

[Joschka.Hoffmann@nzei.org.nz](mailto:Joschka.Hoffmann@nzei.org.nz)

Attention: Joschka Hoffmann

30 May 2023

Tēnā koe Joschka

On behalf of the Secretary for Education, I offer the following to settle a renewed **Primary Teachers' Collective Agreement**:

- An **increase of 6% or \$4,000 (whichever is larger) to all steps** of the Unified Base Salary Scale (UBSS) effective from 3 July 2023.
- A second increase of **3%** twelve months later.
- A third increase which **lifts the top step of the UBSS to \$100,000**, effective from 2 December 2024. Additionally step 1 and 2 will be merged, increasing the first step of the UBSS to **\$60,735**.
- Additional one-off payments of:
  - **\$710** payable to NZEI TRR member teachers which has been calculated to provide a net of tax amount broadly equivalent to renewal of a teaching practicing certificate during the term of the agreement. This will be paid in full for part time and short-term relievers.
  - **\$3,000** for full-time teachers. This is pro-rated for part-time and short-term relievers
  - **\$1,500** for full-time NZEI TRR member teachers. This is pro-rated for part-time and short-term relievers.
- An **increase to the unit value** moving from \$4,000 to **\$4,500** from 28 January 2024. The pay equity process is underway which will consider all aspects of teacher remuneration (including unit values). Until then, relative unit values will be maintained across the sector.

This offer increases all rates by **10.5 – 18.3%** over the term of the collective.

UBSS Step	Current	3 July 2023	% change	3 July 2024	% change	NEW UBSS Step	2 December 2024	\$ change	% change
1	\$51,358	\$55,358	7.8%	\$57,019	3.0%		\$60,735	\$9,377	18.3%
2	\$53,544	\$57,544	7.5%	\$59,270	3.0%	1		\$7,191	13.4%
3	\$55,948	\$59,948	7.1%	\$61,746	3.0%	2	\$63,187	\$7,239	12.9%
4	\$58,133	\$62,133	6.9%	\$63,997	3.0%	3	\$65,416	\$7,283	12.5%
5	\$61,794	\$65,794	6.5%	\$67,768	3.0%	4	\$69,150	\$7,356	11.9%
6	\$65,776	\$69,776	6.1%	\$71,869	3.0%	5	\$73,307	\$7,531	11.4%
7	\$70,040	\$74,242	6.0%	\$76,470	3.0%	6	\$77,786	\$7,746	11.1%
8	\$75,190	\$79,701	6.0%	\$82,092	3.0%	7	\$83,197	\$8,007	10.6%
9	\$79,413	\$84,178	6.0%	\$86,703	3.0%	8	\$88,000	\$8,587	10.8%
10	\$85,490	\$90,619	6.0%	\$93,338	3.0%	9	\$94,500	\$9,010	10.5%
11	\$90,000	\$95,400	6.0%	\$98,262	3.0%	10	\$100,000	\$10,000	11.1%

Similar adjustments will also provide significant increases for untrained teachers with a minimum starting rate of \$23.65 per hour.

We also offer increased **classroom release time** to provide **time to teach**:

- Phased in starting from the **start of year (SOY) 2024: Increase in classroom release time (CRT) which more than doubles the current entitlement to a total of 25 hours per term (a day per fortnight)** where teachers are released from the classroom for work such as planning, preparation, assessment, and reporting. This sizable investment from government is the first time that CRT has been increased since it was introduced in 2005.
- **From SOY 2025: Introduction of CRT for permanent unit holders of 10 hours per term.** In combination with the additional CRT provided to all full-time teachers, those teachers with one or more permanent units will receive a total of 35 hours per term, more than tripling their current entitlement.

These CRT increases require the equivalent of over 1,500 additional teachers over the term of the collective agreement and, accordingly, are phased in over the term to make this possible.

