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Te Kawa Mataaho

Public Service Commission

27 February 2026

Offer for renewal of the Primary Teachers' Collective Agreement

Tēnā koe

We acknowledge the important role of NZEI Te Riu Roa to advocate for member primary teachers' pay and conditions in the PTCA collective bargaining process. In presenting this offer, we believe we can settle and ratify the PTCA to benefit your members with immediate enhancements to their pay and conditions.

The PTCA bargaining has taken longer than is ideal, both for the Government and for every primary teacher in New Zealand. Since the beginning of this round, it was made clear there will be no lump-sums or backdating of settlements. It is therefore in everyone's interest to achieve a ratified settlement for your members, in good faith and without further delay. This is particularly important given the ratification last year for secondary teachers and principals, and this week for NZEI Te Riu Roa primary principals.

Throughout bargaining we have listened carefully to the views of NZEI Te Riu Roa members through their representatives. We have heard your concerns about workload and the important role teachers play in implementing curriculum change. The Government has supported teachers through a range of measures including:

- Making writing and mathematics tools available for teachers;
- Funding for 349 additional literacy intervention and 143 maths intervention teachers to support teachers
- Curriculum days in 2026 and 2027 to support the successful roll-out of curriculum changes.
- Budget 2024 included \$54 million specifically for Professional Learning and Development (PLD) for 21,000 primary teachers in structured literacy.

It is important to consider Government investment in learning support of an extra \$2.5 billion over the next four years. This commitment to lift educational achievement for our ākonga can be seen in the nearly 900,000 additional learning support hours allocated in 2026, building to an additional two million hours by 2028.

In a constrained fiscal environment, it is my responsibility to ensure settlements are not only fair, but affordable. The following offer should therefore be considered alongside the recent secondary teachers' settlement, and in context with the significant investment made by the Government to lift learning support in every classroom across the country.

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Key Elements of Offer

- A \$3 million PLD fund to support short term relievers with delivering structured literacy and numeracy
- All teachers will receive a cumulative increase of at least 4.6% on printed rates in the Base Salary Scale from the start of the 2027 school year. The over 60% of primary teachers who hold at least one unit will receive an overall 5.1% to 5.4% salary increase within 11 months of settlement
- Teachers on salary steps 9 & 10 receive an increase of 2.5% on 20 March 2026 and a further 2.1% from 28 January 2027
- Teachers on steps 1-8 will receive an increase of 2.5% and 2.0% in addition to annual salary progression.
- All unit holders will receive an increase to the value of salary units from \$4,500 to \$5,250 over the term (16.7% increase to the rates that units are paid)
- Budget 2025 has already provided for teaching council certification costs to be met until 2028.
- 20% increase to the camp allowance
- Employers can pay associate teachers a rate no less than \$51. 60 per trainee week.
- Term of agreement from 20 March 2026 to 19 April 2028 (25 months).

This means teachers who are at the top of the pay scale will see their base salary increase to \$107,886 per annum, and this is before units and allowances are included. For the many teachers who hold one or more than units, this increase will be even higher.

The offer represents a careful balance between fiscal responsibility and meaningful improvements to the pay and conditions of primary teachers.

The full settlement package is outlined in the attached Terms of Settlement (Appendix A). A tracked-change draft of the collective agreement will follow shortly, enabling you to present this offer to your members for ratification. Please note that, in line with standard practice, the Ministry will publish this offer within 12 working days.

Yours sincerely


Representative for the Public Service Commissioner
Ministry of Education