

# Background data for PUMs

## LCI and CPI, annual percent change, 2018–2021 December quarters

December quarter of Year	CPI	LCI (adjusted)
2018	1.9%	1.9%
2019	1.9%	2.6%
2020	1.4%	1.6%
2021	5.9%	2.6%

CPI is ‘headline’ inflation.

LCI is labour cost index – general increases in costs of employment to employers.

## Household inflation

Year	All-households	Income Quintile 4*	Income Quintile 5
2018	2.1	2.3	2.1
2019	1.5	1.3	1.2
2020	0.7	0.5	0.3
2021	5.2	5.2	5.2

This is inflation as experienced by households rather than the more global CPI figure.

\*Quintile 4 = income \$41,113 – \$55,367

Quintile 5 = income \$55,368 +

## Treasury December 2022 Fiscal Update - CPI projections

June quarter of Year	Forecast CPI
2022	5.1%
2023	3.1%
2024	2.7%

## Average hourly earnings, annual percent change, 2017–2021 December quarters

Quarter	Private sector	Public sector
Dec-17	3.3%	2.9%
Dec-18	3.9%	1.4%
Dec-19	2.6%	5%
Dec-20	4.4%	3.3%
Dec-21	4.1%	3.1%

## Median wage, changes and relativity with top of basic salary scale

Year	Median weekly earnings	Annual change	Annualised	TBS	Annual change	Relativity Median Wage to TBS	1.74 times TBS
2018	\$997	4.0%	\$51,844	\$78,000	0.0%	1.50	\$90,209
2019	\$1,016	1.9%	\$52,832	\$80,500	3.2%	1.52	\$91,928
2020	\$1,060	4.3%	\$55,120	\$87,000	8.1%	1.58	\$95,909
2021	\$1,093	3.1%	\$56,836	\$90,000	3.4%	1.58	\$98,895

A 1.74 relativity to the median wage was established as a goal by Annual Conference in 2017 and formed the basis of the 2018 pay claim.

## Housing affordability

See: [Housing affordability Annual conference paper 2009 \(ppta.org.nz\)](https://www.ppta.org.nz/housing-affordability-annual-conference-paper-2009)

An Auckland region paper on housing affordability for the 2021 Annual Conference is available on the PUM webpage. This has more recent data that may be helpful.

## Referenced clauses/provisions

### 4.9 Service/Qualification Increment

**4.9.1** A teacher is eligible for the Service/Qualification Increment (Increment) if the teacher:

- (a) is permanently appointed to a teaching position; and
- (b) has been attested by the principal as having met the requirements of Supplement 1; and
- (c) has completed three years' teaching service on their maximum step of the trained teachers' base salary scale for the teacher's qualification group; and
- (d) is classified in qualification Group 1, 2, 3 or 3+ and has completed a qualification at Level 5 or higher on the National Qualifications Framework that is acquired after the qualification(s) used to determine the teacher's qualification group; and
- (e) does not hold a permanent unit(s) in terms of clause 4.3.

**4.9.2** The acquisition of an additional qualification is not required of a teacher classified in qualification Group 4 or 5.

**4.9.3** A teacher eligible for payment of the Increment shall, upon application, be paid additional salary at the rate of \$2,000 per annum.

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### 4.18 Māori Immersion Teacher Allowance

**4.18.1** All teachers required to instruct in Te Reo Māori, for at least six timetabled hours per week, in approved Māori immersion programmes at levels 1, 2 or 3 shall receive an allowance of \$4,000pa. This allowance shall be pro-rated for part time teachers (based on the teacher's total timetabled hours).

**4.18.2** All teachers required to instruct in Te Reo Māori, for at least six timetabled hours per week, in approved Māori immersion programmes at Level 1, who have more than three continuous years' service teaching level one Māori immersion programmes, will receive an additional allowance of \$2,000pa. This is in addition to the allowance described in clause 4.18.1. The allowance will be pro-rated for part-time teachers (based on the teacher's total timetabled hours).

**4.18.3** For all teachers required to instruct in Te Reo Māori, for at least six timetabled hours per week, in approved Māori immersion programmes at Level 1, who have more than six continuous years' service teaching in level one Māori immersion programmes, the additional allowance described in 4.18.2 shall increase to \$4,000pa. This is in addition to the allowance described in clause 4.18.1. The allowance will be pro-rated for part-time teachers (based on the teacher's total timetabled hours).

**4.18.4** The employer shall attest to the eligibility of the teachers for this allowance according to the Ministry of Education's Māori language resourcing criteria.

**4.18.5** Continuous service for the payment of the allowance in 4.18.1 to 4.18.3 above shall be interrupted but not broken by any periods of unpaid leave and/or breaks in teaching service and/or teaching service in classes other than Māori immersion level one.

### Commentary

This allowance was established as a recruitment and retention device to attract and retain teachers with Te Reo to teach subjects other than Te Reo in recognised Maori immersion settings for a minimum amount of time each week. It does not apply to those who teach Te Reo as a subject or to teachers in mainstream classes regardless of the level of their use of Te Reo in their teaching. The provision was established when there were few fluent Kaiako Te Reo speakers and limited use of Te Reo outside immersion settings.

The additional payments after 3 and 6 years of immersion teaching were introduced in the last settlement.

### PLD fund

From the Terms of settlement for the current collective agreement:

*“From the commencement of the 2020 school year there will be a Fund of \$5 million per annum for the purposes of secondary school teachers’ professional development. A Memorandum of Understanding will be developed and agreed between the parties that describes the purpose, application criteria and process to access the Fund.”*

PPTA uses the fund and support member attendance at national PLD events and to provide post-primary teachers a grant, by application, of up to **\$700 per year until June 30 2023** to attend subject association events.

The funding has to be renegotiated with the new Collective agreement and that require a claim for that to happen.