### ***Teacher Journey and Support***

This offer provides significant base salary increases when considered alongside a teacher's progression, as is illustrated by the table below:

Group 3 and below			Group 3+ and above		
Step progression (Jan 22 to Jan 25)	As a \$ increase	As a % increase	Step progression (Jan 22 to Jan 25)	As a \$ increase	As a % increase
Step 1 to new step 3	\$14,058	27.4 %	Step 1 to new step 3	\$14,058	27.4 %
Step 2 to new step 4	\$15,606	29.1 %	Step 2 to new step 4	\$15,606	29.1 %
Step 3 to new step 5	\$17,359	31.0 %	Step 3 to new step 5	\$17,359	31.0 %
Step 4 to new step 6	\$19,653	33.8 %	Step 4 to new step 6	\$19,653	33.8 %
Step 5 to new step 7	\$21,403	34.6 %	Step 5 to new step 7	\$21,403	34.6 %
Step 6 to new step 8	\$22,224	33.8 %	Step 6 to new step 8	\$22,224	33.8 %
Step 7 to new step 9	\$24,460	34.9 %	Step 7 to new step 9	\$24,460	34.9 %
Step 8 to new step 9	\$19,310	25.7%	Step 8 to new step 10	\$24,810	33.0%
Step 9 to new step 9	\$15,087	19.0%	Step 9 to new step 10	\$20,587	25.9%
Step 10 (new step 9)	\$9,010	10.5%	Step 10 to new step 10	\$14,510	17.0%
			Step 11 (new step 10)	\$10,000	11.1 %

As an example, a graduate teacher without relevant experience begins their teaching journey in January 2022 on Step 1 of the UBSS (\$51,358).

- After one year of teaching, in January 2023, the teacher progresses to Step 2 of the UBSS (\$53,544).
- As a result of this settlement, step 2 increases on 3 July 2023 to \$57,544.
- In January 2024, the teacher progresses again to Step 3 (\$59,948).
- Twelve months later, step 3 increases to \$61,746.
- In December 2024, step 1 and 2 of the UBSS merge and this teacher is placed on the new Step 2 (\$63,187).
- In January 2025, this teacher progresses again to the new Step 3 (\$65,416).

Over this three-year period, between January 2022 to January 2025, this teacher's base salary has increased \$14,058 or 27.4%.

To further support those entering the profession, we offer the **central payment of fees (currently \$512.37) for beginning teachers who progress from their provisional to full certificate** during

the term of the collective agreement. (For the avoidance of doubt, this entitlement does not apply during any period that the collective continues in force under s 53 of the Employment Relations Act 2000).

### ***Significantly improved sick leave entitlements***

I remain able to offer changes to sick leave to ensure compliance with the Holidays Act 2003 while providing **significantly increased sick leave benefits** that go over and above the Act. No teacher will have less sick leave entitlement than on the previous system and most will have substantially more entitlement over their career. Examples of the current and increased sick accumulation is shown below.

<b>Current Table A Primary Teachers</b>	<b>Typical accumulation under current system</b>	<b>Accumulation offered</b>	<b>Maximum % sick leave increase</b>
With 1 year of employment	31	40	29%
4.5 years	51	90	76%
10 years	109	140	28%
20 years	184	240	30%
30 years	256	340	33%

### ***Priority member claims***

I also offer to:

- **raise the maximum salary step cap for short term relief teachers** from the current step 6, **to step 7** of the current base scale (which will become step 6 of the new base scale from 2 December 2024).
- **increase the motor vehicle allowance rate** from 62 cents per kilometre, **to 83 cents per kilometre**, from 3 July 2023.
- **introduce 1200 Cultural Leadership allowances at \$5,000 per annum** from 28 January 2024, which allows the parties time to develop eligibility criteria.
- **increase the Māori Immersion Teaching Allowance (MITA) to up to \$12,000** for immersion level 1 and **\$8,000** for immersion level 2 from 17 July 2023. This is intended to recognise te reo Māori as a taonga to be actively protected under Te Tiriti o Waitangi and recognise the special and valuable skills kaiako must have to teach the curriculum in te reo Māori.
- **introduce a Pacific Bilingual Immersion Teaching Allowance (PBITA)** for immersion levels 1 and 2 from 28 January 2024.
- **meet with you to discuss a variation** to the collective agreement once a new legislative framework is in place enabling schools to seek to change to the Maramataka calendar.
- **meet with the NZEI TRR to discuss reliever employment issues** during the term of the collective agreement.
- **meet with the NZEI TRR to discuss changes to annual leave provisions** over the term of agreement.
- **recognise the role of LSC** within the collective agreement.
- **provide more flexibility to schools in Kāhui Ako** in their use of within school teacher allowances. Kāhui ako inquiry time will be removed.

