

29 July 2025

[REDACTED]

NZEI Primary Teachers  
Bargaining Team Advocates

Tēnā koutou

### **Offer for renewal of the Primary Teachers' Collective Agreement**

1. From the outset of our discussions, the Commissioner and the Ministry have recognised the important role the NZEI Te Riu Roa plays in supporting our workforce of dedicated and passionate teachers in schools across the country.
2. The bargaining team has listened carefully to your members' concerns about pay and conditions and understands the professionalism they apply to their calling. The Commissioner's representative spoke about the Government's expectations, one of which was to ensure settlements are fiscally responsible across the public sector and in line with the very challenging economic environment we are in. It has been noted that settlements must be aligned with Government and Educational priorities which include:
  - being fiscally sustainable and in line with the public sector
  - improving student outcomes through structured literacy and numeracy
  - building leadership development pathways
  - addressing specific issues with teacher supply
  - improved learning support outcomes
3. We appreciate the professionalism demonstrated at the table and the scope for common ground even where we hold different views on how to get there.

### **Supporting the Profession beyond bargaining**

4. Our offer aims for fiscally sustainable outcomes that deliver effective and responsive education services.
5. Beyond the bargaining table, the Government has made significant investments to support primary teachers and improve working conditions, such as:
  - Covering the cost of teacher registration and practicing certification fees for the next three years.
  - A huge learning support package including:

- An additional 650 Learning Support Coordinators
- Extending the Early Intervention Service (EIS)
- An additional 560 FTE for specialist staff.
- Increased funding for the Ongoing Resourcing Scheme (ORS)
- Over 2 million additional teacher aide hours
- New learning support classrooms
- Structured literacy PLD for 21,000 primary teachers
- Te reo Māori and tikanga training

## **Competitive and sustainable remuneration**

6. We value our educators and the vital role they play. Teachers have had considerable increases to salary and conditions over the last two settlements.
7. In the 2023 settlement:
  - All UBSS rates increased between \$7,785 and \$13,086, translating to an overall 14.5% rise across the term of the collective.
  - The top of the Q 3+ scale increased from \$90,000 to \$103,086 over the term.
  - Classroom release time more than doubled, providing extra resource in the classroom to give teachers more time for planning, administration and assessment.
  - Management unit values increased by 12.5% (\$500).
8. Currently:
  - Primary teachers are well remunerated, and new teachers' average remuneration is 25% more than in 2019 (\$71,400 in 2025 compared to \$57,000 in 2019)
  - The average starting pay for a new primary teacher in 2024 was \$71,400
  - The average salary for primary teachers was around \$94,354, with annual step-based increases of \$2,503 – \$6,960
  - 62% of primary teachers receive at least one salary unit of \$4,500
9. This represents a competitive salary by international standards, especially when we consider the additional benefits they receive.
10. Unlike nurses and police who work shifts, teachers have a structured year — 40 weeks of teaching, with time set aside for planning, professional development, and well-earned leave to support great teaching.

## **Key Features of the offer**

11. Salary Increases to the base scale for trained teachers:
  - 1% from 18 August 2025
  - 1% from 18 August 2026
  - 1% from 18 August 2027

*(Equivalent to \$613–\$1,030 additional salary for full time teachers annually on top of automatic tenure-based pay progression).*

12. Renewal of the Unified Base Salary Scale Mechanism: this will provide the parity on base rates for all teachers that NZEI has asked for. We have provided this in the interests of efficient bargaining. This is not guaranteed for future offers.
13. Increase of approximately 1% per annum on units for each year of the settlement
14. The proposed 1% annual increases to each step are complemented by built-in salary progression that delivers increases well above forecast inflation, which is expected to average around 2% annually. For example, a teacher who moved to Step 4 from the start of 2025, would move to Step 7 over the term of the agreement and would see their salary rise from \$70,779 to \$88,733 which is 25%.
15. Untrained teacher service credit: this means those with a Limited Authority to Teach (LAT) who gain teaching qualifications receive credit for previous work experience
16. Employer claims which improve flexibility for employers, provide more time for learning, ensure more accountability for public money and strengthen professional development activities.
17. Charter School service recognition. Recognise service as continuous, for leave and salary progression purposes, for teachers who return to working in a state or state-integrated school after working in state school that converts to a charter school.
18. Our offer seeks to strike a balance between fiscal constraint, government objectives, the planned substantial education work programme and members interests. To that end our offer contains elements of claims from both sides.
19. The full terms of settlement and a tracked change draft collective are attached. We encourage you to take this offer to members for ratification. The Ministry will publish this offer and the terms of settlement in 12 working days.

Ngā mihi

[REDACTED]

Advocate for the Public Service Commissioner