



Te Kawa Mataaho
Public Service Commission

2 May 2025

Mark Ellis
Head of Union
Primary Principals' Collective Bargaining Union

Tēnā koe Mark

Change of delegation relating to teacher and principal collective bargaining

As the expiry of your collective agreements approaches and you prepare to enter bargaining, as a courtesy I want to let you know about changes I am making within the employer party's bargaining process.

As you are aware, I hold the responsibility for bargaining all collective agreements in the Education Service, including for teachers and principals. I have worked closely with the Secretary for Education (the Secretary) on this since 1997, including formally delegating this responsibility to them. Under the conditions of delegation, the Secretary consults with me on the progress and outcomes of bargaining. This delegation arrangement also operates for schools bargaining for collective agreements covering the various support staff.

For a variety of reasons, I am taking 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 have revoked the delegation for the bargaining of collective agreements covering primary, secondary and area school teachers and principals. The Secretary will retain:

- the power to direct in relation to locking-out or suspending striking employees
- the ability to enter into, and therefore be a party to, the collective agreements
- the collective bargaining delegation for kindergarten teachers, non-teaching specialist and support staff, and the delegations regarding pay equity.

The Secretary, together with her staff, will remain actively involved in the negotiations. Although I will now have overall responsibility for negotiating, your first point of contact in relation to bargaining remains your normal Ministry of Education contact. I am confident in their expertise and experience and know that they will continue to work with you toward a successful outcome. Decisions that I make will be made with consideration to their advice.

Nāku noa, nā



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