



## Pre-bargaining discussions

### Session 1: UPS

#### PPTA's position

1. The Association acknowledges that the NZEI and the current Government have policies which support a UPS.
2. PPTA does not have a policy to support a UPS.
3. The Association's policies and claims around pay and remuneration are based upon our constitutional objectives and our obligation of good faith to members.
4. The Constitutional objectives are:
  - (a) *To advance the cause of education generally and of all phases of secondary and technical education in particular.*
  - (b) *To uphold and maintain the just claims of its members individually and collectively.*
  - (c) *To affirm and advance Te Tiriti O Waitangi (The Treaty of Waitangi) as embodied in the First Schedule of these rules*
5. The Association interprets these as being reflected in a pay system for secondary teachers which:
  - a) Reflects the trained and qualified nature of the secondary workforce.
  - b) Adequately addresses the recruitment and retention needs of the secondary education sector.
  - c) Supports secondary teaching as a first-choice career for those with specialist qualifications.
  - d) Appropriately recompenses all members for the job and for additional responsibilities and qualifications they hold.
  - e) Reflects the expectations of its members.
6. Our members vision for the profession, including pay, is reflected in the 2021 Annual Conference paper '*Revisiting our vision for education*'.