



28 August 2025

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Official Information Request
Our Ref: OIA 2025-0034

I refer to your official information request received on 31 July 2025 for:

“What examples were provided that states that teachers can earn \$115 thousand including allowances, after eight years’ experience. Specifically the examples that were provided to the Minister of Public Service.”

Our response

Since 17 June 2025, the Ministry of Education (the Ministry) bargaining team, who represent the Public Service Commissioner (the Commissioner), has been negotiating with the New Zealand Post Primary Teachers' Association | Te Wehengarua (PPTA) in good faith to address pay and conditions for around 32,100 people working as secondary teachers in state and state integrated schools.

An offer was presented to PPTA on 16 July 2025 and was rejected by the PPTA Executive on 23 July 2025.

In preparation for this offer being presented, Communications and Engagement staff at Te Kawa Mataaho Public Service Commission (the Commission) developed various communications and draft media materials for both the Commissioner and the Minister for the Public Service.

Throughout, the Commission worked closely with the Ministry to develop all content and to ensure accuracy. The Ministry provided the Commission with the following two illustrative examples based on 2024 figures and actual payroll data held:

- “A primary school teacher with eight years of experience can currently earn \$115,000, including allowances.
- A secondary school teacher with 10 years of experience can currently earn up to \$147,000, including allowances.”

If you wish to discuss this decision with us, please feel free to contact Enquiries@publicservice.govt.nz.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that we intend to publish this letter (with your personal details removed) on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely



Nicky Dirks

**Manager - Ministerial and Executive Services
Te Kawa Mataaho Public Service Commission**