

5 July 2017

Equal Pay Case: Frequently Asked Questions

Frequently asked questions relating to PPTA's equal pay (pro rata non-contact time) case for part-time teachers

Don't part-timers get the 11% salary loading to make up for not getting non-contact time?

No, part-time secondary teachers get the 11% salary loading in recognition of specific duties they do outside timetabled time, such as attending meetings or grounds duty. The loading was in place to recognise these additional duties for many years before we ever got non-contact time. Our workload survey of members showed that part-time teachers were doing this work at the same level as full-time teachers (rather than at a pro rata amount).

The 11% salary loading is not intended to cover the work teachers do in their non-contact time that relates to their classroom teaching, such as marking assignments or creating lesson plans.

Schools aren't resourced for this non-contact time. How could they afford it?

Staffing is allocated by formula depending on numbers of students. Some 1800 extra teachers were added to secondary schools from 2001-2006 over and above roll growth. This was enough to provide non-contact to everyone – full-time teachers and part-time teachers. Some schools have chosen to use this staffing to give non-contact time to part-timers and some have chosen not to.

We recognise that all secondary schools are stretched with funding and we will be asking the Ministry of Education for resourcing to fix this problem.

PPTA represents the professional and industrial interests of some 17,500 secondary teachers in state secondary, area, manual training and intermediate schools, as well as tutors in community education institutions, alternative education and activity centres, and principals in secondary and area schools.

Full-time teachers work far more than 25 hours. Why is the case concentrating on this?

PPTA is focused on reducing workload for all secondary teachers and more information about this is available on the PPTA website.

[PPTA teacher workload information](#)¹.

Later this year, members are also likely to consider workload related claims for the collective agreements at executive meeting and Annual Conference ahead of bargaining in 2018.

We know that all secondary teachers are working over and above their timetabled hours. The difference is that full-time teachers are paid for one hour of non-contact time for every five they teach and part-time teachers aren't. This means that part-time teachers are earning less for each hour that they work compared to full-time teachers.

PPTA members have consistently recognised this inequity, which is why members have wanted it raised as a claim in:

- every STCA collective agreement bargaining round since non-contact time was first introduced in 2002;
- a three-year workstream about issues for part-time teachers with the Ministry of Education;
- the four-year pay and employment equity review with the Ministry of Education and the New Zealand School Trustees Association; and
- Department of Labour facilitation with the Ministry of Education.

It is also why PPTA members voted to endorse the PPTA executive's decision to take an equal pay case in late 2015.

The ministry has said publicly that this is not a pay equity issue?

Despite some reports in the media, the ministry agreed in writing with PPTA that this was a pay equity issue after considering it for four years during the Pay and Employment Equity (PAEE) Review of the Compulsory School Sector (report dated 2008), available on the members-only section of our website.

Why have these schools been selected?

It is the members, rather than the schools, that have been selected.

In 2016, PPTA surveyed and otherwise put out a call for members who were interested in being part of the case. We went through the details that they provided and looked for cases that were straight-forward and members who had the security of a permanent position. Pam, Lisa, Leanne and Debra bravely put up their hands to be the members who are taking this case with PPTA. The schools that they are employed at are not unique, we know that there are currently many secondary schools that are not timetabling non-contact time for part-time teachers and this needs to change.

¹ <http://ppta.org.nz/advice-and-issues/teacher-workload/>

What can we, as PPTA members, do to support our part-time colleagues?

There are lots of ways that you can help:

- Send emails of support to the members who are part of the case via our communications staff (LRobinson@ppta.org.nz);
- Check if your own part-time teachers are getting pro-rated non-contact hours and support them as a branch if they are not; and
- Make a written and oral submission on the government's Employment (Pay Equity and Equal Pay) Bill when it is introduced in parliament – likely to be sometime in July 2017. Information on how to make a submission and background on the bill will be available on the PPTA website at this time. So watch this space!

Why is PPTA taking the case now?

After trying to resolve this issue in STCA negotiations, facilitation and working parties for 16 years, the refusal by the ministry in the last settlement (2015) was the last straw. Members voted in the 2015 STCA round to support the PPTA executive's decision to pursue a legal case to achieve the outcome. Since then we have identified part-time members who wanted to be part of the case, doing background research and following the law (as it has changed) to ensure that we are able to take the strongest case possible.