



Teachers Bring Out The Best

Primer for members, March 2018

What's this about?

Teachers want the best for their students, to give them the opportunity to be the best they can be. We need to bring out the best in our teachers, with great working conditions, so they can do the same for their students.

New Zealand has a real shortage of secondary teachers; we need to make sure we bring the best graduates and career changers into secondary teaching for the future of our schools, and our country.

Why now?

This year secondary teachers will be bargaining with the government for their collective agreement (the STCA). This is an opportunity to get the conditions and pay right so we bring great people into secondary teaching, and keep them there.

What's the problem?

New Zealand is faced with a critical shortage of secondary teachers.

- Fewer people are becoming secondary teachers – a 40% drop in trainees over eight years.
- Secondary teachers are aging – 21% are over 60
- People are leaving the profession – 40% leave in the first five years
- Pay has fallen compared to other jobs - our relativity to the median wage has slipped

What's the solution?

This year's collective bargaining is a critical chance to make secondary teaching a valued and desirable profession.

- We need to get teacher pay to a level that attracts and keeps teachers.
- We need to give teachers and middle leaders time to do their jobs well.
- We need to support teachers to live in areas that have hugely high housing costs.

Secondary teaching needs to have conditions that reflect the complex, professional and vitally important work that we do.

What's happening now?

We have been planning for a long time, and talking with members about what we need to do. Conference in October 2017, where your representatives debate and vote, decided on the direction for this year's collective agreement.

We're going to talk with all our members at meetings in May this year to confirm the claim, which is what we take to the government, and give you the chance to add things to it. The executive, your elected representatives, will vote on the final claim.

We start bargaining with the government in August, and will keep members updated as it happens. When we have to make a decision about what to do next, you will have the chance to talk about it and vote.

How we'll get there

We need the support of our communities to convince the government to make this a priority. Fixing this problem won't be cheap, but governments listen to their communities.

Secondary teachers are respected and trusted by the public, and we want to build on this to grow our support.

Parents know that secondary teaching is a very important, and hard, job and that we aren't attracting or keeping enough teachers.

Parents want teachers to find and bring out the great things that they see in their children, and that's why we're calling this campaign "Bring out the best".

We'll be profiling hundreds of real teachers who do this every day; we'll be hearing from students and adults about their teachers who have done this for them. We want to talk about the things that matter to parents and communities about secondary school, and get their support.

Secondary teachers have won significant improvements in our pay and conditions before. This happened with all of us sticking together, taking action together and showing the commitment we have to the future of our profession. We can do this again.

What you can do

- Join PPTA, and encourage your colleagues to as well
- Come to PPTA meetings, in your school or region, and share your ideas
- Sign up to receive PPTA information – through email newsletters or social media. Tell us what you think too
- Share 'Bring out the best' content – with your colleagues, friends and family

Check out www.bringoutthebest.nz for more ideas

