



Te Kawa Mataaho
Public Service Commission

4 September 2025

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NZEI Te Riu Roa
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Tēnā kōrua Ripeka and Stephanie

Revised Offer to Primary Teachers

I am writing to formally present a revised offer to primary teachers and renew their collective agreement.

I have listened carefully to the feedback from your members, both publicly and as presented to me through advocates. While we could continue bargaining in the traditional way, this would be demanding resource-wise for all parties, with, based on experience, uncertainty around a timely outcome. I believe there is an opportunity to take a more direct approach – one that gets more money into the pockets of teachers quickly and avoids further disruption for teachers, students and parents. In short, I'm hoping we can cut through to a settlement as soon as possible.

This was never going to be a straight-forward bargaining round. Cost-of-living pressures are affecting households across the country and many employers – public and private – are struggling to afford modest pay increases. This necessarily constrains us. As Public Service Commissioner, I have a responsibility to ensure that pay rises across the public sector are affordable and fair.

In response to what we have heard from your members, the revised offer ensures all teachers will receive a pay increase that tackles the cost-of-living, with the largest increases going to the majority of teachers (around 68%) who are at the top of the band and therefore no longer eligible for progression. Teachers who are still moving through the pay bands will continue to receive increases that exceed inflation. This offer is also off the back of significant increases for teachers of 14.5% over the past three years.

The revised offer will provide increases of up to 4.7% over the term for teachers at the top of the pay scale and sits alongside the Government's wider investment in education. As you know, this year's Learning Support Budget delivered significant investment across the education sector totalling an extra \$2.5 billion over the next four years. The focus of this budget investment was nearly three

quarters of a billion dollars into learning support across staffing, expanded services, and new learning support satellite classrooms. I know this is something that teachers have long called for to support both classroom conditions and student outcomes.

Overall, there has been significant investment in funding and initiatives which will lift student achievement and attendance, support teacher development, and principal development pathways. This revised offer demonstrates our continued support for your members alongside the \$550 that the Government now also pays for each teacher's registration, and practising certificate renewal, a total cost of \$53.3 million.

To make this offer, we have put our best foot forward and stretched our fiscal mandate to its limits. While we are open to reshaping specific elements of the offer with the bargaining team, for example weighing the pay increases differently across the pay scale to smooth out any historic anomalies or to enhance early-in-career teacher pay, there is no room to move further overall on remuneration or the envelope itself.

There is clear benefit to renew the agreement in a timely and efficient manner, so teachers can get a pay increase in their pockets sooner. Prolonged bargaining and strike action will only delay that outcome, at a cost to teachers, students and the wider New Zealand public.

My team will be in touch today with your advocate to walk through the details of the offer and how your members will benefit.

Yours sincerely



Sir Brian Roche KNZM
Te Tumu Whakarae mō Te Kawa Mataaho
Public Service Commissioner | Head of Service

Cc:

Jane Porter, Advocate, NZEI Te Riu Roa
Nicole Williams, Lead Advocate for the Commissioner