Details of all of the above are in the attached Terms of Settlement.

Nāku noa, nā

Isabella Sutherland  
Advocate for the Secretary for Education

## Appendix A: Terms of Settlement

This section sets out the components of the settlement of the *Primary Teachers' Collective Agreement* (PTCA) 2023 – 2025.

This agreement has been settled between the Secretary for Education and the NZEI Te Riu Roa. It shall be subject to ratification by NZEI TRR members pursuant to section 51 of the Employment Relations Act 2000.

The terms outlined in this document are valid for ratification by NZEI TRR provided ratification is confirmed and the new collective agreement is signed no later than 5pm on 19 June 2023.

### 1. Term of agreement

The *Primary Teachers' Collective Agreement* (PTCA) 2023 – 2025 shall be effective from 3 July 2023 until 2 July 2025, provided it is signed no later than 19 June 2023.

### 2. Remuneration for Trained Teachers

The parties agree that the Unified Base Salary Scale for Trained Teachers will be renewed for the term of the agreement and will provide three increases: 6% or \$4,000 effective from 3 July 2023, a second increase of 3% effective 12 months later and a third increase of variable percentage effective from 2 December 2024, which lifts the top step to \$100,000.

Additionally, from 2 December 2024, step 1 and 2 of the salary scale will be merged and the new minimum rate is \$60,735. These increases and changes are shown below:

*Unified Base Salary Scale for Trained Teachers:*

STEP	QUALIFICATION GROUP	Current Rates	Rates effective 3 July 2023	Rates effective 3 July 2024	STEP	QUALIFICATION GROUP	Rates effective 2 December 2024
1	Q1E, Q2E, Q3E	\$51,358	\$55,358	\$57,019	NEW Step 1	Q1E, Q2E, Q3E	\$60,735
2		\$53,544	\$57,544	\$59,270			
3	Q3+E	\$55,948	\$59,948	\$61,746	2	Q3+E	\$63,187
4	Q4E	\$58,133	\$62,133	\$63,997	3	Q4E	\$65,416
5	Q5E	\$61,794	\$65,794	\$67,768	4	Q5E	\$69,150
6		\$65,776	\$69,776	\$71,869	5		\$73,307
7		\$70,040	\$74,242	\$76,470	6		\$77,786
8		\$75,190	\$79,701	\$82,092	7		\$83,197
9		\$79,413	\$84,178	\$86,703	8		\$88,000
10	Q1M, Q2M, Q3M	\$85,490	\$90,619	\$93,338	9	Q1M, Q2M, Q3M	\$94,500
11	Q3+M, Q4M, Q5M	\$90,000	\$95,400	\$98,262	10	Q3+M, Q4M, Q5M	\$100,000

Translation rules and scenarios explaining movement to the revised 2 December 2024 scale are contained in the attached Annexe 1.

### 3. Remuneration for Untrained Teachers

The parties agree to increase the minimum and maximum pay rates for untrained teachers, as shown below:

Step	Printed rate 1 July 2021	Rates at 1 April 2022	3 July 2023	3 July 2024	Rates from 2 December 2024
Minimum	\$42,957	\$44,096	\$49,192	\$50,668	\$52,468
Maximum	\$44,847	\$44,847	\$51,192	\$52,728	\$54,528

### 4. Increase to the maximum salary step for relief teachers

The parties agree to increase the maximum salary step cap for short term relief teachers, as referred to in clause 3.23.3, from the current step 6 to the current step 7 from 28 January 2024 (which will become the new step 6 from 2 December 2024).

The parties also agree to meet regularly to discuss reliever employment issues including remuneration during the term of the collective agreement. The parties will work together to agree a terms of reference within two months of ratification of the collective agreement.

### 5. Increase to classroom release time for all full-time primary teachers

The parties agree to increase classroom release time (CRT) for all full-time primary classroom teachers by one hour and thirty minutes per week (i.e., 15 hours per term) over the term of the collective agreement. This will provide full-time teachers with two and a half hours per week or 25 hours of classroom release time per term. Part-time teachers employed for at least 0.8 FTTE per week will also be entitled to CRT, on a pro-rata basis.

