help with this process.

<http://www.nzpf.ac.nz/banking-staffing-updates.html>

<http://www.bankingstaffing.co.nz/wp-content/uploads/Provisional-Roll-Review-Form-suggested-cohort-guide.docx>

5. MACS schools (Rolls less than 176) who find their provisional roll for 2022 is at or just under a multiple of 25 miss out on 0.6 or more staffing. Endeavour to justify being staffed on a multiple of 25 plus 1 by using (1) to (3) above.

“MACS” means “Maximum Average Class Size” and is set at 25, meaning 25 pupils = 1 teacher and 26 pupils = 2 teachers! Given that just 1 extra child counted could provide the tipping point needed for the extra teacher I suggest you submit a review request even if the 5% threshold is out of reach as I believe that the 5% rule is there to prevent frivolous applications for reviews by larger schools that would yield very little extra staffing and can be addressed by other means next year.

6. Use the Moe staffing calculator to determine the likely staffing increase that a successful review might achieve.

7. Finally, if your review fails or only partly addresses the FTTE staffing deficit you see on the provisional staffing notice, realise that if your March actual roll next year exceeds the provisional roll sufficiently you will receive an increase in FTTE entitlement after pp 26 backdated to pp 23 2022. (Hard to achieve, given that there is now no Y1 adjustment for staffing in the March Confirmation Process although it is used for your Recalculation Funding purposes and for Area Schools Staffing Confirmation and Funding.

Gavin Price NZPF Life Member 027 607 6220
gavin.price@xtra.co.nz www.bankingstaffing.co.nz
<http://www.nzpf.ac.nz/banking-staffing-updates.html>

Business Partners

NZPF assures its business partners that, as members, you will contact them to have a conversation if you are purchasing products, services or solutions for your schools that a business partner supplies. Please support our partners as their assistance to NZPF means better membership services to you.

Gold Partners



Silver Partners



Bronze Partners

