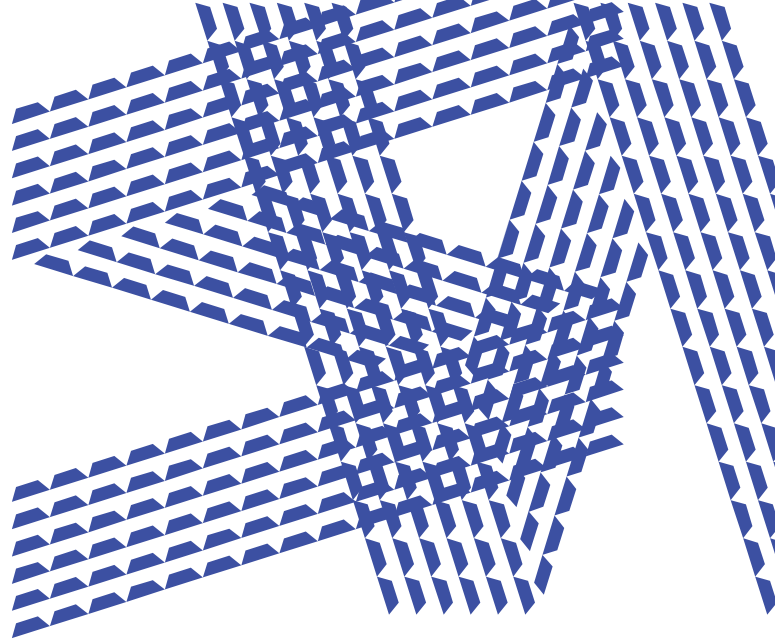


NZEI  
TE RIU ROA

**whakamana**  
**tamariki**  
**tumeke**  
**tumuaki**



# POST PAID UNION MEETING ACTION PLAN | TERM 1 2023

*Draft until voted on by NZEI Te Riu Roa Members.*

## Objective

Our plan has one clear objective – get the government to release funds for the Ministry to make a better offer that addresses our **key campaign areas**.

- **Pay that values principals and better recognises the complexities of our roles.**
- **Resourcing to support our professional wellbeing and growth so that we can continue to provide strong leadership in our kura/schools and community.**
- **Improved staffing so that we can meet student needs and aspirations without getting burnt out.**

We will get the government to improve their offer through direct pressure and sustained engagement with our local MPs. We will also build community support to add weight to what we are asking for.

Principals' Council (PC) members will lead the plan. Its success comes down to all of us participating.

The negotiating teams will continue to seek an outcome through bargaining while we campaign to make sure the government makes the funding available to the Ministry for a better offer. Members will vote on any new offer that is received.

# The Plan

## 1. Get our boards on side

### Term 1

- All principals to talk to their presiding member and/or school board about the campaign issues and ask them to show their support by adding their name to a supporters' list.
- A resource that can be personalised for the school will be supplied. It will include information about how the presiding member/board can show their support through the campaign.

## 2. Let the community know what is going on

### week of March 13

- We will publish an open letter to the Minister calling on the government to do better. We will set out the issues and our solutions.
- We will announce that principals will be prioritising the day-to-day teaching and learning in their school and will not be taking on additional or new tasks until there is an acceptable improvement in support and staffing to do so.
- As part of this all principals commit to not participating in Ministry of Education or other government agency work that is not a direct benefit to their school.
  - Principals' Council representatives will arrange for the letter to be shared in local newspapers, while principals can publish it in their school communications and send a copy to their local MP. An editable version of the letter will be supplied.

## 3. Make sure our local MPs are clear about the issues

### March 20-End of Term

- Principals' Council will coordinate direct contact with local MPs to highlight the campaign. Resources will be available for all members to share digitally with their MP throughout this time. We need to make sure MPs are consistently hearing about our issues and what they need to do to fix them during this time.

## 4. Put collective public pressure on the Government

### Wednesday April 5

- The Principals' Council will organise local high profile public activity outside MP offices and school based demonstrations of support.

## Strike?

Principals expressed a broad range of views about taking strike action, with many feeling that more direct contact with the government may be the most effective way of conveying our message. Others were keen to make a bold statement through a strike. There was not a clear majority for or against such action.

Principals will decide at union meetings whether to be part of a ballot for strike action. If teachers reject their offer they will move to a strike ballot that will take place electronically after the conclusion of the teachers' paid union meetings.

## Other Actions

This plan sets out the actions that we all need to take consistently across the country in order to show the government how serious we are.

In many places, groups of principals have already started to highlight issues and build community support. This includes talking with local media, contacting their MPs and taking a group stance in responding to Ministry emails.

We are keen to see more of this happening and want to be clear that this plan is not intended to limit other actions. Talk with your Principals' Council representative about what else you can do locally!

**We are strong  
when we act  
collectively.  
With persistence  
and commitment  
we can win!**

**NZEI  
TE RIU ROA**

**whakamana tamariki tumeke tumuaki**