The parties agree to phase in the increases to CRT by adding:

- 5 hours per term from Term 1, 2024
- 5 hours per term from Term 3, 2024
- 5 hours per term from Term 1, 2025

### 6. Classroom release time for teachers with one or more permanent units

The parties agree to provide one hour of classroom release time per week for classroom teachers who hold one or more permanent units, effective from Term 1, 2025. This will provide eligible teachers with an additional 10 hours of classroom release time per term.

### 7. Increase the unit value by \$500

The parties agree to increase the unit value rate from \$4,000 per annum, to \$4,500 per annum, from 28 January 2024.

The parties agree that the following shall apply if a collective agreement applicable to teachers in the state or integrated school sector is ratified (or varied) during the period commencing on the date these terms of settlement are signed and ending on 31 July 2025 that provides for unit values above \$5,000:

- (a) The Secretary for Education shall offer the increase in unit amount that is above \$5,000 to the National Secretary of NZEI Te Riu Roa via a variation within one month of ratification/variation of the other collective agreement.

- (b) The National Secretary of NZEI Te Riu Roa shall, within one month of receipt of the offer described in above, advise the Secretary for Education whether NZEI Te Riu Roa wishes to accept such offer. The parties agree that upon receipt of NZEI's acceptance of the offer the PTCA shall be deemed to be varied pursuant to clause 1.5 in the terms outlined in the offer as advised by the Secretary for Education.
- (c) For the avoidance of doubt, the unit value will increase by the amount in excess of \$5,000 upon the signing of the variation, whether the base unit value is \$4,000 or \$4,500.

For example: if the unit value in another Collective Agreement rose to \$5,200, the Secretary would offer an increase of \$200 to the pre-existing unit value in the PTCA.

## 8. Māori Immersion Teaching Allowance (MITA)

The parties agree that the Māori Immersion Teaching Allowance (MITA) for immersion level 1 and 2 will increase from Term 3 2023, as shown below:

MITA	Current rates	Rates from 17 July 2023	Current rates	Rates from 17 July 2023	Current rates	Rates from 17 July 2023
Teaching time curriculum taught in Te Reo Māori	Level 1 (81% to 100%)	Level 1 (81% to 100%)	Level 2 (51% to 80%)	Level 2 (51% to 80%)	Level 3 (31% to 50%)	Level 3 (31% to 50%)
<b>Base allowance</b>	<b>\$4,000</b>	<b>\$6,000</b>	<b>\$4,000</b>	<b>\$5,000</b>	<b>\$4,000</b>	<b>\$4,000</b>
After 3 years' service	+\$2,000	+\$4,000	-	+\$2,000		-
<b>Total after 3 years' service</b>	<b>\$6,000</b>	<b>\$10,000</b>		<b>\$7,000</b>		
After 6 years' service	+\$4,000	+\$6,000	-	+\$3,000		-
<b>Total after 6 years'</b>	<b>\$8,000</b>	<b>\$12,000</b>	<b>\$4,000</b>	<b>\$8,000</b>	<b>\$4,000</b>	<b>\$4,000</b>

## 9. Pacific Bilingual Immersion Teaching Allowance (PBITA)

The parties agree to introduce a Pacific Bilingual Immersion Teaching Allowance (PBITA) for immersion levels 1 and 2, effective from the start of the 2024 school year, as shown below:

PBITA	From 28 January 2024	From 28 January 2024
Teaching time that curriculum is taught in a Pacific language	Level 1 (81% to 100%)	Level 2 (51% to 80%)
<b>Base allowance</b>	<b>\$4,000</b>	<b>\$4,000</b>
After 3 years' service	+\$2,000	+\$1,000
<b>Total after 3 years</b>	<b>\$6,000</b>	<b>\$5,000</b>
After 6 years' service	+\$4,000	+\$2,000

<b>Total after 6 years'</b>	<b>\$8,000</b>	<b>\$6,000</b>
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## 10. Additional Payments

The parties agree to the following additional payments:

- **\$710** payable to all NZEI TRR member teachers which has been calculated to provide a net of tax amount broadly equivalent to renewal of a teaching practicing certificate during the term of the agreement. This will be paid in full for part time and short term-relievers.
- **\$3,000** for full-time teachers. This is pro-rated for part-time and short-term relievers
- **\$1,500** for full-time NZEI TRR member teachers. This is pro-rated for part-time and short-term relievers.

