



# PRINCIPAL MATTERS

NGĀ TUMUAKI O AOTEAROA

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

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### President's Message



Kia ora e te whānau

As we examine the results of the most recent survey, I want to thank you for your incredibly strong response and support (91% in favour) for NZPF to continue to work on establishing an NZPF Union Arm.

The survey prompted some cautionary reaction from those involved in efforts to establish an NZPF Union Arm in the 1990s.

The 1990s were very different times. It is true that back then, NZPF was in its infancy and probably over-reached itself to satisfy the call from members to establish a Union Arm. NZPF members wanted a stronger voice on the negotiating team of their collective bargaining rounds and wanted better support, particularly in the human resources area-the management of staff and workplace protection around the role of the principal. Human Resources management was a whole new territory brought in by the Tomorrow's Schools policy which principals were finding a challenge to navigate. They were left vulnerable and isolated, without support from the Union (who always favoured the representation of teachers first), and without support from their Boards of Trustees particularly in the face of conflict.

As its resources grew, NZPF established a Principals' Advice and Support Limited (PASL) scheme, through a partnership,

first with an Insurance company and later with law firm Anderson Lloyd Lawyers of Dunedin. In more recent years, as resources have further increased, NZPF has become the 100% shareholder in PASL.

This was NZPF's effort to satisfy the need for principals to have their own employment legal advice and protection. The scheme has been a highly successful venture with over one thousand principals subscribing to it. There is more to do and plans to do it, particularly in offering access to legal advice and support for all principals. Principals are vulnerable and isolated as a result of their unusual employment arrangements. They are members of their own Boards and the very same Boards employ them.

Early in the year when I set out on the Road Show, principals again raised the issue of NZPF establishing its own union arm. They were bitterly disappointed that no progress had been made on the Accord or on workload and wellbeing issues principals had raised.

NZPF believes that everyone has the right to be fairly represented in their workplace. Principals are calling for bespoke primary principal representation at the bargaining table of our Collective Agreement. To advance this discussion, representatives from NZPF are meeting with representatives from NZEI on Friday 30 October.

The NZPF of 2020 is well-placed to be at the bargaining table and well-resourced to offer something special to primary principals. That includes energetic advocacy, bespoke representation and powerful legal support in the workplace.

The job of principal has become taxing and complex. Yet we still have those ambitious to lead our schools. What NZPF will not tolerate is a lack of appropriate support and representation being a distraction to excellent teachers becoming excellent leaders.

The time has long passed for principals to accept mediocrity from those who should be their strongest advocates and supporters.

I will continue to update you on progress.

## Te Akatea Conference

Te Akatea Māori Principals' Association are holding their conference 9-11 November in Auckland. This will be a fantastic opportunity for all principals to connect with our shared goal to support Māori educational success.

I encourage you to attend.

Further information and registration can be accessed at the Te Akatea website [www.teakatea.co.nz](http://www.teakatea.co.nz).

Ngā manaakitanga

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## NZPF Notices



### NZPF Grants for Rural Principals' Groups

NZPF annually awards grants of up to \$1000 to assist local Rural Principals' Groups to run their own seminars and conferences. Applications need to be made now to fund your event in 2021.

For further information and an application form click [here](#). Applications close on 1 November.



### 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



### VLN Primary School - Registrations invited for online programmes for 2021

Extend curriculum choices for your learners and increase your schools confidence and capability in online and distance learning.

A wide range of language programmes available including te reo Māori and Kapa Haka, Digital Technology, Gifted & Talented, Creative Arts, Science & Maths and Literacy.

All NZ children are welcome to learn with the VLN Primary - Nau Mai, Haere Mai!

Find out more and register your interest online or contact [primary@vln.school.nz](mailto:primary@vln.school.nz) with queries.

Rachel Whalley, VLN Primary School

## 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



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