



Te Kawa Mataaho
Public Service Commission

3 December 2025

Bella Pardoe
Advocate
NZEI Te Riu Roa
by email: Bella.Pardoe@nzei.org.nz

Martyn Weatherill
Advocate
NZEI Te Riu Roa
by email: Martyn.Weatherill@nzei.org.nz

Tēnā kōrua Bella and Martyn

Offer for renewal of the Primary Principals' (NZEI Te Riu Roa) Collective Agreement

The Ministry of Education and I recognise the important role the Primary Principals' NZEI Te Riu Roa plays in supporting our workforce of dedicated and passionate primary principals.

As principals, you lead the many institutions of New Zealand's education system. While the role offers deep connection to your local community, it also carries the weight of student success, staff wellbeing and public expectations. This leadership is more critical than ever, as principals guide schools through major sector reforms.

We have listened carefully to your team throughout the bargaining and understand that principals want to be recognised for their leadership during times of change and delivering on education priorities. We have shaped an offer that provides meaningful improvement to pay and conditions, and reflects shared priorities, with a continued commitment to strengthening leadership, principal professionalism and outcomes for learners. This offer builds on significant pay increases for primary principals in recent years.

Key features of the offer are:

- a 30-month term
- a total increase of 4.65% (2.5% in Y1 and 2.1% in Y2) to the U-grade remuneration component in the first 12 months for the 30-month term
- a \$3,000 increase to the Leadership in Literacy and Numeracy base component to \$11,000 per annum until the expiry of the collective agreement, and \$10,000 per annum ongoing, to recognise the significant work principals do leading the curriculum
- increases to career stage payments: Stage 1 \$3,700, Stage 2 \$6,900, Stage 3 \$10,200
- a unified pay system with primary, area and secondary principals
- an allowance of \$5,000 per annum for principals who are appointed as mentors

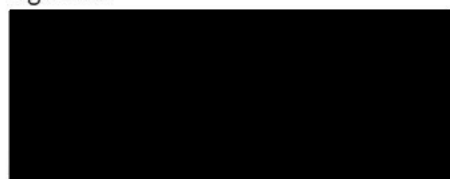
- increases to the provisions for principals living and working on the Chatham and Pitt islands
- an allowance for mentoring provisionally certificated teachers for U1 and U2 principals when no eligible teacher is available to fill the role
- service recognition for principals who are transferred to a converted charter school and return to a state or state-integrated school
- a professional development fund for principal leadership.

The full terms of the offer is set out in the attached Terms of Settlement and the tracked change draft collective agreement.

This offer balances fiscal responsibility with meaningful improvements to primary principals' pay and conditions. It reflects recognition of the important role of primary principals leading education and has been shaped to address some of NZEI Te Riu Roa's claims and interests.

We strongly encourage you to take this offer to members for ratification.

Ngā mihi



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