The parties agree to the following clause wording regarding additional payments:

### 1.8 Additional Payments

1.8.1 *The parties to this Agreement recognise the value in their ongoing and productive relationship, including their joint efforts to give effect to building an environment in which the teaching profession is highly regarded, sustainable, and is fit for now and the future of learning. Collective bargaining is a key part of those joint efforts.*

*In recognition of the benefits arising out of the parties' relationship, including NZEI Te Riu Roa's role in negotiating terms and conditions for primary teachers, each teacher who is a member of NZEI Te Riu Roa and is bound by this Agreement as at [date of ratification] will be paid:*

(a) *a one-off gross payment as follows:*

- i. Full time teachers: \$1,500*
- ii. Part time teachers: A pro-rated payment based on their full-time teacher equivalent (FTTE) as at [date of ratification].*
- iii. Short-term relievers, as defined in clause 1.6.9: a pro-rated payment, based on the total number of days worked between the start of Term 4, 2022 and [date of ratification], and provided at least one day of short-term relief teaching was worked in Term 1 or 2, 2023.*

*A teacher may be eligible to have the payment calculated under more than one category. The minimum payment for any teacher, regardless of FTTE, will be \$150, and no teacher shall receive more than \$1,500 gross in total.*

(b) *A further \$710 one off gross payment (the Teaching Council fees payment). Short-term relievers, as defined in clause 3.27.1(a), will receive the payment provided at least one day of short-term relief teaching was worked in Term 1 or 2, 2023. The Teaching Council fees payment is not pro-rated, but each teacher is only entitled to be paid it once. This means that if a teacher holds another teaching role(s) under coverage of this or another collective agreement, they will still only receive one Teaching Council fees payment. In such a case the Teaching Council fees payment shall only be paid to the teacher under the collective agreement binding the employee which is ratified first.*

1.8.2 *Employees who are bound by this Agreement as at [insert date of ratification] and on that day were on approved unpaid leave under Part 4 of this collective agreement are entitled, upon application, to receive the payments on their return to their position*



*providing that they return on or before the end of Term 1, 2024 or on or before the start of Term 1 2025 for those on parental leave. The payment will be based on the teacher's FTTE as at their last working day before going on leave.*

### **1.8.3 Additional payments for all teachers**

*A one-off gross payment of \$3,000 will be paid to all full-time teachers employed on [date of ratification].*

*The payment will be pro-rated for part-time teachers based on their full-time teacher equivalent (FTTE) as at [date of ratification].*

*Short-term relievers, as defined in clause 1.6.9, will receive a pro-rated one-off gross payment, based on the total number of days worked between the start of Term 4, 2022 and [date of ratification], and provided at least one day of short-term relief teaching was worked in Term 1 or 2, 2023.*

*A teacher may be eligible to have the payment calculated under more than one category. The minimum payment for any teacher, regardless of FTTE, will be \$300, and no teacher shall receive more than \$3,000 gross in total.*

*1.8.4 Employees who are bound by this Agreement as at [date of ratification] and on that day were on approved unpaid leave under Part 4 of this collective agreement are entitled, upon application, to receive the \$3,000 payment on their return to their position providing that they return on or before the end of Term 1, 2024 or on or before the start of Term 1 2025 for those on parental leave. For the \$3,000 payment, the amount payable will be based on the teacher's FTTE as at their last working day before going on leave.*

## **11. Increase to motor vehicle allowance rate**

The parties agree to increase the motor vehicle allowance provided in clause 5.6, from 62 cents per kilometre, to 83 cents per kilometre, from 3 July 2023.

## **12. Central payment of beginning teacher full certificate fees**

The parties agree that the Ministry of Education will pay the Teaching Council of Aotearoa New Zealand directly for any fees incurred by beginning teachers when moving from provisional to full certification, over the term of the collective agreement. (For the avoidance of doubt, this entitlement does not apply during any period that the collective continues in force under s 53 of the Employment Relations Act 2000).

## **13. Cultural Leadership Allowance**

The parties agree to close the Advanced Classroom Expertise Teacher allowance (ACET) to new applicants and repurpose the unused funding to introduce 1,200 Cultural Leadership allowances at \$5,000 per annum. The purpose of these allowances will be to build staff capability and cultural leadership in schools and kura, for example a holder of the allowance may coach their peers through engagement with whānau and iwi or Pacific communities, and/or the incorporation of mātauranga Māori into their practice. This will come into effect from 28 January 2024, enabling the parties to determine criteria for accessing the allowance and to work through other related administrative requirements. We expect any final guidance and eligibility criteria to reflect the position that cultural skills and competencies are a responsibility of all kaiako.

