



Te Kawa Mataaho
Public Service Commission

13 October 2025

[REDACTED]
Head of Union
PPCBU
By email [REDACTED]

[REDACTED]
Principal Support Officer / Lead Negotiator
PPCBU
By email [REDACTED]

Tēnā kōrua [REDACTED] and [REDACTED]

Offer to settle the Primary Principals' Collective Agreement (PPCA-PPCBU)

The Secretary for Education and I recognise the important role the Primary Principals' Collective Bargaining Union (PPCBU) plays in supporting our workforce of dedicated and passionate principals.

We appreciate the professionalism demonstrated at the table and the scope for finding common ground about key priorities in education and the principals' role in enacting these.

We have listened carefully to your team, particularly regarding the importance of leadership to deliver on educational priorities and manage complex school environments. We have developed an offer with meaningful improvements to pay and conditions in a time of fiscal restraint. The offer reflects shared priorities and a continued commitment to strengthening the sustainability of the principal profession and recognises the benefits that high-quality leaders bring to lifting learner achievement.

The key elements to the offer are:

- a total increase of 4.65% in the first 12 months for the 26-month term
- an increase to the Leadership in Literacy and Numeracy base component to \$10,000 per annum, to recognise the significant work principals do to lead the curriculum
- increases to career stage payments: Stage 1 \$3,700, Stage 2 \$6,900, Stage 3 \$10,200
- a \$6,000 fund for principals to access professional development for principal leadership
- an allowance for principals who are appointed as mentors of \$5,000 per annum.

Additionally, the parties have agreed to undertake a joint review of the structure of principal remuneration in the term of the agreement. We recognise that the structure of principal remuneration is an important issue to the PPCBU and are pleased to be able to offer it at this time in order to facilitate a timely settlement.

[REDACTED] | [REDACTED] | [REDACTED]
[REDACTED] | [REDACTED]
[REDACTED]

This offer balances fiscal responsibility with meaningful improvements to principals' pay and conditions. It reflects shared priorities and a continued commitment to strengthening the teaching profession. We would like to thank you for the PPCBU's constructive approach to negotiations, which has enabled this offer.

The full Terms of Settlement is signed and attached as Appendix A. The tracked change draft collective agreement will be shared as soon as possible for you to take this offer to members for ratification. Please note that the Ministry will publish this offer in 10 working days.

Ngā mihi



 KNZM

Te Tumu Whakarae mō Te Kawa Mataaho
Public Service Commissioner | Head of Service