



Te Kawa Mataaho

Public Service Commission

2 May 2025

Ms Ellen MacGregor-Reid
Acting Secretary for Education
Ministry of Education

Tēnā koe ~~Ellen~~ *Ellen*

Revocation of bargaining delegation – teacher and principal workforces

I refer to my letter to you dated 8 October 2024 which sets out my delegations to you relating to the Education Service under the Education and Training Act.

You and I have previously discussed that I am looking to take a stronger role in collective bargaining across the public sector. As part of this I have decided to retain the delegation I hold for teachers and principals. My rationale for this is influenced by a broader objective of managing the fiscal pressures across the public sector, and the recognition that teachers and principals are a significant and vital workforce. These settlements will have a significant impact on the government's fiscal environment and create precedent for other public sector bargaining.

In practice, this means I am formally revoking your delegations relating to negotiating collective agreements for the teacher and principal workforces¹, excluding the kindergarten workforce (see B1 of the delegation instrument). Specifically, and subject to the exclusions set out below, I revoke your delegation of my powers and functions under section 586 of the Education and Training Act 2020 in relation to the teacher and principal workforces only.

The exclusions are: you will retain your existing delegations relating to powers and functions arising under s586(3) (directions in relation to locking-out or suspending striking employees) and s586(5) (entering into collective agreements).

Your delegations of powers and functions under sections 587, 589, 590, 591, 592, 595 as they relate to the teacher and principal workforces will remain in place.

To support a coordinated approach between us in relation to bargaining for the teacher and principal workforces, I intend to consult with you during negotiations, and before finalising any offer of settlement for any new collective agreements. Similarly, I require that you consult with me before exercising any statutory powers in relation to the teacher and principal workforces, excluding the kindergarten workforce.

Your delegations, including the approvals to subdelegate set out in Part B1, in relation to the remaining workforces in the Education Service (including the kindergarten workforce) remain in place and are unaffected by the changes in this letter.

¹ Speech Language Therapists will also be covered by this revocation due to their being under coverage of Primary Teacher Collective Agreements.

All other delegations set out in my letter of 8 October 2024 remain in place.

I will continue to liaise with you regarding arrangements to bargain the teacher and principals workforce collectives. I want to acknowledge that you and your bargaining teams have the expertise, experience, and relationships that will support a successful bargaining round, and I look forward to working alongside you. I will shortly be writing to the teacher and principal workforce unions to confirm the revocation.

Nāku noa, nā



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