## **14. Sick leave**

The parties agree to improve the existing sick leave entitlements.

## **15. Maramataka Calendar**

The Ministry is supportive of boards who apply to the Ministry to have their school calendar changed to the Maramataka calendar.

Once a new legislative framework is in place enabling schools to seek to change to the Maramataka calendar, we will meet with you to discuss a variation to the collective agreement.

## **16. LSC role recognition and clarification**

The parties agree to recognise the valuable role of the Learning Support Coordinator in the Primary Teachers' Collective Agreement at clause 3.36.

The parties intend that the employment conditions for Learning Support Coordinators across state and state integrated schools are consistent. Should additional terms and conditions for Learning Support Coordinators be agreed in the ratification or variation of another Collective Agreement covering teachers in state or state-integrated schools, the Secretary for Education shall offer these conditions to the National Secretary of NZEI TRR via a variation within one month of ratification/variation of the other collective agreement. This shall apply starting from the date these terms of settlement are signed and continuing through the term of this Agreement only. (For the avoidance of doubt, this entitlement does not apply during any period that the collective continues in force under s 53 of the Employment Relations Act 2000.)

## **17. Kāhui Ako Within School Teacher allowances**

The parties agree to changes in how schools in the Kāhui Ako can more flexibly allocate the current within school teacher allowances by dividing up to 50% of these into responsibility allowances worth \$2,000 per annum (and no less than 50% as within school teacher allowances worth \$8,000 per annum).

## **18. Entitlement clarification and readability**

The parties agree to other clause wording which updates and/or improves readability to entitlements for Removals Expenses, Parental Leave, Parental Grant, Disregarded Sick Leave, as well as for facilitating RTLB cluster lead school changes.

## **19. Annual Holidays changes**

The parties agree to meet over the term of the agreement to progress changes to annual leave provisions. The parties' intention is that teachers' entitlements to correctly calculate payments for annual holidays under the Holidays Act are met, while minimising record keeping requirements for teachers and schools and making minimal changes to the way in which teachers use their time during the remainder of school vacations.

Any agreed changes will be incorporated into the collective agreement by the way of a variation.

## **20. Related matters**

We note that the Education Payroll will implement the lump sum payments by 26 July 2023 and the rest of the settlement by 6 September 2023, providing the collective agreement is signed by 19 June 2023.

NZEI TRR agrees that the terms and conditions in the collective agreement will be offered to non-union employees. To recognise the role of the union in reaching the terms and conditions in the collective agreement, and so as not to undermine collective bargaining, the Secretary will not

offer the terms and conditions in the collective agreement to non-union members for 6 weeks from 3 July 2023.

## **21. Technical changes**

The parties agree a series of technical changes to the agreement as listed in the attached Annexe.

Signed in Wellington on \_\_\_\_\_ 2023 by:

Joschka Hoffmann  
**Advocate for NZEI Te Riu Roa**

Isabella Sutherland  
**Advocate for the Secretary for Education**

Witnessed:  
Kate Lethbridge  
**for NZ School Trustees Association**

## Annexe 1A

### Automatic translation to pay scale from 2 December 2024 ('new scale') from pay scale in force on 1 December 2024 ('old scale') and incremental progression from one salary step to the next

#### Translation

The parties have agreed on the following automatic translation arrangements for the new scale

#### Examples:

- An employee who is on Step 1 (\$57,019) of the old scale will on 2/12/24 automatically translate to step 1 (\$60,735) of the new scale - an increase in salary of \$3,716.
- An employee who is on Steps 2 (\$59,270) of the old scale will on 2/12/24 move to Step 1 (\$60,735) of the new scale, with a salary increase of \$1,465.
- An employee who is on step 5 (\$67,768) of the old scale will on 2/12/24 automatically translate to step 4 (\$69,150) of the new scale, with a salary increase of \$1,382.

Table 1 indicates automatic translation for employees on all the steps of the old scale to the new scale, with effect from 2 December 2024.

**Table 1**

UBSS Pay Scale in force on 1 December 2024 'Old scale'	UBSS Pay Scale in force from 2 December 2024 'New scale'
Step 1	Step 1
Step 2	Step 1
Step 3	Step 2
Step 4	Step 3
Step 5	Step 4
Step 6	Step 5
Step 7	Step 6
Step 8	Step 7
Step 9	Step 8
Step 10	Step 9
Step 11	Step 10

#### Incremental Progression

The parties confirm that rules for incremental progression as detailed in clause 3.7.1 remain unchanged, except that the new scale will replace the old scale on 2 December 2024. For the avoidance of doubt,

- in 3.7.1 (a) the phrase 'annual progression from one step to the next' shall mean progression to the next step on the old scale until 1 December 2024, and progression to the next step on the new scale from 2 December 2024.
- the introduction of a new scale does not change the expectation that a teacher will increment one step only, once every 12 months, on the anniversary of their appointment.

## 2024 salary scenarios – translation and progression

### G3 step 1: employee translates across

Jan 2024 (starts role)	July 2024 CA increase	Dec 2024 CA increase + merged new scale	Jan 2025 Annual increment
(old) Step 1 \$55,358	\$57,019	(moves to NEW step 1) \$60,735	NEW step 2 \$63,187

### G3 step 2: translates 1 down

Jan 2024	July 2024 CA increase	Dec 2024 CA increase + merged new scale	Jan 2025 Annual increment
(old) Step 2 \$57,544	\$59,270	(moves to NEW step 1) \$60,735	NEW step 2 \$63,187

### G3+ Entry /Step 3: translates 1 down

Jan 2024	July 2024 CA increase	Dec 2024 CA increase + merged new scale	Jan 2025 Annual increment
(old) Step 3 \$59,948	\$61,746	(moves to NEW step 2) \$63,187	NEW step 3 \$65,416

### Step 9: translates 1 down

Jan 2024	July 2024 CA increase	Dec 2024 CA increase + merged new scale	Jan 2025 Annual increment
(old) Step 9 \$84,178	\$86,703	(moves to NEW step 8) \$88,000	NEW step 9 \$94,500

## Annexe 2: Technical Amendments

No.	Reference/heading	Clause number	Current reference	Updated reference
1	Parties to the agreement	1.1 and throughout	State Services Commissioner	Public Service Commissioner
2	1.1	1.1 and throughout	Section 23 of the State Sector Act 1988	Clause 6 of Schedule 3 of the Public Service Act 2020
3	Parties to the agreement	1.1	Section 74(5) of the State Sector Act 1988	Section 586 (5) of the Education and Training Act 2020
4	Variations	1.5	Section 74 of the State Sector Act	Section 586 of the Education and Training Act 2020
5	Variations	1.5	Section 74(6) of the State Sector Act 1988	Section 586(6) of the Education and Training Act 2022
6	Throughout the document	Throughout the document	Board of trustees	School board
7	Definitions	1.6.12	Special school	Specialist school
8	Declaration Pursuant to the State Sector Act	1.7	75 of the State Sector Act	s595 of the ETA
9	Good Employer/Equal Employment Opportunities	2.1	Part 7A of the State Sector Act	s 597-607 of the ETA.
10	Advertising Positions	2.2.1	77HB of the State Sector Act	s 603 of the ETA.
11	Appointment Criteria	2.2.1	Section 77G of the State Sector Act 1988	
12	Personal Files	2.5.2	Privacy Act 1993	Privacy Act 2020.
13	Method of Payment Salaries	3.23.4	However individual employees may on religious or ethical grounds apply in writing to the Secretary to be paid by cheque.	Removal of the text
14	Education Act 1989 and 1964	1.3 and throughout the document	Throughout the document	Education and Training Act 2020
15	Study Leave	4.8.2	S77A of the State Sector Act 1988	Sections 597 and 600 of the Education and Training Act 2020
16	Employment Protection Provisions	9.16 (note)	Section 77HA State Sector Act 1988	Section 605 of the Education and Training Act 2020
17	Public Holidays		List of holidays Holidays Act 1981	Add Matariki Holidays Act 2003
18	References to “Ministry of Education”	Throughout the document	Ministry of Education”	Ministry of Education   Te Tāhuhu o te Mātauranga”
19	References to “his/hers” “him/her he/she”	Throughout the document	his/hers, he/she	Replace with “they” “them” “their” where appropriate